Professional Pathways: Chart Your Way Forward!
https://pathways.educause.edu/

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Members design their professional development through learning pathways customized to their career aspirations
Created in Consultation

EDUCAUSE and External Workforce Research
Focus Groups With Professionals
EDUCAUSE Professional Learning Program Data

Reimaged Professional Learning

Mentoring
Leadership and Management Institutes
Competency Self-Assessments
Pathway Planning Toolkits
Learning Labs
Technical and Credential-Based Training

Information security
ITIL/IT service management
Cloud
Project management
Business analysis and support
Data and analytics

https://portals.unitedtraining.com/educause

A Unique Job Market

94% of employees will stay at an institution longer if it invests in their career development

Source: LinkedIn, 2019

58% name “skills development” as a top criteria when selecting an employer (after salary and benefits)

Source: TalentLMS, 2021

62% say more learning and training opportunities would make them more motivated at work

Source: TalentLMS, 2021
Pathways chart the way forward.

The EDUCAUSE Professional Pathways are designed to help higher education professionals assess where they are in their careers today and create a plan to move toward accomplishing their goals, whatever they may be. In today's labor market, pathways are more important than ever, and they support transparency, empowerment, and development at a time when organizations and their teams must prepare for the challenges and opportunities ahead.

If you can see it, you can be it.
The Four Pathways

The four pathways serve to guide professionals supporting and transforming higher education through the innovative use of technology.

**Information Security**
The Information Security Pathway is for higher education professionals whose primary role is to keep the campus community safe and protect institutional data across systems and for constituents, including students, faculty, staff, and partners.

**Information Technology**
The Information Technology Pathway is for leaders and professionals who support information technology systems and their strategy, management, budgets, and policy. The pathway guides those who manage the technology ecosystem comprising the systems and services that institutions use to store and manage data and processes, whether on campus, in the cloud, or through shared services.

**Innovation**
The Innovation Pathway is for professionals dedicated to the advancement of their institution’s mission and strategic goals through the innovative and creative application of strategies and solutions. This pathway supports those tasked with leveraging data and technology in support of cross-institutional transformation.

**Teaching & Learning**
The Teaching and Learning Pathway guides those working to enhance or transform learning experiences and student success across the institution through the effective application of learning science and relevant data to guide the selection of pedagogies and technologies.

POLL: What pathway best fits you?

Information Security
Information Technology
Innovation
Teaching and Learning
For higher education professionals

Higher education professionals at all levels can use the site to develop a curated, informed plan personalized to their and their organization's needs. To do so:

- Explore the four pathways to determine which is best suited to your goals and interests today and to explore other options and paths;
- As a gap analysis, complete the self-assessment for the pathway level that most closely aligns with your current role and the next one you aspire to;
- Use the respective Pathway Toolkits to guide an exploration of your goals and competencies and chart a path that prepares you for future roles or an expansion of the current one; and
- Review the various levels and sections of your pathway to see the education, positions, skills, and actions that can move you forward.

For those who lead or mentor others

Leaders and mentors can use the site as a coaching tool to help their teams and mentees set goals and advance. To do so:

- Share and review the pathways with members of your team and mentees;
- Have team members or mentees complete the various competency self-assessments to determine gaps in skills and abilities relative to their current or desired roles;
- Utilize the pathways for professional development planning to guide and transform the capabilities of your team and those who report to you; and
- Encourage team members to use one of the pathway toolkits for self-reflection and professional planning and to support your coaching and transformation efforts.
POLL: What pathway level best describes your current role?

Early level
Mid level
Advanced level
Unit executive level
Institutional executive level
Early Level
0-7 YEARS

Information Security Specialist
SALARY RANGE: $43,000-$67,000

Information security specialists are in charge of developing and implementing security measures for their organization. They are responsible for analyzing security procedures and suggesting changes to upper management for increased efficiency and extra security. Information security specialists present their findings to managers and recommend new technologies or policy modifications.

See Active Job Descriptions

Network Technical Specialist
SALARY RANGE: $35,000-$66,000

Information security network specialists, also known as computer support specialists, set up, support, and maintain local area networks (LANs), wide area networks (WANs), and other networking systems in their organization. These professionals also install routers, switches, firewalls, and network-related software programs for their organizations.

See Active Job Descriptions

Information Security Analyst
SALARY RANGE: $41,000-$66,000

Information security analysts are responsible for conducting system analysis and providing technology project leadership for their organization. One of their main duties is coordinating operational procedures related to information systems and their management.

See Active Job Descriptions

Computer Forensics Analyst
SALARY RANGE: $40,000-$110,000

Forensic computer analysts are responsible for analyzing computer-based information for forensic evidence within their organization. They process large amounts of data to find specific items on behalf of their organization. Tasks performed by forensic computer analysts may include handling computer hard drives and storage devices to analyze user patterns, using different computer programs to recover information from damaged media devices, and preparing detailed reports after running computer analysis software applications, among others.

See Active Job Descriptions

NOTE: Salary data varies significantly by location, institutional type, and many other factors and should not be used for benchmarking. Job descriptions should be consulted for specific job requirements. Information is based on current occupational data and salary ranges.

Early Level
0-7 YEARS

Looking at cybersecurity as a career path can be intimidating, but many working in this field didn’t start out with intentions to work in cybersecurity. In this podcast, we ask several higher education cybersecurity professionals how they would encourage others to consider cybersecurity as a career option.

Listen to the Podcast
POLL: What “action” would you find most valuable in supporting professional growth?

- Learning offerings (e.g., institutes, courses)
- Mentoring
- Volunteering
- Authoring and article/blog
- Presenting at an event
- Other (tell us in chat)
Dynamic Pathways

For the professional by the professional

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