WHAT IS COACHING?

For LEADER, effective coaching focuses on the career growth and development of tenure-track women faculty in science, technology, engineering, and mathematics (STEM). Coaching provides an objective, third-party examination of current career goals and practices, and explores the best alignment of skills, time, and energy for those goals. Focusing on growth and development, coaching helps individuals develop leadership skills by providing them with the resources they need to make decisions about their careers.

LEADER COACHING

The LEADER Coaching Program provides confidential academic and career development and facilitates the professional growth of STEM women. All tenure-track STEM women from the four partner institutions are eligible to participate, regardless of rank or tenure status.

Participants receive up to 10 coaching sessions of approximately one hour each. The LEADER Consortium supports the full cost of this program, with a maximum professional development grant of $2,000 per applicant.

LEADER CONSORTIUM

Our Mission
To identify, research, and implement best practices to increase the recruitment, advancement, and retention of STEM women among the partner institutions.

Our Vision
For the Dayton region to gain renown as a STEM community that welcomes women scientists and engineers and provides an environment that promotes equity, satisfaction, and success in the academy.

The LEADER Consortium is funded by an ADVANCE Institutional Transformation Award from the National Science Foundation (Award #0810989).
ENROLLING IN THE COACHING INITIATIVE

If you are interested in participating, contact Stephanie Goodwin, Director of the LEADER Consortium, at leader_coaching@wright.edu. Please provide your name, rank, institution, and your preferences for contacting you with further information.

After the LEADER Consortium verifies your eligibility, you will receive a Welcome Packet about the Coaching Program. If you determine that you are interested in proceeding, you will have the opportunity to speak briefly with each coach if you have not yet decided with whom you would like to work. The choice of coach is in the hands of the STEM woman.

Eligible participants are required to submit their vita to the LEADER Coaching Program prior to the commencement of coaching as well as after coaching is completed. There will also be an end-of-coaching evaluation as well as a one-year post-coaching assessment.

Your interest and participation in the initiative is confidential.

For more information contact:
Stephanie Goodwin, Ph.D.
Program Director
LEADER Consortium
leader@wright.edu

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CARMEN BOLAÑOS

Coaching philosophy
• Help you refine life and career goals
• Help you clarify what energizes you as well as what might hold you back
• Offer thoughts based not only on your words but also through your meta-message

Educational and professional background
• Ph.D., Clinical Psychology
• Certified MentorCoach
• International Coach Federation (ICF) Professional Coach Certification
• Pod Leader for Dr. Martin Seligman’s Authentic Happiness Coaching Program
• Maintain an international coaching practice for executive and entrepreneurial women and academics

Experiences with academia, STEM women and women of color
• Most clients have been professional women
• Coached faculty members working towards tenure and tenured professors
• I am a woman of color and have experience with women of color through coaching and psychotherapy practices

LAVONNE DORSEY

Coaching philosophy
• Facilitate adaptation to new challenges and change
• Focus on people’s inherent strengths
• Facilitate the actions that take you from where you are in your professional life to where you want to be

Educational and professional background
• B.A., Psychology and Organizational Development
• Certified Coach and Mentor
• Certified in the Human Element FIROB testing and analysis
• Chaplaincy Certification
• 30+ years of academic, corporate, and practical life experiences

Experiences with academia, STEM women and women of color
• Coached women of color in leadership roles at a large university
• Coached many women in technology and science
• Help groom women of color for next level of promotion