

## FWCA 2023 Proposal

**Title:** From Faculty to Administration: Assessing Your Skills and Gaining Relevant Experiences

**Conference Track:** Career Development

**Abstract:**

This presentation is intended for faculty who are interested in learning more about potential pathways to administration in academe and how to gain skills to prepare for such positions.

Presenters will share national data that includes demographic profiles of senior administrative roles, information about a range of administrative options and share some salary data. This session will also include the opportunity for participants to assess their own skill sets and consider ways to further develop their administrative skillset. (Wordcount less than 200)

### **Overview of Proposed Presentation:**

Demographic data on administrative positions suggests that professionals from underrepresented racial and ethnic groups reflect 23% of higher education professionals (College and University Professional Association for Human Resources, 2020). At the same time, undergraduate student populations continue to grow increasingly diverse. This pattern has presented a dilemma for American colleges and universities as student body demographics are now mismatched to a persisting non-diverse faculty and administrators. From state and local funded community colleges to elite research universities, institutions are beginning to pay more attention to the diversity among higher-level administrators, especially in academic affairs and student affairs. Faculty of color can poise themselves to take advantage of institutional efforts to enhance diversity of administrators on their campuses by preparing themselves for more senior level roles. By considering the breadth of available opportunities, faculty of color are empowered to expand their vision for creating their own career pathway within higher education administration.

### Elements of a Good Workshop Proposal

- a. Title
- b. Conference Track
- c. Abstract – 150-words max.
- d. Overview of Relevant Literature, Theoretical Frameworks & Concepts
- e. Learning Outcomes
- f. Outline of Presentation (Delivery Methods/ Timeline)
- g. References

One-inch margins  
Double-spaced  
Times New Roman  
12-point font

This presentation is intended to connect faculty to research and data on higher education leadership demographics, support faculty with guidance and resources for advancing their leadership aspirations at their institutions, and empower faculty to lead the transformation of higher education into a more equitable and just environment.

### **Delivery Methods:**

The presenters will do the following to engage the audience:

1. Include questions throughout the presentation
2. Include a skills assessment for attendees to complete
3. Provide opportunities to discuss their reflections/observations from their skills assessment

### **Audience Learning Outcomes:**

1. Gain knowledge regarding administrative opportunities in higher education
2. Assess their own administrative strengths/areas of growth
3. Articulate next steps based on their strengths/areas of growth
4. Integrate information received into their individual career plans

### **Timed Outline for 45-minute Session:**

Introductions and purpose – 5 minutes

Share demographic data regarding administrative roles in higher education – 10 minutes

Discuss various administrative career options – 10 minutes

Complete the skills assessment – 10 minutes

Discuss participants' reflections and discuss next steps – 10 minutes

### **References:**

CUPA-HR (May 6, 2020). CUPA-HR Report Examines Professional Leadership Positions in Higher Education, (accessed on 10/31/2022 at <https://www.cupahr.org/blog/cupahr-report-examines-professional-leadership-positions-in-higher-education/>).