

Post-Tenure Pathfinders

A 12-week guided program to redefine your academic purpose after receiving tenure.

What is Post-Tenure Pathfinders (PTP)?

The Post-Tenure Pathfinders Program (PTP) is a 12-week virtual experience designed to help recently tenured and mid-career faculty chart a meaningful and sustainable path forward.

Participants engage in guided reflection, peer discussions, and structured planning to align their work and life with what matters most to them now.

Who is this Program For?

Post-Tenure Pathfinders is designed for recently tenured and mid-career faculty who are thinking about what comes next in their academic careers.

The program is especially valuable for faculty who want to:

- Reflect on their professional identity and priorities
- Strengthen leadership and decision-making skills
- Rediscover motivation and sense of purpose in their work
- Increase satisfaction and well-being in their careers
- Connect with peers navigating similar post-tenure transitions

Why PTP?

Tenure marks a major milestone, but it rarely comes with a roadmap for what comes next. As responsibilities grow across research, leadership, and service, many faculty begin rethinking their direction, priorities, and long-term impact.

At this stage, faculty are often navigating:

- Expanding leadership and mentoring roles
- Ongoing research expectations
- Increasing service commitments
- Evolving priorities around purpose and well-being

Associate professors are largely unsatisfied

Associate professors report the lowest satisfaction levels across several areas of academic work compared with both assistant and full professors.

Post-Tenure Pathfinders helps faculty navigate this mid-career transition and design a more intentional path forward.

*data according to Harvard COACHE Faculty Job Satisfaction Survey

Program Outcomes

Post-Tenure Pathfinders helps faculty translate reflection into renewal, building momentum for their next professional chapter. Participants leave the program with a clear sense of direction, grounded confidence, and the tools to sustain long-term satisfaction in their academic careers.

The program cultivates three key outcomes:



Renewed Purpose

Reconnect with the values and motivations that first inspired your academic path. Rediscover meaning in your work and direct your energy toward what feels most impactful now.



Expanded Perspective

Recognize new ways to apply your expertise in research, leadership, or mentoring. Explore fresh opportunities that align with your evolving goals and interests.



Sustained Fulfillment

Design a career that supports your well-being and balance, fostering long-term satisfaction and renewed enthusiasm for academic life.

“The Post-Tenure Pathfinders Program provided a needed time to pause and reflect on my future career path. Given how busy academia is, there are rare opportunities to truly consider what path to take after tenure, whether that be towards full professor, administration, or beyond academia. PTP forced me to consider where my passions lie and how to lay the foundation for my next career path that continues to feed that passion.”

Tiffany Joseph, PhD
Associate Professor of
Sociology
Northeastern University



Program Structure

Post-Tenure Pathfinders unfolds over **12 weeks**, combining self-directed modules with community engagement through NCFDD's online platform.

Each week introduces a focused area of exploration, guided by reflective questions such as:

- **Who am I and what do I love?**
- **What is the best way to work on what I love?**
- **What support do I need to move forward on this path?**

Participants move from self-reflection to planning, with steady support from peers and coaches throughout the process.

Find Your Next Chapter

