



AAC&U
WEBINAR

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



C R E D O

AAC&U

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

ABOUT THE INSTITUTES

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

ROLL CALL: IN YOUR BREAKOUT ROOM

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

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.



CONVERSATION TRIADS: INDEPENDENT WORK

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

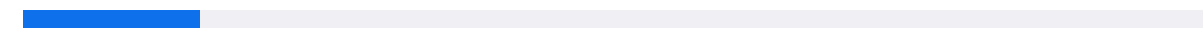


REFLECTION: PARTICIPANT POLL RESULTS

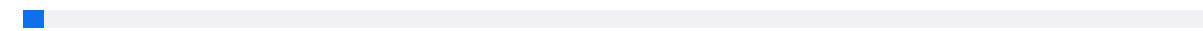
1. Please select a category that best describes the experience you have shared. (Single Choice) *

185/185 (100%) answered

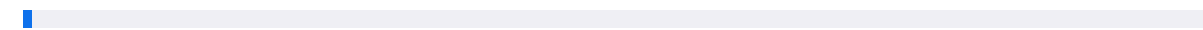
Diversity, Equity, and Inclusion (28/185) 15%



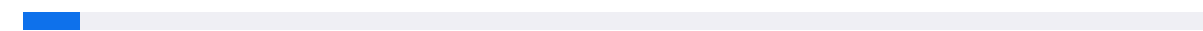
Budget/ Fundraising (4/185) 2%



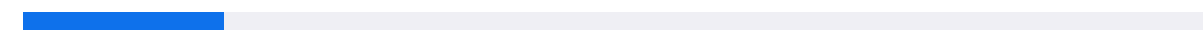
Academic freedom (2/185) 1%



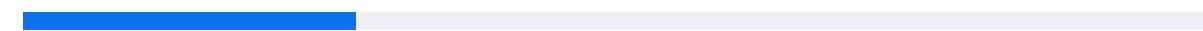
Enrollment/Student success (10/185) 5%



Visioning and strategic planning (32/185) 17%



Conflict or crisis management (51/185) 28%



REFLECTION: INDEPENDENT WORK

WRITE! Briefly respond to the following questions:

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

(3 minutes)

PERSONAL BOARD OF DIRECTORS

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?



What's Missing? What do you need?

Department Colleagues

1. _____

2. _____

3. _____

Readers
(see Intellectual Community)

Professional Editor

1. _____

2. _____

Substantive Feedback

Professional Development

On Campus

1. _____

2. _____

3. _____

4. _____

Off Campus

1. _____

2. _____

3. _____

4. _____

Senior Faculty in Your Department

1. _____

2. _____

3. _____

4. _____

Sponsorship

Emotional Support

Friends

1. _____

2. _____

3. _____

Other

1. _____

2. _____

3. _____

Family

1. _____

2. _____

3. _____

On Campus Mentors

1. _____

2. _____

3. _____

4. _____

Peer Mentors

1. _____

2. _____

Off Campus Mentors

1. _____

2. _____

3. _____

4. _____

3. _____

4. _____

Access to Opportunities

Role Models

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

1. _____

2. _____

3. _____

Accountability
for what REALLY matters

Intellectual Community

Readers

0-25%

1. _____

2. _____

3. _____

50-75%

1. _____

2. _____

3. _____

25-50%

1. _____

2. _____

3. _____

75-100%

1. _____

2. _____

3. _____

Safe Space

1. _____

2. _____

3. _____

4. _____

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

