



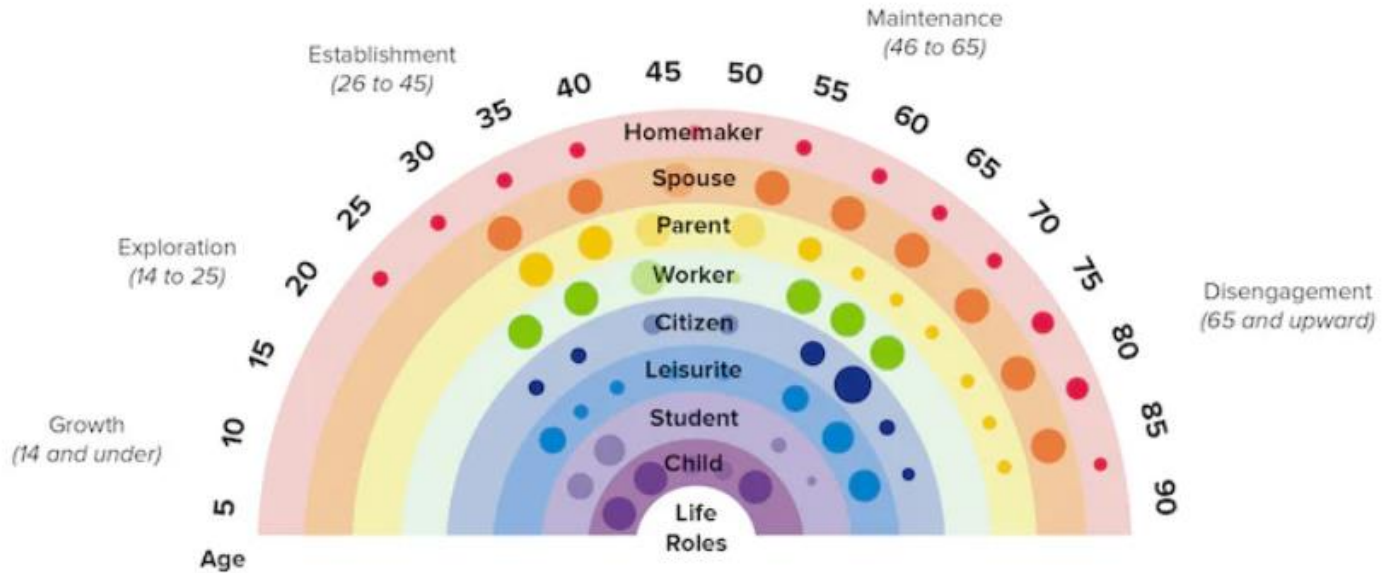
# Stayin`alive ethos – segle av og på livets regnbue?

## 8.November 2023

<https://www.youtube.com/watch?v=fNFzfwLM72c>



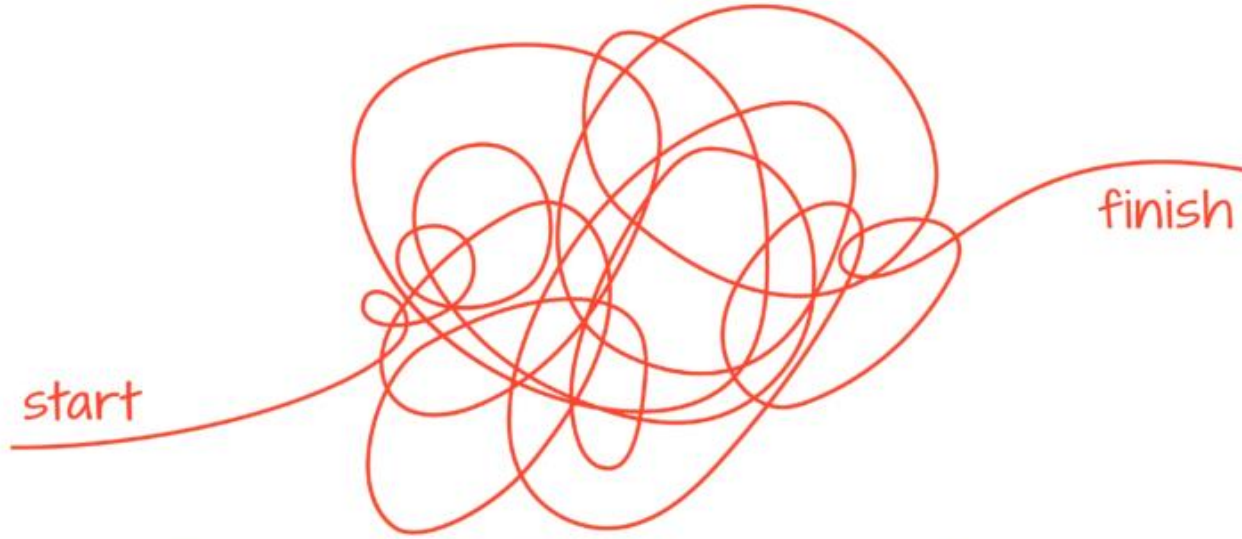
**Figure 1: The Life Career Rainbow**



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<https://www.mindtools.com/anzcujb/the-life-career-rainbow>

Original referanse:Super, D. E. (1957). *The psychology of careers; an introduction to vocational development.*



# Career Progression in the Agile Age

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## The Post-tenure Apex: Unrewarding, Unproductive, Unhappy. Is Continuing Learning a Remedy for Mid-Career Misery?

Heather Kanuka <sup>\*</sup> , Jonathan Anuik

[The Post-tenure Apex: Unrewarding Unproductive Unhappy. Is Continuing Learning a Remedy for Mid-Career Misery? - Journal of Higher Education Policy And Leadership Studies \(johepal.com\)](#)



**Abstract:** (2042 Views)

Academics who are in mid- to late-stages of their career are often overlooked as participants when leaders of higher education are planning continuing learning opportunities. The reasons are varied but typically originate from a lack of understanding about this long and important phase in an academic's career. Prior research has reported that a crisis can happen at this career apex, illustrating a need for continuing learning. Many academics who move into mid-career encounter issues such as plateauing (e.g., no longer finding new research results), career disappointments (e.g., no longer able to attain research funding), and changing perspectives about their priorities (e.g., publication outputs are no longer a priority). The purpose of this study was to extend our understanding of the value of continuing learning for mid- to late-career faculty. We conducted a study on the perceived value and impact of continuing learning for mid- to late-career academics. Our findings indicate that when development centres are planning activities for mid- to late-career faculty, it will have the greatest value when (a) based on career-stage appropriate needs (e.g., high priority areas identified); and (b) activities are directed to mid- to late-career academics. While prior research has shown that interaction and collaboration are important for mid- to late-career academics, findings from this study indicate technical and practical knowledge are a higher priority.

**Keywords:** Mid- to late-Career Academics, Continuing Education, Research Intensive Universities, Post-tenure, Career Plateau



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 10.52547/johepal.2.1.6



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# Livslang læring anno 2023

- Generatet by Bing AI, using DALL-E 3  
Command: create a plantlike line,  
31.10.23



# Livslang læring og - karriereveiledning

- Begrepet student endres – altså pedagogikken må endres
- Underviser-rollen endres – SFU for EVU?
- Omfang og lengde på kompetanseheving endres – læringsutbyttebeskrivelser endres
- Det å snakke om akkreditering og datalagring og eierskap blir lunsjprat igjen
- Forsker/student – hva gjør AI med denne dikotomien?





**UiB | FERD**

karrieresenter for yngre forskere

# Utvikling i akademia 2000 - 2020

Stilling/år	2000	2010	2019/20	% vekst
PhD	592	1106	1531	160 %
Postdoktor	235	918	1340	470 %
Forsker	189	554	885	368 %
Førsteamanuensis	1364	1331	2146	57 %
Professor	1786	2138	2669	49 %





# Bakgrunn

- karriereutvikling skal prioriteres
- karriereprogram utviklet både på fakultetsnivå og sentralt nivå
- «Handlingsplan for ph.d.-utdanning 2020 – 2024» (styresak 63/20)
- HR-program for forskere: Charter & Code
- styresak 4/20 «*Karrieropolitikk for yngre forskere ved UiB*», to anbefalinger knyttet til karriererådgivning:
  - nettportal
  - karriererådgivningscenter



# Åpner 15. februar 2022



The screenshot shows the 'Rektorbloggen' website header in red with the UiB logo and navigation links. The main content area features a post titled 'UiB åpner karrieresenter for yngre forskere' dated 6. februar 2022, written by Margareth. The post includes a large red logo for 'UiB FERD karrieresenter for yngre forskere' and a profile picture of Margareth Hagen, rektor. A search bar is visible on the right side of the page.

- <https://www.uib.no/ferd>
- Rektors blogg:
- <https://rektor.w.uib.no/>
- Åpning: [Åpning av Ferd karrieresenter for yngre forskere – YouTube](#)



## Tilbud

- Web portal
- Aktivitetskalender m/
- Karrierekurs
- Generiske kurs
- Karriereveiledning (2 veiledere)
- Nyhetsbrev
- Nordisk nettverk
- Karrieredager

# Veileder for vurdering i akademiske karriereløp

NOR-CAM - En verktøykasse

**U:R** Universitets-  
og høgskolerådet



Takk for oppmerksomheten!

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