SHE LEADS: Managing & Navigating Change in Higher Education

MAY 30, 2023
1:00–3:00 p.m. ET
MODERATORS

Kathryn Enke
Senior Advisor for Leadership, Strategy, and Governance, AAC&U

Emma Jones
Executive Vice President/Owner, Credo
Women in Leadership Institutes
Leading with Longevity: Sustaining Self & Profession

Cabinet Leaders | November 28–29
Presidents | November 29–30

Register today at aacu.org/lead
Leading with Longevity: Sustaining Self & Profession

Participants will engage in learning, reflection, and community building through a series of connected sessions, panels, and facilitated conversations. **Cabinet Leaders** will engage in sessions such as:

- The Problem with Executive Presence: Redefining How Leaders Show Up
- Leading with Longevity in Higher Education: Presidential Voices
- Joint Keynote & Dinner with Presidential Attendees
INVEST IN YOU
PANELISTS

Jessica Harris
Vice Chancellor for Anti-racism, Diversity, Equity and Inclusion, Southern Illinois University Edwardsville

Elizabeth Perry-Sizemore
Interim Provost and Vice President for Academic Affairs, Randolph College

Rosalie A. Richards
Associate Provost for Faculty Development, Stetson University

Tynisha D. Willingham
Provost and Vice President of Academic Affairs, Eastern Mennonite University
Amid institutional or professional transition or change, a strength I bring is

____________________________________________________________________________________

Name: ______________________________________________________
Role(s): ____________________________________________________
Institution(s): ________________________________________________
WHAT WE BRING TO CHALLENGING SITUATIONS

Jessica
Patience

Elizabeth
Equanimity

Rosalie
Positivity & humor

Tynisha
Sense of calm & perspective
YOUR STRENGTHS
SESSION GOALS & OUTCOMES

- Recognize and celebrate one’s own experiences to date with transition and transformation, identifying individual strengths revealed and developed through those experiences
- Develop strategies for navigating change
- Identify a network and personal board of directors to support oneself during change leadership processes and explore how to utilize these resources
CONVERSATION TRIADS

• **Prepare:** WRITE!
  Briefly describe an experience when you had to overcome an obstacle, failure, challenge, or resistance. Consider sharing an experience that occurred during a moment of institutional or professional transition or change.

• **Engage:** You will take a turn in each of three roles:
  - **Storyteller:** Describe the experience you wrote about by answering the Interviewer’s questions.
  - **Interviewer:** Ask questions, without offering advice, describing a similar situation, or even being empathetic.
  - **Notetaker:** Listen for and share key themes, strengths, or skills revealed through the exchange.
CONVERSATION TRIADS: INTERVIEWER QUESTIONS

• Where were you (position, place, perhaps)? What was the nature of the experience?
• What resistance (either internal or external), obstacle, failure or challenge did you encounter?
• What actions did you take and why?
• What was the impact at the time?
• What insights did you gain after this experience?

Prompts developed by Dr. Melissa Peet, Generative Knowledge Institute (https://generativeknowledge.com/)
**HOW TO STRUCTURE YOUR 60 MINUTES**

If you have 3-4 people in your breakout room, assign:

- 1 storyteller
- 1 notetaker
- 1 interviewer
- 1 timekeeper

If you have 5-6 people in your breakout room, assign:

- 1 storyteller
- 1-2 notetakers
- 1-2 interviewers
- 1 timekeeper

Rotate roles each round. It is important that EVERYONE has the opportunity to be the storyteller.
WRITE! Briefly describe an experience when you had to overcome an obstacle, failure, challenge, failure or resistance. Consider sharing an experience that occurred during a moment of institutional or professional transition or change. (3 minutes)
BREAKOUT ROOM REMINDERS

**Interviewer Questions**
- Where were you (position, place, perhaps)? What was the nature of the experience?
- What resistance (either internal or external), obstacle, failure or challenge did you encounter?
- What actions did you take and why?
- What was the impact at the time?
- What insights did you gain after this experience?

**Roles**
- **Storyteller** - *Describe* the situation you wrote about by answering the interviewer’s questions.
- **Notetaker** - *Listen* for and *share* key themes, strengths, or skills revealed through the exchange.
- **Interviewer** - Ask questions, *without* offering advice, describing a similar situation, or even being empathetic.
- **Timekeeper** - *Monitor* time so everyone has the opportunity to be the storyteller.
REFLECTION ON CONVERSATION TRIADS
1. Please select a category that best describes the experience you have shared. (Single Choice) *

185/185 (100%) answered

<table>
<thead>
<tr>
<th>Category</th>
<th>count (total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity, Equity, and Inclusion</td>
<td>(28/185) 15%</td>
</tr>
<tr>
<td>Budget/ Fundraising</td>
<td>(4/185) 2%</td>
</tr>
<tr>
<td>Academic freedom</td>
<td>(2/185) 1%</td>
</tr>
<tr>
<td>Enrollment/Student success</td>
<td>(10/185) 5%</td>
</tr>
<tr>
<td>Visioning and strategic planning</td>
<td>(32/185) 17%</td>
</tr>
<tr>
<td>Conflict or crisis management</td>
<td>(51/185) 28%</td>
</tr>
</tbody>
</table>
WRITE! Briefly respond to the following questions:

- What did you hear?
- What will you do with what you heard?

(3 minutes)
Multiple mentors/sponsors

- Who do I surround myself with, given my strengths and challenges I face with regularity?
- How are they helpful?
- Where are the gaps?
- How do I build my network?
- What do I need and when?
RESOURCES

SHE LEADS Session Workbook and Slides
https://www.aacu.org/webinars/she-leads

SHE LEADS Blog with Additional Resources
https://blog.stetson.edu/faculty-engagement/she-leads-managing-navigating-change-in-higher-education

Additional Opportunities for Women in Leadership in Higher Education
http://www.aacu.org/lead
THANK YOU & CONTACT US

Jessica Harris
Elizabeth Perry-Sizemore
Rosalie A. Richards
Tynisha D. Willingham

SheLeadsHigherEd@gmail.com
THANK YOU!

aacu.org/lead