Women’s Forum: Leaning In, Leading Forward…

Kathy Qualls, University of Cincinnati
Dawn Rhodes, IUPUI
Marta Perez Drake, NACUBO

October 6, 2015
Key Take-Aways

Change
Just Ahead

Opportunities
Abound

Create Your Pathway
Dawn Rhodes
Vice Chancellor for Finance and Administration, IUPUI

Kathy Qualls
Senior Vice Provost for Academic Finance & Administrative Affairs, University of Cincinnati

Marta Perez Drake
Vice President, Professional Development, NACUBO
What did you want to be when you grew up?
• White
• Male
• 56 years old
• Married
• Advanced degree
• 8 years at current institution
• Satisfied with job
• Higher education experience
CBO Women are more likely to....

- Be in their position less time than men
- Have altered their career for a family obligation
- Be divorced or never married
CBO Women are more likely to....

Say the most important factor for their job retention is “the ability to implement change”

With the least important factor being “fair compensation”
INCREASED RETIREMENTS ARE IMMINENT

- 40% say next career move is retirement
- 37% plan to retire in 3 years or less
Succession Planning

100%

Succession planning is important to the long-term viability of their organization.

It is their personal belief that succession planning is important.

DO NOT have a formal succession plan in place for their role.

91%
Opportunities Abound
CBOs need to have technical skills and financial acumen, but....
CBOs ALSO need super-cognitive skills....
Other skills...

Negotiation

Communication
Pathways
Share your path....
LEAN IN
WOMEN, WORK, AND THE WILL TO LEAD

SHERYL SANDBERG
COO of FACEBOOK
Done is Better Than Perfect
Done is Better than Perfect

Do you agree that “done is better than perfect”? If you had an extra hour in the day all to yourself, what would you do with it?
Imposter Syndrome
Imposter Syndrome

Have you ever felt like a fraud at work or at home? What makes you feel less insecure and more confident?
Keep your hand up!
Sitting at the Table

Where do you usually sit in a meeting – at the front? in the middle of the action? On the sidelines? Are you nervous about drawing attention to yourself? Have you ever wanted to participate/ask a question, but didn’t?
Jungle Gym vs. Ladder
Jungle Gym vs. Ladder

Do you see your career as a ladder or a jungle gym? How many jobs have you had in your life? How many do you anticipate having?
YOU MUST DO THE THING YOU THINK YOU CANNOT DO.

— Eleanor Roosevelt
Risk Taking

Are you open to taking risks and accepting challenges on the job, or do you play it safe? What stretch assignments have you taken?
Finding Mentors
Finding Mentors

Do you have a mentor? If so, how did the relationship come about? What do you imagine a great mentor could do for you?
Things that matter

Things you can control

What you should focus on

© 2013 Behavior Gap
Doing It All

How much control do you feel you have over your schedule? What boundaries have you, or can you, set for yourself?
Get Feedback
Getting Feedback

Do you actively solicit feedback? Has feedback made you a better employee? Do you remember what that feedback was?
Pay It Forward
Pay It Forward

Supporting one another. Do you feel as if you could have done more to support women in your workplace? Do you regret any moments when you could have helped more but did not?
Key Take-Aways

- Change Just Ahead
- Opportunities Abound
- Create Your Pathway
Kathy Qualls:  
(513) 556-6919  
Kathleen.Qualls@uc.edu

Dawn Rhodes:  
(317) 274-4511;  
dawnrhod@iupui.edu

Marta Perez Drake:  
202.861.2519;  
mdrake@nacubo.org

Continue the conversation...  
CONTACT US!!