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ANGIE: Welcome back everyone to the Walden Doctoral Career Pathways Conference.

Now in the first session we explored the 6 major Doctoral career paths. And now we will take a deeper look into how to gain experience related to these career paths. I will now turn it over to presenter Katy Peper, who will now give us some more information.

KATY: Welcome everyone. During this session we will explore opportunities to gain experience and discover professional activities related to the pathways. Finally we will spotlight 2 of our doctoral panelists who have experience in the organizational leadership and development and the policy and advocacy pathways.

Please respond to this question using the question feature. What types of experiential opportunities have helped you move forward in your career?

We have internship, networking... Major projects, research, entry-level positions, mentorships, lots of volunteering. Publications... Owning your own nonprofit. Shadowing. Pro bono consulting work. Listserv of the APHA... Joining professional organizations. Recently had a poster accepted for an academic conference. Congratulations. Conducted classes at work. Having a mentor in the field. Laureate academic experience. Teaching... Multidisciplinary mentoring... Scouting out journals for publication. Great. One person who is on a global team that rolled out a safety integration program for organization. That is awesome.
Walden student organizations. Great.

Well, thank you all for sharing your experiences. Now let's talk about some of these activities in a little more detail.

One way to get more involved in your field, that Denise mentioned earlier in the previous section, is to join a professional group or association. Professional organizations are centered around a specific discipline with some more in-depth and specific than others. There are many levels of professional organizations. Do your research when looking for organizations to identify the options available and what will fit your needs best.

Smaller local chapters are great for getting started with networking in your local area. Define professional organizations within your discipline, you can use the professional association look up feature on the career Onestop website as well as look for groups in linkedin or do a simple Google search.

On this slide are professional organizations for each of the pathways -- but there are many more.

So here are some important reasons to join a professional organization. Involvement with professional organizations can assist or transition from student to professional in a
number of ways. Establishing a brand and reputation in your field, involvement lets others know that you are serious about your work. Significantly enhancing your network, networking can lead to collaboration with colleagues in other companies or organizations on systemwide problems. Similarly, involvement in an organization can keep you connected to other leaders in the field with opportunities for mentoring which many of you mentioned. Volunteering or taking on leadership positions within an organization can help you get involved and give back to your field.

Organizations may provide opportunities for research or networking that can lead to research opportunities. Listservs within organizations can notify you with openings in your field or help you grow in your profession. Organizational newsletters can help you informed of the latest news, knowledge and trends.

Some associations can also provide discounts for members on resources or workshops to gain new skills or competencies. Many associations offer conferences, which are a great opportunity for leadership, scholarship, professional development and networking.

Speaking of conferences, professional conferences are a great way to network with others and share your academic work and expertise. Organizations often hold a conference once a year, so identify what time of year the organization you are interested in has theirs. Plan ahead if you're interested in presenting. And also reach out to see if anyone wants to present with you.
Brainstorm topics that you may want to present and ensure your topic fits with the organization's mission and vision. And tie it to the conference theme if there is one.

Typically, conferences will ask for proposals a few months in advance of the conference and there may be a variety of formats to choose from such as presentations, workshops, facilitating a roundtable or panel discussion, and poster sessions.

If writing and communications plays a significant role in your career pathway, get involved with writing early on. When writing professionally, consider your target audience. Are you writing for scholars or practitioners in your field? Depending on the outlet, you must also be able to adjust your style to the intended audience. Professional or academic journals will be research-based with a more scholarly target audience.

As a doctoral student, you are used to writing academic research. With slightly less formal experience in writing you could write for your association newsletter, this type of writing would blend the audience, scholars and practitioners allowing you to go more in depth with subjects without including as much formal research information as a journal article.

Popular media such as magazines and papers may also be an option for submitting articles. But since these outlets are more widely read, remember your audience may only have a basic level of understanding of your topic.
Starting a blog is a great way to showcase samples of your ideas. Your own professional blog could lead to being featured on a mainstream blog within your field. A social media account for your professional writing can help bring viewers to your blog, establishing your reputation as a professional writer in your field. Also look into freelancing as an editor or reviewer for a journal or other platform.

Three other major ways you can gain some experience in your field are job shadowing, volunteering and internships, which I know many of you mentioned earlier. Job shadowing is observing someone in a position you are interested in. This can be good for short term to ensure this is the position you are interested in pursuing and see how it would fit within your career. Job shadowing is especially helpful for making a career transition. If you are interested in doing a job shadow you need to reach out to someone in that field and ask if you can shadow them for a short period of time.

Next we will talk about volunteering. Volunteering with an organization in your field or doing a project related to your career goals offers the opportunity to gain experience and new skills. At the start of volunteering, you may not be doing exactly what you want, but as people within the organization get to know you, your skills, dedication and that you are reliable, you may be offered more opportunities to grow. Volunteering also allows you to try out new areas in your field and gain new perspectives.

For example, a doctoral student with a K-12 teaching background may want to volunteer in an adult literacy program to gain experience teaching adults. Volunteering can also
help build confidence and open doors. A couple of other examples of potential volunteer ideas are volunteering with an organization you are passionate about, whether environmental or working with children especially if your focus is policy and advocacy.

Volunteering as a copy editor to help with an organization’s newsletter is a great way to strengthen your writing and editing. If you are looking for an opportunity that is a little more structured, a great way to get your foot in the door is through an internship. So identify what kinds of organizations and companies you want to work with long-term. Do they have an organized internship program? Some organizations will, but many do not. In those cases, you may need to reach out to them directly, as you will have to create an opportunity for yourself. In cases like this you will need to do some extra preparation, such as brainstorming ways you can use your skills to assist them on a project, or a problem they may be facing at the moment.

How does hands on experience help? Getting involved in your field can help you test the waters before you fully commit. Especially if you are making a drastic career change. You also have the chance to learn the culture of the workplace and manage your expectations of what it will be like. Experience helps you gain field related skills and discover your strengths.
You can then add these skills and strengths to your resume and highlight them. Finally, getting involved helps you make connections with others. This can help and you are looking for a position.

When looking to find hands on experience, there are some things you should consider first. What is your future job target? Make sure the experience you are looking for will be a step in that direction. What skills do you need to gain or improve? If you need public speaking experience, look for opportunities that will help you gain that. If you need more experience with leadership, take on a leadership role on a board, project or even volunteer group.

Finally, where do you need to build your network? If you know you want to work in nonprofit leadership, finding some experience with nonprofits, even if it is volunteer, and help you build connections. Let them know your skills and goals and your connections can help. Now I would like to hand it over to Dina to introduce our panelists for the leadership and organizational development in the policy and advocacy pathways.

>> DINA: thank you and welcome everyone. I would now like to introduce the first guest speaker, Dr. John Coy, who is a graduate of Walden's DBA program bringing over 25 years of business management, professional leadership, corporate and university level educational development and training experience. Additionally, he has been successfully leading organizations from 50-500 personnel. Dr. Coy is a certified change agent holding an advanced supply chain management certificate is experienced in lean
six Sigma principles as well as being project management project change. Welcome, to the program Dr. Coy.

>> DR. COY: Thank you for the warm welcome and hello to everyone that dialed in.

>> DINA: could you tell us a little bit about your career path?

>> DR. COY: Yes. I will go back for 23 years I flew in the Air Force and ended up as an operations officer where my passion for both leadership and learning and higher education started. Once I retired from the Air Force, I was building a house, and my community involvement and outreach started with supporting veterans that were either homeless or about to lose their homes getting back into housing. And I was honored to help house 24 veteran families in one year. It’s part of my giving back several times over in a career.

From there I transitioned to higher education. Apply for a program director position for University and was accepted and I focused on operations, logistics supply chain and project management programs. While doing that, I started doing some consulting and worked with Fortune 100 companies in the DC beltway. Through word of mouth and several successes, was able to broaden my consulting. I am currently employed with Google in a global training and management position.
DINA: Thank you for sharing that. What strategies did you apply to gain experience in the organizational leadership and development pathway?

DR. COY: Well, I will shout out to the creators of the slides in the presentation, there is some solid tips and techniques that have been presented in this program. I did many of the things that are already outlined. First of all, I went out and saw who was successful in areas that I myself was interested in? And what were their strategies for success? Typically their blogs and social media, you can find their tips and pointers for success.

On top of that, I took years building my professional portfolio from credentialing and certifications to memberships about focusing on diverse items that I thought would set me apart from other candidates in the field.

As well as engaging in leadership and consulting areas. Being able to help organizations work through change, project management, different certificates that are sought after if that is in an area you want to be in or that is a company that you want to apply to, it helps your portfolio as far as when you apply or show up at an interview as far as what you can bring to the table along with your education.

There is where I believe for my current position, completing my doctoral degree absolutely opened doors, doors that I was not even looking to have open. And I think I will close with that question -- you should do what you have a passion for, mine is in
the organizational management type fields, have a passion for what you do and don't stop studying and learning in that field.

>> DINA: Thank you, John. What additional advice would you have for Walden Doctoral students who are interested in organizational development and leadership? I know that you had mentioned networking and also the importance of technology. Can you tell us a little bit more about that and share your advice?

>> DR. COY: Absolutely. Networking in today's technology connected world, building your network both in person and your social media, LinkedIn, your platform of choice, spend some time doing that. Engage in both the online and off-line professional activities. I have been asked to speak at conferences. The internship is another great outlet. Blogs. And then as far as technology, my piece there is, with companies, especially global, you will be required to know technology in and out. Go to meetings, Skype, Google hangouts, Zoom, for any of the videoconferencing you need to have the experience and be technology savvy with whether using PowerPoint or Sheets or Excel and pivot tables, etc., and project management. If you are a program manager or are leading teams there will be a piece of project management.

There is a blend between how you network internally and externally, how you network online and then bring the technology piece to that.
Seek out additional credentials. You'll never know when they may come in handy. I went through an organizational change and being a change agent helped me work with a group of 42 and to enable what we did was change. Along with that, seek out the volunteer in the community outreach opportunities.

>> DINA: Thank you so much Dr. Coy. These are valuable insights. We appreciate you taking time today. Next I would like to introduce Dr. Amin Asfari. Dr. Asfari earned his PhD in public administration from Walden. He is an associate professor of criminal justice at Wake Technical College. He is an adjunct professor for criminal justice and social science research methods at North Carolina Wesleyan College. He also teaches in the PhD program at Walden in the school public policy and administration. He has presented at multiple conferences and lectures as an invited speaker at college campuses and has published a refereed book chapter in Brill’s Philosophy of Peace series titled Two Semites Confront Anti-Semitism, as well as a Journal article to be published in the International Review of Victimology. Dr. Asfari also co-authored a book titled Elders and Brothers: Jews and Muslims in the Conspiratorial Imagination, and recently edited a book titled "Civility, Nonviolent Resistance, and the New Struggle for Social Justice. "Welcome to the program Dr. Asfari.

>> DR. ASFARI: Hello. How are you?

>> DINA: I am doing great. And thank you for joining us. At to get us started tell us about your career path.
DR.ASFARI: Welcome to the students out there and staff and faculty that may be joining us. It is a pleasure to be here. My path started as an average kid that went to college. I earned my Associates and bachelor’s degree and then my master’s degree. All in criminal justice. I was considering a career in law enforcement. I was hired by a local police department and as I was going to the Academy, it happened that there was a time I was accepted into the master’s program at a local university.

The more I delved into the academic component of criminal justice the more I fell in love with the research aspect. You can ask a question and actually find an answer or narrow it down as best as possible. Once I finish my master’s I started teaching at community college which allowed me to get exposure to higher education. And I continued my academic learning at a land-based institution in sociology and criminology at a PhD program there.

After a short while I switch to Walden which came recommended by a good friend. But I was also still very interested in pursuing the research. And so that was my drive, the publications, the writing etc. The presenting at conferences. Before I applied I spoke to the graduate director at the time and I expressed my desire to do this. He said welcome aboard and offered me a graduate assistant position because that is where he was trying to take the department. It was fortunate to work with faculty and I continue to do so. My committee members are my close friends and colleagues and we continue to publish together and presented conferences.
Even my dissertation topic was not dictated by my own volition. It arose from a local event in North Carolina where a family member was murdered in Chapel Hill, which later came out to be an act of a hate crime. Islamophobia. That is what drove me to engage in this topic. Intergroup conflict and how societies are shaped and formed and how public policy revolves around us.

Program evaluations is what I did for my own dissertation.

From this I was compelled to organize with other groups. I helped to lead a group called the Raleigh communities of peace, which was a group of faith-based and non-faith-based leaders coming together, including members of the Muslim community, the Episcopalian church and others, who are committed to improving policies and inclusion of Muslims and non-Muslims alike. I completed that dissertation on reducing Islamophobia on college campuses, which was both a policy analysis and program evaluation. I continue to publish on a variety of topics, revolving around public policy and confronting multiculturalism. I am happy to be a contributing faculty member at Walden.

>> DINA: It sounds like you used career strategies of getting involved in your community, and also publishing and seeking out opportunities to be engaged, not only in the research but in policy and advocacy. What advice would you have for other Walden doctoral students who are interested in policy and advocacy careers.
DR. ASFARI: Want to give a shout out to all of you who have given advice to the students. Someone needs to have a passion for the topic, and there’s this notion that one needs to be absolutely objective in addressing something for their own dissertation or research. To some degree I beg to differ -- there's this notion of criticizing everything but standing for nothing. I think fundamentally topic that is chosen for one's dissertation reflects some deep-seated interest. The key is to separate oneself empirically. It is to ask the question and see where it takes you. But as far as the policy advocacy and so forth, based on that research topic, you will inform your study by looking at -- I hate to use the cliché -- you will be standing on the shoulders of giants.

This means you will be exposed to so much work and information that is being done in that particular field, that you can make connections including writing to the scholars in the field. I wrote to one of the scholars to use one of the skills they were using and we have become good friends, that person had since retired but -- in that discussion, they asked me what I was going to use the scale for and I explained the situation and they gave me so many helpful resources to confront this, becoming an advocate as well as a scholar. So you rely on those resources. Moreover, if one has an interest, it is assumed that at the local level at least, that these organizations, the grassroots organizations dealing with your interest, are out there. So reaching out to them. Being involved.
The organization I helped start the Raleigh communities of peace, it did not exist -- there was a gap in practice. And so we identified that and decided to do something about it. And so that is one way to do it.

The other is something you mentioned, which is attending the conferences, attending these national or local -- I do want to say that was a great comment because they tend to be cheaper and more practical, you do not have to fly out or drive out for local ones -- attending those conferences. And there you do the networking because not only do you see the scholars there but you see some of the people presenting from their own nonprofits dealing with the issue you are confronting. And that is where you can learn a lot.

For me teaching expands my horizons as to the policy arena related to my own interests. Teaching interests fall in line with my research interests generally. So the best way to learn something is to teach it. And when you do, you become more connected. And not being afraid to go out and network and put yourself out there. Feeling vulnerable but you will be satisfied at the end, because those connections are meaningful and hopefully long-lasting.

>> DINA: Thank you for that great advice and sharing your story in the work you have been doing. Research and in the community. Now, I would like to hand it over to Angie to field our questions.
WALDEN: It is time for questions. Remember you can address your questions to any of our presenters. We have a question for Dr. Coy, Teresa wonders how to become certified as a change agent, and what prompted you to do that?

DR. COY: Great question. I was in an organization that was going through transformational change. A complete 180 from how they were doing business. I knew it was coming and was asked to do it and I searched out how to enact change in large organizations and found one of the schools -- I believe mine was -- it was becoming a certified change agent so I would do a quick search and you will see a couple universities -- universities out there. You can pick up a certificate in change.

WALDEN: We have a question for Dr. Asfari are there popular or preferred media that you prefer for public policy and you have advice for scholars looking to publish?

DR. ASFARI: Absolutely. Dina mentioned a couple of my publications. And now I am looking -- my colleague from Texas A&M are working together. You want to identify the topic and dig into the literature and you will find where the papers are being published and that is a good thing. There are broad public policy and administration journals depending on your interests, for example the American Society for Public administration which is a good top tier rigorous journal. You can look at that but again, I would venture to say that the best way to identify an outlet is to identify your question first. Or the topic you want to confront. Once you do that the literature should take you
down that rabbit hole, so to speak and you can identify venues for publication by looking at the resources.

>> WALDEN: Thank you. We have a question Katy, Leslie asks are there opportunities to shadow in higher education and how would you go about getting those?

>> KATY: Thank you for the great question. I do know of some students who have done job shadowing within higher education with a professor. Typically, it is a professor they have networked with or have known maybe from Walden it would be all online but if you are wanting one in person may be from your masters or undergraduate degree, someone you connected with well, and approaching them and asking them if you can maybe sit in on some courses, sit in with them when they are grading or preparing for courses so you can see the back end of things as well as the actual course. And letting them know what you want to learn.

Go into it with the goal of not just, I just want to watch you. But what kinds of things you want to see? You want to see the whole process or specific aspects of the position?

>> WALDEN: We have one more question for you. Do you recommend getting your CV professionally written?

>> KATY: I would recommend working with us in career services. Also using optimal resume which we will cover in the next section. But I would not have it
professionally written, as sometimes the templates make it hard to edit and hard to tailor to specific positions. I would create it on your own or with one of us in the career services. We can assist you in giving you feedback but I would not have it professionally written when we have such great resources here.

>> WALDEN: Angelina has a question that I will direct to Katy. You have any specific advice for people interested positions at think tanks.

>> KATY: In our supplemental materials there is a link to the NIRA world directory of think tank so there is information on our supplemental materials that I would recommend looking at. But I would also recommend thinking about what your values are and your goals because some think tanks may have a separate agenda so make sure they match your goals and values.

>> WALDEN: This is an interesting question from Valerie for both of our presenters. Maybe Dr. Coy can go first. How did you manage work-life balance as you move your career forward in your respective fields?

>> DR. COY: I did it via a very dedicated schedule. I launch that schedule with collaboration with my family, my spouse and children and external family, friends, etc. I saw what worked at first and what did not work and adjusted my schedule. After that I will be honest, I religiously follow that schedule as I was working through work and through my degree program. And it took sacrifice. Something has to go if you are
going to pursue a doctoral degree and stick with it. There is light at the end of the tunnel but build a schedule that works, and be sure you put some time in that schedule for yourself, your family, and you will just need a break. Schedule again and it starts the next week.

>> WALDEN: About you, Dr. Asfari.

>> DR. ASFARI: My story is a little unorthodox and that I was already teaching. So as an academic we tend to have more of a flexible schedule. I dedicated a lot more time to my dissertation than perhaps somebody who works a 9-5 job or maybe an evening shift. Moreover, I had access to the resources. Beyond the Walden resources, I also had access to institutions where I was working. Such as the local university, which is an R1 research university. With a very robust library.

I would go there often spent many nights there in the library. Although I had more time to dedicate to the dissertation I actually stuck to it. Meaning, I made sure that I got something accomplished at the end of every week. As a result I was able to finish my dissertation in three quarters and defend on the fourth. But that is not typical because I had the convenience and luxury of working in the field, having a bit of background academically and so forth.
WALDEN: We have another question for both presenters. Again we will start with Dr. Coy. What advice would you give someone who is looking to market the benefits of having a Walden degree specifically?

DR. COY: I would focus on the pillar of social change. So Walden absolutely prides themselves on that. I have a belief in that and we do a lot of good through social change. So market yourself through your degree program, not just a great institution to get a degree from but one that has a solid backing and social change.

WALDEN: Dr. Asfari?

DR. ASFARI: You have experienced the student part of it, you know if there are any things that you would change in the classroom or any way she would address the faculty interaction with the classrooms, you might want to incorporate more technology and so forth, so you certainly want to highlight that as a strength. A lot of brick and mortar institutions are expanding into more online presence.

WALDEN: Thank you both for answering all these questions. And thank you to everyone for having such wonderful questions. We will now take a short break and when we return we will hear from Katy about strategies for marketing your skills and qualifications and hear from two more of our great speakers. Have an excellent break and we will see you at the top of the hour.