

Assessing the Educational Landscape in Preparation for Career Advancement

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Overview of Presentation

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- ❑ To examine the landscape of education for career enhancement and advancement.
- ❑ To explore national data regarding the intersection of leadership and women in academia.
- ❑ To provide opportunity to consider personal goals, imperatives and deal breakers relevant to one's career path.
- ❑ To engage with colleagues and experience deepened learning.

Key Findings on Levels of Leadership from the White House Report 2010

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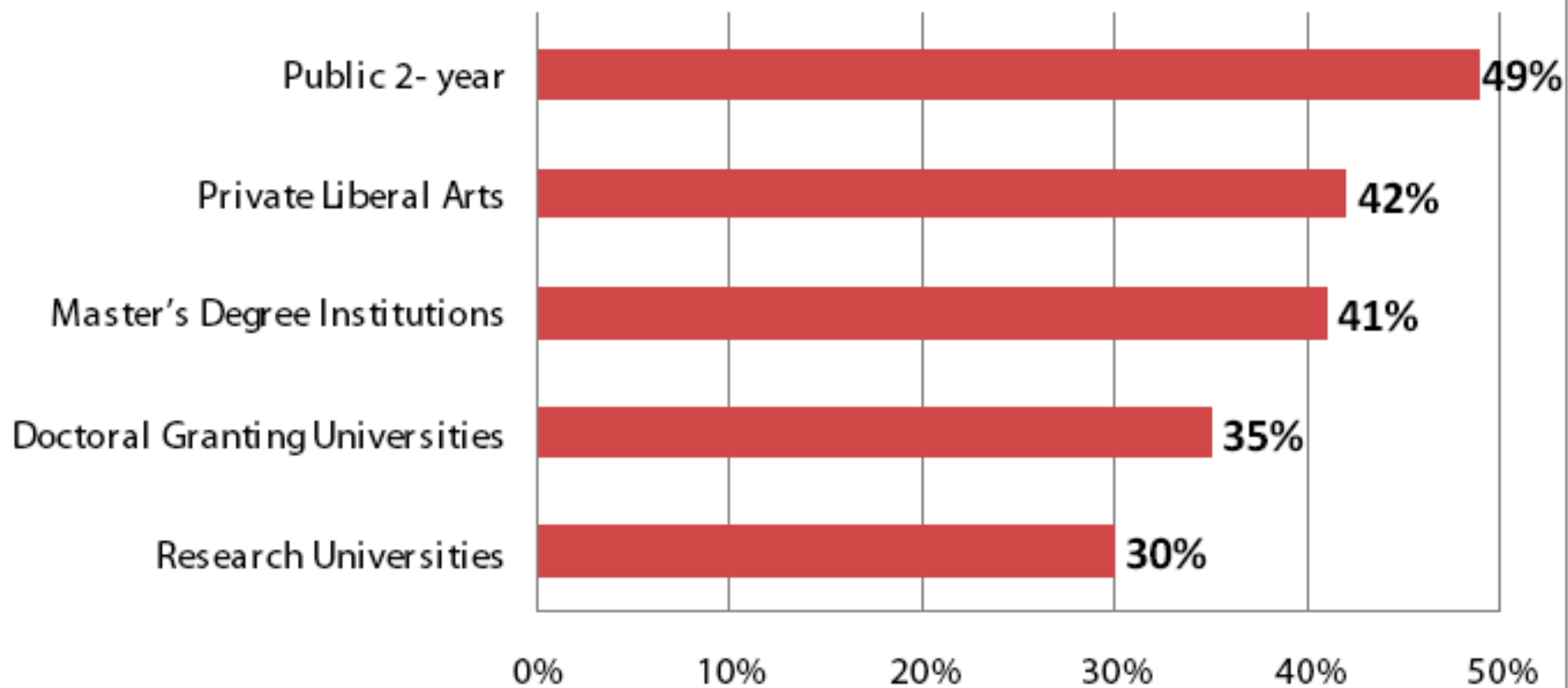
- Nationally, women are 57 percent of all college students but only 26 percent of full professors, 23 percent of university presidents and 14 percent of presidents at doctoral degree-granting institutions.
- The number of female presidents has not changed in the last 10 years.
- Women account for less than 30 percent of members on college and university boards.
- Female faculty have not made any progress in closing the salary gap with their male counterparts. In 1972, they made 83 percent of what male faculty made: today they make 82 percent of what male faculty make.

Questions to Ponder....

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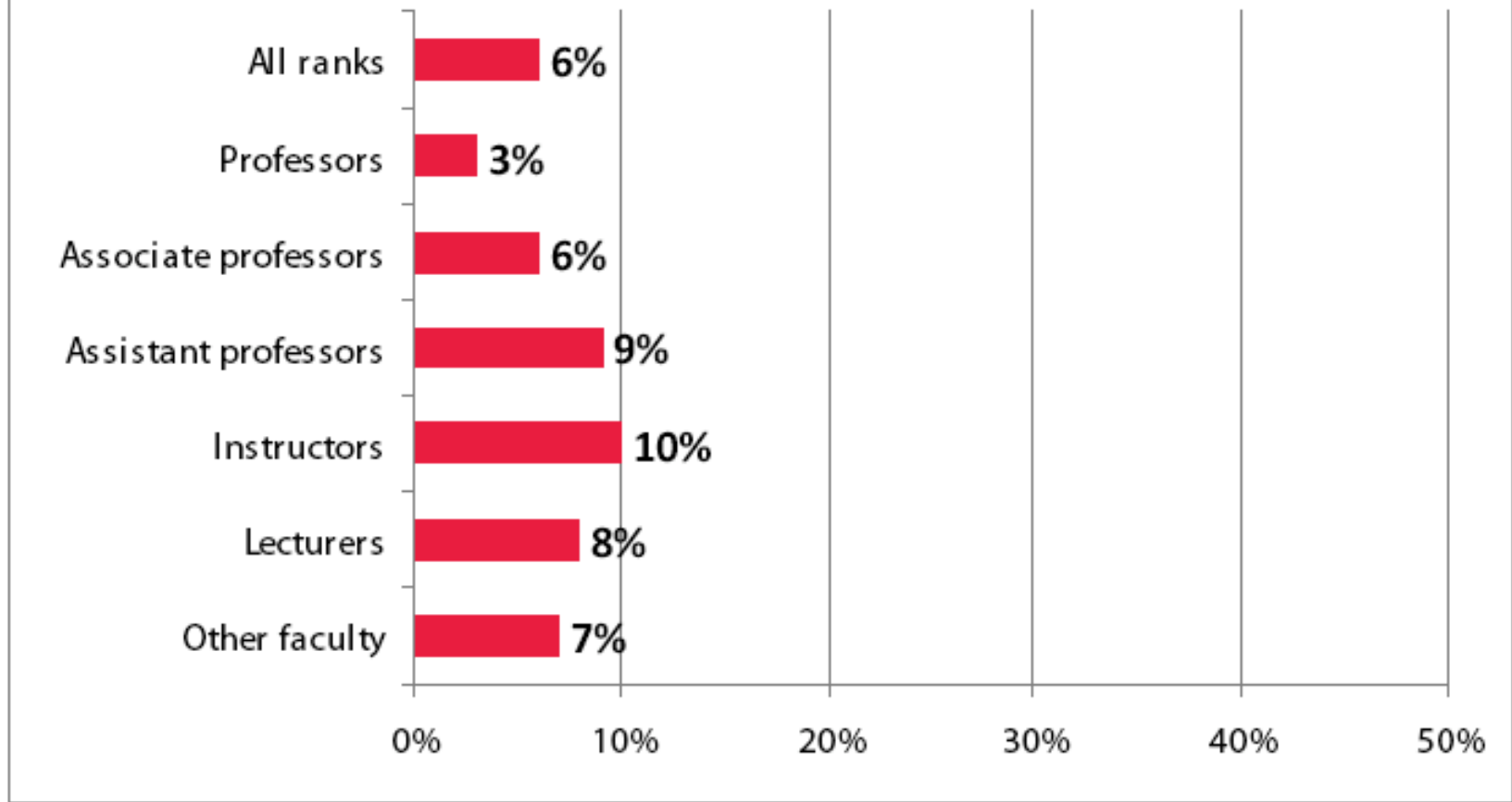
- Given the number of females pursuing degrees of higher education, why is the academy not attracting this population as an employment option?
- In what ways is this research similar to the paths of leadership for women in North Carolina colleges and universities?
- What innovative steps might we take as professionals individually and collectively to alter these findings?

Percent of the Faculty who are Female



Source: Data from *Digest of Education Statistics 2008*, Table 252.

Women of Color as Percent of All Faculty



Source: *Digest of Education Statistics (National Center for Education statistics) 2008 Table 228*
http://nces.ed.gov/programs/digest/d08/tables/dt08_228.asp

What Type of Leader Are You?

Lead by Example - ER

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- Participatory
- Authoritarian
- Transformative

- **Enhance your leadership skills**
 - ▣ Inventories
 - ▣ Leadership Development Programs

Are you a.....?

If you have something to say, you can say it!

- ER

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- Person who Makes it Happen?
- Person who Watches it Happen?
- Person who Wonders WHAT happened?
- **Into which category do you fit?**

Leadership Characteristics

Human Relationships, like life itself, can never remain static - ER

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- Approachability
 - Presentation Skills
 - Confidence
 - Team Spirit
 - Compassion
 - Perspective/Range of Interests
 - Integrity and Trust
 - Listening
 - Ethics and Values
- **What's missing from your list?**

Six Strategies for Success

Remain true to your passion even when you face drastically challenged situations - ER

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- Take ownership of your career path
- Mentor up and mentor down
- Take advantage of leadership development opportunities
- Be upwardly mobile
- Be politically savvy
- Establish a good support system

What Say You?

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- What do you want to do next?
- What are you doing now to prepare for your tomorrow?
- What is the one thing you need to request in your personal life or within the workplace to move closer to that reality?
- What is the one thing you need to alter in your personal life or within the workplace for the next step to become reality?

Self-Care...

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- At Home
- At Work
- In Relationships
- Physical Health
- Psychological Attitudes

Final Thoughts

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- Establish your vision, develop a strategy
 - ▣ How are you different from the next person?
 - ▣ What relationships must you create to make the vision plain?
- Build an Effective Team
 - ▣ A great team can make it happen! Who's on yours?
- Capital Allocation
 - ▣ Your decisions will determine your fate!
- Create your Top 10 list of non negotiables. Those things if practiced faithfully would enable you to live a quality life.
 - ▣ Consider the discipline, description and frequency

Strategies

Work hard to overcome risk aversion particularly when you are in situations where you are the minority - ER

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- Accept that there are problems you can't control and focus on what you can do.
- Recognize that all risk takers struggle with and overcome internal doubts and fears.
- Lead by example.
- Remember that real change is the reward for leaders who accept risk and take action to bring about their dreams.
 - “You can't win if you don't play.”

Let's Play: Think, Pair, Share!

- Reflect upon your top three reasons for assuming the role you have now.
- Are those reasons still resonating to date? If so, in what ways? If not, what has happened?
- To what do you attribute any change? Self, environment, unmet expectations, and/or change?
- Does your skill set match the role you have?
- Does your role have a shelf life? Is it implied or explicit? How do you know?

References

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- Jasmin Brand – Brandpointe
- Michael Hayes
- The White House Project Report: Benchmarking Women’s Leadership
<http://thewhitehouseproject.org/documents/Report.pdf>
- Belenky, Mary Field, et. al. *Women’s Ways of Knowing: The Development of Self, Voice, and Mind.*

“Great leadership is not limited by gender; it is limited by opportunity”

-Molly Corbett Broad, President of the American Council of Education and Former President of the University of North Carolina