**When do I stop? A table to support my decision making about what academic work/citizenship to do and what not (in the hope that this might be useful to others approaching retirement age)**

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| **What could I do** | **Advantages** | **Disadvantages** | **My choice** | **Rationale** |
| Reviewing for journals | Contributing to the academic communityKeeping myself up to date with current thinking and research literature | It’s hard time-consuming work.Writing useful feedback takes quite a lot of effort | Discontinue | I’ve done my share over the years.Others younger than me will benefit more from the opportunity. It looks good on the CV but I don’t need a CV any more. |
| Writing books |  Builds national/international profile.Can earn some money.Gives you a buzz to see it out there.Can generate consultancy work. | It can take years of your life.What gets published in this fast-moving world is often out of date by the time it makes it into a book. | Discontinue | It’s getting harder and harder to work with publishers, especially in relation to responding to copy editor queries on-line.I’m not sure I have new things to say.The payment is very poor compared to the input of time.But I will help Phil Race with his 6th Edition of *The Lecturers Toolkit* if they go ahead with it |
| Writing chapters by invitation | Helps to maintain profile.Less hassle than taking something through the commissioning process myself.I’ve often got enough to say to make a chapter worthwhile, especially if working with my friend Kay Sambell. Sometimes I can help a novice by co-authoring a chapter. | It’s time consuming.There are still the ghastly copy editor queries to deal with on-line.Editors might wish to make changes to what you write.It’s sometimes quite a slow process as so many people are usually involved. | Continue occasionally | I still enjoy writing about what really interests me. Do it if feels like fun.  |
| Editing books | Shaping a collection on a topic of interest can be really interesting. You learn a huge amount by reading and editing what others are writing.  | It’s much harder work than writing a book yourself or with a good co-author.Contributors can let you down by missing deadlines, writing material that needs a lot of editing or just never submit. | DISCONTINUE | Definitely never do it again (I’ve done 14 already). But I’ve just agreed to mentor someone doing her first edited collection. |
| Mentoring, particularly PhD by publication | Lots of people need the kind of help that I can give.It’s something I enjoy doing.So many people still don’t know about the benefits.  | There are several good books around on the topic (particularly Smith, S., 2020. PhD by Published Work. *PhD by Published Work*, pp.1-176.) so maybe I’m not needed. | Continue in a more limited way than previously (more people want help than I can fit in) | Why not, it’s something I enjoy and am good at, so long as I don’t take too many people on. |
| PhD examining | It’s a fantastic way to keep up to date with new developments in your field, so long as you are really selective about which you accept to do | It's huge amounts of work. HEIs pay a pittance and usually take ages to pay. Hetting your expenses when you have to upload your receipts on line is gruesome. | Discontinue unless the topic is so riveting, I can’t bear not to | Actually younger people need PhD examinations for their CVs but I don’t |
| On-line workshops/ keynotes | It’s a means for me of continuing income generating work without excessive bodily wear and tear. I’m now habituated to the technology and know what I’m doing.I’m still in demand, especially alongside Kay Sambell.  | It’s awful when the technology fails (hence preferring to work in tandem).It requires me to continually keep abreast of new developments (this is a pro as well as a con!) | Continue. Principally alongside Kay Sambell with whom I did all my best Covid work on assessment. | Was my salvation during Covid Lockdown! I love doing it! |
| Workshops/ keynotes in person UK | I absolutely love doing this.It’s good to actually be on campus and meet real practitioners and students to help me stay current.I can still command a fee to do this.  | Aforementioned bodily wear and tear. It’s a lot more time consuming than doing things virtually. | Continue, in tandem with Kay Sambell in places we want to go to | If people keep asking, they must want me to do them.The hazard though is to know when you are just not up to it any moreI’m relying on feedback (and Kay) to tell me when I reach this point.But it is my top favorite thing to do, and I’m physically up to it again so **bring it on**! |
| Workshops/ keynotes in person outside UK | All of the above, except because the travel expenses are high, it’s not so easy to charge a big fee. | Aforementioned bodily wear and tear particularly all the bother of flights and airports. And it takes even more time than UK in-person activities. | Continue, with Kay but very selectively and not long haul.  | It’s fun and gives me a buzz.I’ve been travelling to do workshops and keynotes internationally for 30 years and it’s a great way to learn about global practice first-hand. |
| Developing resources for posting on my website as done particularly in Covid with Kay | It’s a form of academic citizenship that Kay and I do which people appreciate. Posting material for free gets us high visibility that results in invitations to do paid work. | It takes up a lot of time for largely no financial return.It’s no one else’s fault but mine if the work isn’t of a high enough standard to be shared publicly (although working with kay mitigates this). | Continue, but not at such a high rate of output than during the pandemic. | It's so much quicker to get ideas out there than doing it via journal articles or books.Our Covid work was downloaded more than 25,000 times and elements were translated into 3 different languages, giving even wider global reach. |
| Developing resources for paying clients (mainly with Kay) | It’s really enjoyable to do.It tends to pay well.The resources often align symbiotically with the keynotes and workshops we do.Mostly our clients are happy to make the resources widely available to others, which is great, which means we can contribute through this to the wider community. | It takes a lot of time to produce.Working with clients involves making some compromises. | Continue when asked to do this. | We/I enjoy doing this and clients tend to really appreciate what we produce. |
| Reviewing/commenting on AdvanceHE Fellowships | It’s very interesting to learn about diverse practice.There is sometimes payment involved which I divert into contributions to the foodbank I support (if people ask me to do this with whom I have no ties I ask for £100 for the foodbank).  | This is monotonous work that I don’t enjoy much.The changing nature of the Professional Standards Framework requires me to keep up to date (maybe this is an advantage?) | Only do it when it makes money for the foodbank or if it’s for a dear friend. | It’s straightforward to do and has some obvious benefits. |
| Acting as advocate for AdvanceHE PF Fellowships | Again, it’s good to do it for close friends but tricky/inappropriate if people I barely know ask me to do it.I learn a lot about current practice as I read them. | It’s horribly time consuming. | Do it when essential but not otherwise. | When you are not on the payroll of any HEI you need to be careful about how much unpaid ‘academic citizenship’ you engage in. |
| Writing references for jobs/ professorships (known to me) | I think it’s important to support the next generation of advanced practitioners by helping them in this way.My voice is respected and can sometimes help people make their case. | It takes time.Occasionally people ask for support when they are not really ready for a professorship. | Continue as needed | It’s been a mission of mine for ten years to act as a champion for promotions based on teaching and learning rather than just research, and this is a good way of doing it. |
| Writing ‘neutral’ comments for applications/ professorships (unknown to me), asked for by HEIs who know my reputation as having expertise in this area. | I’m always keen to promote proper metrics-based decisions to promote T&L orientated people. Can be a way of generating income for the food bank: I say I will only do it if they do so | Time consumingCan be frustrating when their systems are silly or unjust (favouring research over teaching) | Discontinue unless a payment is made to a food bank | The need for food bank contributions isn’t diminishing. But I won’t do it if they don’t pay.  |
| Reviewing bids for UK or other national funding rounds | Sometimes this is paid, especially outside the UK.Helps keep abreast of current trends.An opportunity to use expertise. | Often a lot to read against tight deadlines | Continue if the conditions are right | It’s usually very interesting and feels useful, but always weigh up the benefits carefully before saying yes. |
| Leading/contributing to podcasts | This is a pleasure to do. It is another way I can maintain my profile. Sometimes people who ask me are willing to make a contribution to the foodbank. | Sometimes quite a lot of preparation is needed to make sure I know what I am talking about. | Continue occasionally | It’s another fun thing to do that makes me feel valued |
| Other forms of virtual interaction especially Tweetchat and webinars. | It’s the best form of free staff development/CPD around.Virtually meet up with old friends and make new ones.Contribute to the wider community. | Twitter is just grim nowadays (it’s new name is just silly and so I don’t use it)Webinars can be odd times of day if from other time zones | Continue for the time being | Helps to keep me current, but join in judiciously |