

WHAT'S KICKIN IN ADMISSIONS

Monthly Email Newsletter curated by our team for our team



MEET NICOLE

College: School of Medicine &
Public Health

Major: Doctor of Physical
Therapy

Birthday: September 16

Fav activity in Madison:

Taking long walks along
Lakeshore or Commuter's path
and listening to podcasts or
music

Fav spot on campus: The
terrace

SOME FUN FACTS

**Weirdest
experience in the
office:**

Getting 10 spam
calls in a row in a
span of two minutes

STORY OF THE DAY



MEET SYDNI

College: School of Business

Major: OTM, Supply Chain Management, & Marketing

Birthday: February 2nd

SOME FUN FACTS

Fav activity in Madison:

Open mic night at the terrace

Fav spot on Campus: The Terrace

Best resource you've used:

The writing center

Orgs you're involved in:

Student Leadership Program

Weirdest Experience in the Office:

When a mother insisted her daughter be able to enroll in the semester even though we were already halfway through the semester!

STORY OF THE DAY



MEET BRYCE

College: School of
Business

Major: MHR & Marketing

Birthday: July 23rd

Fav activity in Madison:

Walking around the city

Fav spot on Campus: The
Terrace

Best resource you've used:

Career advising at the business
school

Orgs you're involved in: Alpha
Kappa Psi, Society for
Management Human Resources

SOME FUN FACTS

**Weirdest Experience in the
Office:**

Someone insisted that they
fax their letter of
recommendation to us (Does
anyone really do this
anymore?)

STORY OF THE DAY

WHAT TO BE ON THE LOOKOUT FOR

Upcoming Birthdays

Kinsey
Baber:
June 27

Bryce
Batzko:
July 23

Important Dates & Office Updates

Transcript deadlines:

Fall freshman- July 10

Fall transfer (semester school):
June 14

Fall transfer (Quarter school):
July 10

Deferred Enrollment Updates:

- Students in ADMT, DEIN or MATR status may continue to submit Deferred Enrollment Requests even though the May 1 deadline has passed.
- Deferred enrollment is considered on case by case basis
- Final transcripts due July 10 to finalize deferred enrollment.



LET'S TALK LEADERSHIP

UW-MADISON'S LEADERSHIP FRAMEWORK

WHAT'S THE LEADERSHIP FRAMEWORK?

The UW-Madison Leadership Framework provides a structure for our university to understand how the action of leadership can result in positive changes in beliefs, values, and behaviors in individuals and organizations.

HOW DOES THIS RELATE TO THE OFFICE OF ADMISSIONS?

In short, the leadership framework invites us to use integrity, inclusive engagement, and connection with the community in our work; this idea helps us to support our peers and support incoming students by creating positive communication and change in the office.

WHAT'S THE LEADERSHIP CERTIFICATE?

- The UW-Madison Leadership Certificate allows students to gain experience and excel in leadership both inside and outside the classroom.
- Allows you to understand your leadership strengths
- Creates involvement on campus & in the community

ELEMENTS OF THE LEADERSHIP FRAMEWORK:

- **VALUES**
- **PRINCIPLES**
- **COMPETENCIES**
- **OUTCOMES**

LEADERSHIP FRAMEWORK

 UW-MADISON LEADERSHIP FRAMEWORK		VALUES		
		Integrity <i>Serving as a role model for truth and transparency</i>	Inclusive Engagement <i>Guiding the group toward optimal performance and effectiveness</i>	Connection and Community <i>Welcoming the broader community into the process of creating a shared vision for change</i>
COMPETENCIES	Self-Awareness <i>Self-reflecting in order to help to reveal strengths, limitations, beliefs, values, and attitudes that affect the ability to facilitate change</i>	- Understanding personal motivation to serve and how it relates to the collective effort - Understanding one's own culture and context and how it influences participation - Valuing fact-based information - Maintaining focus on truth over achievement - Thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty towards others - Ensuring transparency for the scrutiny of all the group's stakeholders - Committing to working hard and continuous learning	- Reflecting on personal beliefs, values, attitudes, and emotions that motivate one to take action - Understanding one's own strengths and limitations - Creating processes for open communication and dialogue - Creating on-going opportunities for feedback and reflection - Engaging others who complement group and individual limitations - Appreciating the knowledge, talents, and contributions of those in the community - Recognizing the value of broad community participation in creating change	- Evaluating and being attentive to the degree of participation among group members - Building awareness of one's influence on the dynamics and needs of the group - Ensuring each member is part of goal attainment - Demonstrating humility - Sharing ownership in the work and results of the group's efforts
	Interpersonal Communication <i>Communicating in tactful, compassionate, and sensitive ways to enable relationships to evolve</i>	- Appropriately addressing anxiety and conflict - Encouraging open and honest communication - Modeling vulnerability by actively disclosing information that benefits the group	- Engaging various individual and group communication strategies to draw out participation of others. - Listening to individual perspectives and ensuring they are reflected in group outcomes - Adapting one's approach in order to be responsive to the needs of others	- Cultivating a network of peers and colleagues in diverse communities - Mediating conflict to further the group's mission - Developing trust with others in the group - Openly acknowledging and appreciating the contributions of others
	Supporting Learning and Development of Others <i>Developing capacity and engagement of individuals and groups through feedback and coaching</i>	- Providing and receiving feedback for the purposes of continued learning - Leading by example to help others be authentic contributors - Supporting others to take risks that allow new information and perspectives to emerge	- Assessing the goals, needs, and aspirations of others to support growth and development - Facilitating the learning of others by delegating work that extends current knowledge or experience - Partnering in peer-to-peer learning - Providing direction to resources that support others' growth - Encouraging and supporting the participation of others in the co-creation of their community	- Developing group facilitation knowledge in others - Engaging others in community work to expand their network of peers and colleagues - Trusting others to represent the group in community forums
	Honoring Context and Culture <i>Seeking to understand the organization, culture, system, politics, and dynamics and their impact on actions needed to achieve the group's goals</i>	- Understanding the culture and context in which the group exists - Acknowledging the impact of systemic racism, sexism, ableism, etc., on individuals and environments - Being aware of judging others' behavior and beliefs according to the standards of one's own culture - Recognizing the value and challenges of cultural differences	- Encouraging full participation of all members by identifying and removing barriers - Challenging what is culturally dominant or normative for the group or institution	- Demonstrating knowledge of the history and cultural context of each constituency - Identifying goals that are meaningful to all - Promoting trust and good will across different cultures - Building and engaging with intersectional communities
	Decision-Making <i>Employing critical and strategic thinking that enables creative solutions to be considered and pursued</i>	- Acknowledging own self-interest and ensure it doesn't interfere with the decision-making process - Engaging affected communities in decision-making that impacts them - Leading decision-making processes with transparent criteria and goals - Exhibiting personal accountability for decisions made - Demonstrating the flexibility to recognize when a decision needs to be revisited	- Recognizing "groupthink" and encouraging alternatives - Encouraging consensus-building through constructive dialogue. - Creating processes where all perspectives are actively sought out and invited - Synthesizing divergent perspectives to help move towards a final decision - Helping the group stay focused on the common goal - Helping the group become comfortable with making a decision without full information or agreement	- Recognizing group dynamics and their effect on the community - Promoting collaboration within groups and with external participants - Modeling humility and trust for the rest of the group
	Fostering Bridge-Building and Collaboration <i>Creating environments where differences are appreciated and conflict can serve to expose new solutions to complex problems</i>	- Openly acknowledging group dynamics - Fostering a culture of transparency - Fostering a sense of trust among team members - Identifying compatible interests when conflict is present - Valuing input from team members, even when it is different from others and one's own	- Recognizing the Importance of sharing ownership in completing critical group tasks - Identifying how others want to be appreciated for their participation to support ongoing and future engagement - Identifying complementary skills and ensuring that teams are diverse - Ensuring that the dominant groups are not overpowering	- Creating a safe environment where participants can share differences of opinion - Building consensus with the group in identifying the group's goals - Fostering a sense of trust among community partners - Developing coalitions by aligning mutually beneficial goals - Appreciating the different learning styles of group members
	Moving Ideas into Action <i>Providing support and direction for groups to engage in ambiguous transformation processes</i>	- Recognizing the inherent risk in promoting change - Exploring how intended change will be sustained and supported - Appropriately managing risk - Challenging the status quo with facts and logical reasoning about its advantages and drawbacks - Demonstrating flexibility in responding to the ways others are impacted by change - Fostering a sense of trust among team members	- Collectively defining and communicating a compelling vision that enables others to pursue change - Creating a safe environment for people to be open in expressing and working through fears of change - Promoting energy and optimism in order to move ideas into action	- Partnering with key stakeholders in the identification, development, and implementation of positive change - Maintaining an open atmosphere for questioning processes and impacts - Working with the community in determining where change is needed

SOCIAL JUSTICE WORKSHOP

A QUICK RECAP OF WHAT WE LEARNED

"Who am I?"

Identity & What it Means

Identity has very different meanings, it's fluid, and changing. When we talk about social identity we refer to the idea that it stems from systematic power- it's how we group ourselves in society. Groups are based on physical, social, and mental characteristics of individuals such as race, ethnicity, gender, or sex.

The 4 D's: Intervening in Bias

Direct

Distract

Delegate

Delayed

Want more resources?



Contact Sam Becker!
samantha.becker@wisc.edu
Project Implicit- test for implicit bias
On campus: Multicultural Student Center
Gender & Sexuality Center

Implicit Bias

What is it?

Implicit Bias is the idea of "fast brain"- our immediate assessing and reaction when we see something.

Where does it come from?

- Unaware of it, multidirectional
- Unconscious
- Can be fear based: deeply rooted and defies logic

Where do we see it in our office?

Implicit Bias is our immediate reaction to something. We might see this in the office when we first assume the person calling/ emailing is wrong even though we aren't aware of their full story



Calling all Office
of Admissions
and
Recruitment
Staff!

We want to get
to know you!

There will be a
link to a survey
attached to this
newsletter,
please fill it out
when you can!



A LETTER FROM OUR AUTHORS

WRITTEN BY KINSEY BABER, ANGELICA
CONTRERAS, AND SYDNI TRAN



Hello Office of Admissions and Recruitment!

Thank you for taking the time to read through
our first ever monthly newsletter! We value your
opinions and suggestions and would love to hear
any feedback for the future newsletters!

Attached to this Newsletter, you will see a link to
a "Thank You's/ Shout Outs" survey- this allows
you to give a shoutout to someone in the office
who has done a remarkable job at work, in life, or
just in general lately! If you think anyone has put
in a lot of work and deserves to be recognized-
feel free to fill it out whenever!

Contact Info!

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