**Pathways**:

* First do, Second identify -- SARAH, THOMAS
* Activist turn scholar --CYNTHIA
* Interdisciplinary -- SARAH
* Goes to graduate school non-trad age – CYNTHIA
* PAGE -- SIDNEY

**Bridging worlds:**

* HE and k-12 -- THOMAS
* HE and community -- SIDNEY
* Theory & Practice -- SARAH

**Motivations**:

* Personal (family, spiritual) -- SARAH
* PES is best way to teach students (pedagogy)
* PES--- obvious, implied, implicit, natural, common sense approach, innate, “why not?,” it just is – THOMAS, CYNTHIA
* Sphere of commitment (local) -> hometown, alma mater -- SIDNEY
* “Public” work as essential, including me??/othering
* Tool for change, to serve, activism – THOMAS, CYNTHIA
* Conceptions of the “Ivory tower”-> break down mentality, expanding our sense of scholarly work, leveling the playing field, actor grounded in the institution
* Reciprocity – THOMAS

**Characteristics:**

* Flexibility of work hours--CYNTHIA
* Creativity – SIDNEY, CYNTHIA
* Uncertainty of PES (P&T, self-identifying as PES, institutional criteria) – SARAH (touches on this as self-identifying as PES)

**(Professional) Identity:**

* Change agent –THOMAS, SIDNEY
* Teacher – THOMAS, CINDY
* Learner--CYNTHIA
* Multiple hats – SIDNEY, CYNTHIA
* NPO leader
* Servant researcher -- SARAH

**Challenges that PES/work that they do**:

* Financial -- SIDNEY
* Time management- not enough, negotiating, number of courses
* P&T/ rewards structure (time)
* Support/mentorship – SIDNEY (access to scholarly material), CYNTHIA

**Mentorship**:

* One individual (PES/non-PES) – SARAH, THOMAS
* Supportive department – THOMAS, SIDNEY, CYNTHIA
* Support from outside department eg. IA, academic departments, s-l offices –SARAH, THOMAS
* Peer (student, collegial) – THOMAS, SIDNEY
* Can also come from community based partner (more evident in Quan data than Qual) – SIDNEY, CYNTHIA
* Lack there of

**Commitment/Cultures (healthcare example/race, ethnicity, etc)**:

* Department non-supportive of PES -- SARAH
* Institution non-supportive of PES -- SIDNEY
* Department supportive of PES – THOMAS, CYNTHIA
* Institution supportive of PES--CYNTHIA

**Career:**

* Scholar (faculty)
* Scholar/administrator
* Scholar/NPO -- SARAH, THOMAS
* NPO -- SIDNEY
* Title includes “PES” -- SARAH
* Have their dream job