

GEARUP



RIGHT CHOICES FOR YOUTH

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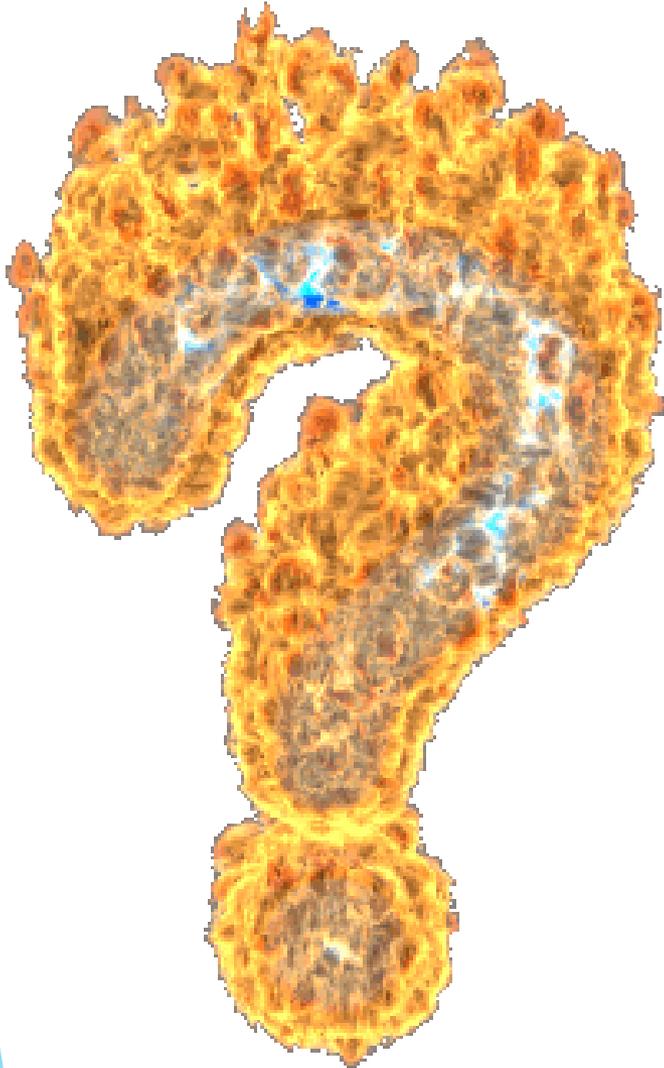
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A Newbie Administrator's Perspective

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Burning Questions



- ▶ Write your questions, concerns, issues, etc.
- ▶ Provide as much detail as you can

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Hiring Considerations



← Trimmed Haircut

← Clean Shaved

← Warm Smile

← Feel of Confidence

← Formal Dress

← Firm Handshake

↔ Correct Body Posture



Hiring Considerations

- ▶ Why Hire? (Write or
 - ▶ Got need?
 - ▶ Got perspective?
 - ▶ Other reasons?

- ▶ Minimum Qualifications?
 - ▶ Heart for the program
 - ▶ Others?



We are looking for "improvement"

The Dwight Schrute Effect



Phillips, K. W., Liljenquist, K. A., & Neale, M. A. (2009). Is the pain worth the gain? The advantages and liabilities of agreeing with socially distinct newcomers. (Author abstract)(Report). *Personality & Social Psychology Bulletin*, (3), 336.

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Pros and Cons

- ▶ Fill a need
 - ▶ Communicating the need, impact, etc.
- ▶ Gain perspective
 - ▶ Communicating depth, breadth, history, etc.
- ▶ Intersection of structure and culture
 - ▶ Trust plays a big role

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Newbie Challenges



My Perspective

- ▶ Low income, First generation
- ▶ No GEAR UP, TRIO existed, but not at my school
- ▶ Promoting higher education
- ▶ MBA, business owner, business counselor
- ▶ Taught first year classes before GEAR UP
- ▶ GEAR UP at institution since 2005
- ▶ Same director for last 8 years

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My First Reactions



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What I learned



Confidence

Compliance

Data & Info

Assurance

Your Cards

- ▶ Divide into groups
- ▶ Read the cards, choose one as a group
- ▶ Discuss the issue
- ▶ Develop questions regarding the statement or question on the cards
- ▶ Determine if a newbie would offer value
- ▶ Discuss with everyone

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Newbies May...

- ▶ ...require time to adjust
- ▶ ...come across harshly
- ▶ ...not fit your organization

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Newbies Can...

- ▶ ...provide new perspective
- ▶ ...fill emerging needs
- ▶ ...give new life

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Questions? Comments?

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