Facilitated Discussion

2811 - Difficult Connections: Getting Decision-Makers Onboard for Transfer Success
Leadership and Strategic Planning, Matriculation Trends and Issues

Would you like to elevate the transfer experience at your institution and get decision-makers onboard to support your transfer student-focused initiatives? Has every argument you’ve tried failed? Or do you even know where to start to convince your administrators to see the awesomeness of transfer students? Join us to work together to create a multi-faceted plan to make those difficult connections for transfer success!

Holly Herrera, Associate Provost for Transfer Initiatives and Academic Partnerships
Columbia College Chicago

Keri Walters, Assistant Provost for Transfer Initiatives
Methodist University
Difficult Connections: Getting The Decision-Makers Onboard for Transfer Success

HOLLY HERRERA, COLUMBIA COLLEGE CHICAGO
KERI WALTERS, METHODIST UNIVERSITY
About this session

DERIVED FROM

• Enhancing Campus Capacity for Leadership: An Examination of Grassroots Leaders in Higher Education (Kezar & Lester, 2011)
Tempered Radical Framework

- Resisting quietly and staying true to one’s self
- Turning personal threats into opportunities
- Broadening the impact through negotiation
- Leveraging small wins
- Organizing collective action

Define your goals

Directs the overall strategy

Which then directs the tactics
Tactics

- Vision
- Raise consciousness
- Creating networks/empowering others/relationship building
- Mobilizing people
- Garnering resources
- Persuasion and influence
Poll: Who (or what office) needs to get on-board to support transfer student success?

Poll Everywhere Link Here
Tactic: Vision

How can we get others to see what we see and find it be important?
Tactic: Raise Consciousness

Less public than the Vision tactic

Often behind the scenes
Tactic: Create Networks, Empower Others, Build Relationships

How do you find other transfer advocates?

How do you build relationships?

How do you empower others?
Tactic: Mobilizing People

- Hiring and mentoring like-minded people
- Utilizing existing networks
- Partnering with key stakeholders
- Leveraging data
Tactic: Garnering Resources

Gain resources and support (most often behind the scene and quietly)
Tactic: Persuade and Influence

Partnering with key stakeholders with different approaches.

Examples of
  • Direct approaches?
  • Indirect approaches?
Staying Resilient

Celebrating Small Wins  Building Support Networks  Appreciating the Process
What tactic can you employ the moment you return to your campus to make those difficult connections?
Thank you!

HOLLY HERRERA, PHD
hherrera@colum.edu

KERI WALTERS, M.S.
k Walters@methodist.edu