

Well-Behaved Women Rarely Become Dean

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Session Set-up:

- ◆ Introduction of Session and Overview (Tweet via #wellbehaved)
- ◆ Exercise: Who am I today and who do I want to be tomorrow?
- ◆ Discussion: Who's on your bench?
- ◆ Exercise: It's draft night...choosing your team
- ◆ Wrap-Up: Putting it all together
- ◆ Questions & Answers

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THE BACKGROUND

- ◆ Laurel Thatcher Ulrich
 - ◆ 1976, *Vertuous Women Found: New England Ministerial Literature, 1668-1735* (Published in *American Quarterly*)
 - ◆ 1995, Kay Mills *From Pocahontas to Power Suits*
 - ◆ 1996, Jill Portugal, *The New Beacon Book of Quotations by Women*
- ◆ Well-behaved women seldom make history...

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BACKGROUND...

- ◆ A common objective of womanist/feminist research and practice is to provide opportunities for **traditionally excluded members** of a community to **express their lived experiences** (Mohanty, 2003) to invite institutional growth and transformation.
- ◆ "Feminist practices in student affairs include **empowering female college students** to develop voice in university policy decisions, increasing numbers of campus women's organizations, and professional development for female students of color" (Guido, Chávez, Lincoln, 2010).

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- ◆ Mentoring, sponsorship, and effective networking have emerged as powerful strategies to aid the careers of those advancing through the ranks in organizations (Blake-Beard, 1999; Blake-Beard, Murrell, & Thomas, 2006; Murrell, Crosby & Ely, 1999; Thomas & Gabarro, 1999).

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Beeler's Model of Adjustment

- ◆ Beeler's (1991) Model of Adjustment offers a useful model for new professionals to consider as they begin the socialization process into a new career.
- ◆ The Model offers four stages that new professionals must traverse in order to become adjusted and successful within the academy.

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Beeler's Model of Adjustment

- ◆ The four stages in Beeler's (1991) Model include:
 - ◆ unconsciously incompetent,
 - ◆ consciously incompetent,
 - ◆ unconsciously competent, and
 - ◆ consciously competent.
- ◆ Students and new professionals "do not know what they do not know" (Ali & Kohun, 2007, p.37).

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CAREER FUNCTIONS

- ◆ SPONSORSHIP
- ◆ EXPOSURE & VISIBILITY
- ◆ COACHING
- ◆ PROTECTING
- ◆ CHALLENGING ASSIGNMENTS

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PSYCHOLOGICAL FUNCTIONS

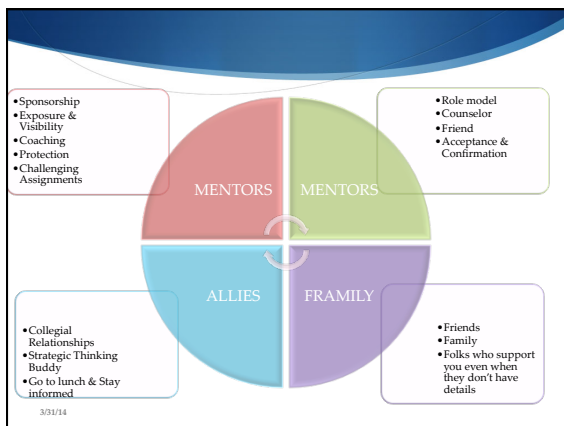
- ◆ ROLE MODELING
- ◆ ACCEPTANCE & CONFIRMATION
- ◆ COUNSELING
- ◆ FRIENDSHIP

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YOUR PERSONAL STRATEGY

- ◆ **ALLIES**
- ◆ **MENTORS**
 - ◆ Career Function...
 - ◆ Psychological Function...
- ◆ Friends + Family = **FRAMILY**

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WHAT'S NEXT?

- ◆ Create your team...
- ◆ Each area should contain 3 people...
- ◆ Each area of your development should have an objective
- ◆ Map your team and goals for who you need to meet, which relationships need cultivations, and what are your career objectives...

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THANK YOU!!!

Please stay in touch...

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