Helping Latinx Candidates Prepare for Administration

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Focus of Presentation

- Career paths in higher education administration
- Preparing yourself for a career in leadership
- The role of mentorship
- Using your cultural background as an asset
- Best practices for Latinx leaders
Career Paths

- No formula—each trajectory is different
- Natural progression vs. accident
- Temporary vs. deliberate
Preparing Yourself

- Be more deliberate about it
- Be forthcoming; make it known
- You can’t be too modest or too subtle
- Be intentional about your career
- Make yourself more visible
- Don’t be too accommodating to the needs of others
- Ask about opportunities, rewards, compensation, benefits
The Role of Mentorship

- Seeking advice and mentorship is crucial
- Mentorship from a variety of people (groups, genders, age, types of career paths)
- Types of issues/questions: decision about roles and positions; decision-making; conflict resolution; dealing with everyday issues; ethical issues
- Mentorship is a two-way street
Using your cultural background as an asset

- Bilingualism, biculturalism
- Extra insight (code-switching)
- Empathy
- Team work; team-building
- Remember lessons from your life, obstacles
- Build a network of folks
Best practices and obstacles

- Key skills:
  - Collaboration (team work)
  - Communication skills
  - Continual engagement with stakeholders

- Obstacles:
  - Self-identity issues
  - Difficulty in saying no, building consensus
Summary

- Intentionality about your leadership path and building your leadership skills
- Don’t be too shy/modest/accommodating
- Seek advice and mentorship
- Use your cultural background as an asset
- Best practices (from leaders): collaboration, communication, engagement
- Obstacles: self-identity issues, pressure for being “the first”, difficulty in achieving consensus