**Notes from Academic Track: Play to Win: Mastering Politics and Transforming the Academy (**10:00-11:50 a.m.)

Showcase Oregon 2016 – March 7th, 2016

**Chair:** Doug Blandy, Senior Vice Provost, Office of Academic Affairs

**Presenters:**

* Dr. Belle Wheelan: President, Southern Association of Colleges and Schools Commission on Colleges, USA
* Liana Zhou: Archivist, Director of Library Archives, Kinsey Institute, Indiana University-Bloomington, USA.
* Portia Maultsby: Laura Bolten Professor Emerita, Indiana University-Bloomington Campus, USA.
* Akosua Adomako Ampofo: Professor, University of Ghana, Legon, Ghana (currently Fulbright Scholar at Concordia University, Irvine, CA., USA).

**The speakers had the following advise for attendees:**

To manage through change:

* Understand the process of getting things changed especially if you are new or in a new position of authority.
* Don’t try to change anything right after you get through the door.
* Wait to learn the culture of the institution.
* Find out the unofficial leaders- the influencers- make friends with them.
* Work with the formal leaders to create the change-making process.
* Take the plan to the entire institution and explain:
  + The rationale for the change
  + Why the plan is the best at the time
* Revisit the plan after feedback is offered.
* Implement the plan. Be sure to include the nay-sayers to be part of the plan.

Building partnerships by:

* Build relationships around the institution.
* Use humor- it defuses anxiety.
* Reward and acknowledge the contributions of others- no individual grows up isolated but we are all part of society.
* Bring to light the contributions of others; especially your fellow women.
* Work with donors to find money for special projects, fellowships for students, communication to tell the stories about your work and forms of current day social media.
* Be strong, network, empower women to change the world.

Courting Success:

* It’s okay to be different; the academy will catch up with you
* Take risks
* Have mentors
* Do not relinquish your heritage
* Find community
* Be willing to learn; bringing new ideas can help
* Be innovative; exploring non-traditional ideas
* Follow your vision and passion

Being strategic

* Contest the male spaces
* It’s okay to ask for help from the guys
* Push boundaries
* Some cultures put male ahead but you have to create your own circle; a sisterhood of support
* Find support behind the scenes when running for positions in the academy dominated by male
* Fight exclusion: teach advocacy and participate in establishing policy
* Find supporters inside and outside the academy for mentors and role models
* Be true to yourself, standing firm
* Everybody needs some help at some time, so seek it.

Key reminders

* Ask questions
* Build relationships
* Make decisions based on facts and not merely on people’s race
* Work to change institutional culture if you want sustainable change