

# Apprise Timeline of GINGER

Ginger had worked in a range of professional positions before moving cities in North America to do her master's degree. She moved again to pursue her PhD, including moving between countries and imagined a research-teaching position afterwards. Ginger did not have a partner or children, but maintained a geographically-dispersed personal network and frequent contact with her ageing mother. She joined the study in 2006 as she began her second year of doctoral study and graduated when she was in her mid-50s. What struck us about Ginger's story was:

Frequent re-locations during degree and health issues in research-teaching position (personal)

Writing challenges and interdisciplinarity ongoing degree (work experience)

Getting tenure/permanence and advancing career prospects in research-teaching post (career thinking)

Year	Personal	Work experience	Career Thinking
PhD Year 2	Concerned about future, sought counselling to help calm worries.	Writing, presenting, teaching and committee work; observing academics to learn the job. Committee lacked expertise to support her inter-disciplinary approach.	Referred frequently to 'when I become a professor'. Hoped to move directly to research-teaching post, but knew this unlikely.
PhD Year 3	Accepted position close to mother; exciting moving to new city, new job and teaching 5 brand new courses.	Submitted and waiting for defence.	Began job-searching; applied 25 times; invited for 3 interviews. Accepted job (inter-disciplinary) as thesis submitted; being wooed for job meant others valued her research.
PhD Year 4 Year 1 in new position	Supervisor died, so she experienced two deaths: her friend/ supervisor and her thesis. Experience was not the worst thing that had happened so she knew she would survive.	Major roadblock as started job; thesis failed by external examiner given issues of inter-disciplinarity; felt mortified. Needed to write 2nd thesis, this time disciplinary; but could not start in fall with 5 new courses to teach. Given new supervisor; had fewer courses in winter so began 2nd thesis.	Both deans supportive; classified as teacher (same salary though) until post-PhD.
PhD Year 5 Year 2 in new position	Worked on thesis through summer, autumn and Christmas with no weekend off. Spilt personality: teaching linked to 1st inter-disciplinary thesis but research now more related to 2nd disciplinary one. Personal relationships snatched moments; no time for physical activity. Neighbours held celebration for her.	Re-submitted thesis. Teaching, trying to advance research; but teaching on 2 campuses and teaching on Fridays, the departmental research day. Defended thesis; all went well; department celebrated with her.	-----
Post-PhD Year 1 Year 3 in position	Tried to ensure 1 day/week not work and develop social network.	Tried to carve out time for writing and learned to say 'no'. Wrote regularly; tried to have 3 papers on the go at once. Enjoyed work: liked people and advising undergraduates; teaching getting closer to research area. Could not supervise graduate students or involve them in research since no programs in her area.	Re-appointed but advised to increase number of publications before tenure.
Post-PhD Year 2 Year 4 in position	Mother died; major surgery after sports accident limited physical activity; slowly adjusted to new life situation. Settled for 1st time in many years with no move ahead of her; bought a house.	Attended conferences; built up external network and depended on them for support. Clear sense of research trajectory and contribution; multi-year research plan in new, exciting direction. Arranged move to other campus where people with similar interests nearby. More cynical about academia ...probably inevitable, but still loved teaching and research.	Decided to apply for tenure early. In future, imagined becoming Chair of a department.
Post-PhD Year 3 Year 5 in position	Had carved out time for sports; had network of local friends augmenting other friends from earlier times.	Submitted major grant application; helped clarify research agenda. Acted as interim Chair; felt she had a vision. Continued to enjoy teaching and research	Got tenure, but not unanimous given limited research and lack of funding. Having tenure, she could apply for Chair and did. Future mapped out; would grow with job; when retired could still do research – sounded like most wonderful thing in the world.
What struck us	Frequent re-locations Health issues.	Writing challenges. Inter-disciplinarity.	Getting tenure/permanence. Advancing career prospects.