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Building Community and Embracing Change: The Global Voices of Women in Academic Advising

A Seat at the Table: Lessons Learned from Minority Female Leaders

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Presenters

Kimberly Lowry, Ph.D.
Vice President, Student Success and Instruction
Lone Star College – Houston North

Chrissy Davis, Ed.D.
Interim Vice President of Student Services
Spokane Falls Community College

Nina Arrington, Ph.D.
District Director of Advising
Houston Community College

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Overview

• Leadership landscape

• Challenges women face in leadership

• Leadership barriers

• Best Practices

• How to survive

• Our Journeys

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Objectives

- Understand current challenges and barriers as a minority female leader

- Learn how to navigate and overcome challenges and barriers as a minority female leader

- Awareness of best practices to prepare for professional advancement

- Provide strategies and tips on how to take the next step

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Leadership Landscape

- 30% of college and university presidents are women
- 32% of full professor positions at degree-granting institutions are women
- 5% of college presidents are women of color

Retrieved from https://www.aceacps.org/minority-presidents/

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Current Challenges/Barriers:

"Gender and race have been a profound determinant of one's political rights, one's location in the labor market, and one's sense of self identity" (Phillips, 2012, p. 1).

- Lack of (influential) mentors and sponsors
- Stigma or misperception about women in leadership
- Lack of informal (and to some degree formal) developmental networking opportunities
- Need for skill development and/or knowledge acquisition
- Lack of internal organizational role models (e.g., isolation)
- Lack of high visibility assignments
- Lack of pay equity (for women in general and women of color specifically)

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Addressing Challenges/Barriers:
4P's: Plan, Purpose, People, & Process

INDIVIDUAL:
- Plan for what you want. (Plan)
- Know your purpose and know that it is okay to be assertive about it. (Purpose)
- Say "yes!" (Purpose)
- Leadership is influence not a position. (Purpose & People)
- Ask for help/support, when needed. (People)
- Serve as a mentor or sponsor. (People)
- Knowledge is powerful—not power! (Process)
- *Study to show thyself approved.* Master your craft! (Process)

INSTITUTIONAL:
- Invest in professional development/growth. (Plan)
- Be an equity advocate. (Purpose)
- Speak up and out humbly about personal and professional accomplishments. (Purpose)
- Be a role model, mentor, and/or sponsor for others. (People)
- Embrace differences. (People)
- *Study to show thyself approved.* Know your institutional culture. (Process)
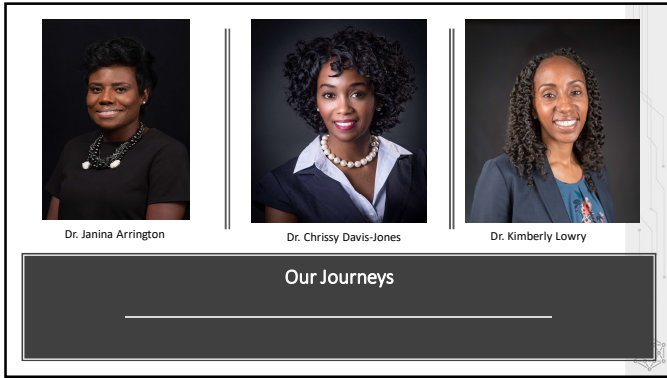
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Next steps

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Best Practices

Center for Creative Leadership®

NACADA

WOMEN'S LEADERSHIP INSTITUTE

Women and Gender in Higher Education

2020 NASPA Alice Manicur Symposium

AA7/CC American Association for Women in Community Colleges

- Programs
- Institutes
- Symposiums
- Conferences
- Associations
- Journals
- And more......

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Dr. Janina Arrington   Dr. Chrissy Davis-Jones   Dr. Kimberly Lowry

Our Journeys

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Kimberly Lowry, Ph.D. , Vice President, Student Success and Instruction
Lone Star College – Houston North, kimberly.lowry@lonestar.edu
Chrissy Davis, Ed.D., Interim Vice President of Student Services
Spokane Falls Community College, Chrissy.Davis@sfcc.spokane.edu
Nina Arrington, Ph.D., District Director of Advising
Houston Community College, janina.arrington@hccs.edu

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