Proposal for Xavier University's
Women of Excellence Grant

Preparing Future Women of Excellence:

Submitted by:

American Psychological Association of Graduate Students (APAGS)

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Title of Project:  

Preparing Future Women of Excellence

Amount requested:  

$4,018.00

Abstract:

The program proposed would create an outreach event that connects the women, both graduate and undergraduate, of the Xavier psychology department with an underprivileged and underserved group of high school girls in the community. This is consistent with the Jesuit tradition of service as well as addresses psychological issues of self esteem, modeling behavior and professional development for women. The first goal of the program is to provide young women with mental preparedness, professional materials and interpersonal skills to empower them as future career women. The second goal is to encourage these young women to pursue their collegiate and professional dreams through peer modeling and networking with current Xavier students. The final goal is to promote what it means to excel as a future professional.
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\(^1\)We hope the program t-shirts (for draft see Appendix A, figure 1.2) will be a physical reminder to remember the goals of the program as well as provide a sense of solidarity. 10 extra t-shirts have been budgeted for, in case of extenuating circumstances.

\(^2\)The bus listed is necessary as the school to be reached does not have their own bus service and seeing as their background is already underserved, the program does not wish to have cost of transportation be a limitation.

\(^3\)The Cintas Center has an exclusive contract with their catering company and requires that all events held there be catered through them. The catering costs are figured towards the networking luncheon that will be held as part of the program to facilitate direct dialogue between Xavier students and the high school girls invited.
How does this proposed project enhance the mission and purpose of the Women of Excellence Giving Circle?

Xavier’s Women of Excellence formed the Giving Circle to “allow women to collectively support Xavier and encourage the development of women as philanthropic leaders.” The proposed project would help unite women across the undergraduate and graduate levels of study and extend Xavier’s name, reputation and service impact on our local community. The program encourages not only the development of Xavier women as philanthropic leaders but also the development of future leaders in the high school girls we will be working with. Seminal works in social psychology has emphasized the power of modeling on behavior and the goal of this outreach event would be to expose these younger girls to our Xavier women who are well on their way to a professional degree and career, giving them older colleagues on whom to model their own development and behavior.

How will this project further the mission of Xavier University to “engage and form students intellectually, morally and spiritually, with rigor and compassion, toward lives of solidarity, service and success?”

This project would provide Xavier students the opportunity and channel by which to expand their own growth through the Jesuit mission of service to the underserved. The purpose of the project is not just to reach out to the community but encourage our students to reflect intellectually and morally on their own degree of professional development and their responsibility to serve as role models for a younger generation. The girls we hope to reach may come from a variety of backgrounds that differ from our current students and hopefully the program will challenge them to open their minds and hearts to understanding someone else’s world of experience. Therefore, the program seeks to not only enhance the mission of Xavier University in the lives of our students, but also spread the mission to the youth of our community. We hope to inspire the youth population to take an active interest in the success of their future and for current students to be constantly aware of how they can contribute to a future network of female professionals.

Why is this project important? Does it address a gap within existing University programs?

This project would involve Xavier University providing a structured, productive yet entertaining environment for young girls to learn a valuable skill set. Some of these girls may neither have the opportunity nor resources for learning important skills to help them succeed in their future. Xavier, especially at the graduate level, has few opportunities to truly tap into our philanthropic roots by inviting underserved populations to our campus and sharing the resources we are so blessed to have. There are also very few, if any, programs that seek to unite women across the undergraduate and graduate spheres to proactively make a difference in our community.
What is the expected outcome of your project? How many people (faculty, staff, students) will be engaged in your project?

The expected outcome of the program would be to equip a group of underserved high school girls with materials, confidence, and skills to be able to comfortably enter any professional or academic arena of their choosing. This will be managed through a day long series of workshops to impart mental, material and interpersonal skills (See Appendix A, figure 1.1). We also hope to instill and develop a sense of service and outreach in our current students. The expected number of people participating in the project including volunteers, chaperones, and high school girls is approximately 80 individuals.

How will you measure the success of your project, if funded? What are the qualitative and quantitative measures that you will use to assess impact and effectiveness?

The Department of Psychology at Xavier affords us the ability to use statistical programming to evaluate the efficacy and impact of any given event or endeavor. We will have the participants fill out surveys at the beginning and end of the event. These will inquire into their overall experience (to be measured on a multi-point Likert scale), their experience in each breakout session/workshop (also to be measured on a Likert scale and chart pre and post program feelings to determine if the program makes a significant difference in how prepared the girls feel for a professional interview (See Appendix B). We will also seek to collect qualitative data on the program. SPSS programming will allow us to analyze the data and determine whether or not the program has proven to be impactful positively and significantly.

If your project is funded, how will the WOX Giving Circle be recognized as having played a role in the success/completion of your project? Give specific examples.

The WOX Giving Circle will be included in the very message of the proposed program. One letter of each goal of the program: empoWer, enCurage and eXcel, spell out WOX and serves as a reminder to participants to constantly strive to become future Women of Excellence in our community. The WOX name will be prominently portrayed in the message we are trying to bring and we intend to have it displayed on the t-shirts we will provide to all volunteers, chaperones and participants at the event. We hope that having WOX so strongly represented in the programming, motto, and physical gear will reach an even greater audience in hopes of inspiring more programs and grant proposals for various causes in the future.
Figure 1.1  Program Workshop Outline

*Relations have been established with DePaul Cristo Del Rey High School and the proposed program would involve their sophomore class of girls. The program proposes a series of workshops throughout the day where the participants will be broken up into smaller groups of girls and rotated through these workshops. The workshops will be followed by a luncheon with everyone involved.*

**Workshop 1: Interview Ace**

The purpose of this workshop is to prepare the participants in the before, during and after stages of an interview. This workshop is meant to help the girls develop email, phone and social media etiquette. They will learn to assess their own strengths and weaknesses and how to address these in an interview setting. There will be a mock interview followed by discussion of proper follow up procedures.

**Workshop 2: What Not To Wear: to your interview**

This workshop is geared toward addressing issues of attire for a professional interview. The workshop will go over the differences between dress codes and how dress can affect your presentation of yourself. The three tenants to be imparted in this workshop are: 1) *Focus on what’s in you, not what’s on you;* 2) *taking care of yourself means you can take care of the job;* and 3) *dress for the position you want, not the position you’re in.*

**Workshop 3: Go Getters**

This workshop is meant to motivate young women to be proactive in achieving their professional goals. There will be a college prep panel, staffed by Xavier volunteers and current students in order to field questions about the college application process, student life and professional goals. There will also be a segment on how to find a job as a college student or young professional.

**Workshop 4: Resume Writing**

This workshop will have volunteers who will work with pairs of girls and help them write a resume. They will then print several copies of this resume on resume paper and each girl will receive a professional portfolio to carry them in. The goal is to have each girl walk away materially equipped to enter a college or job interview.

Figure 1.2  Draft of T-shirt design

*This is a preliminary draft of a potential t-shirt design, final design decisions will be made later.*
APPENDIX B

Program Evaluation

PRE-PROGRAM

On a scale of 1 to 5 (1 = not at all, 3 = somewhat prepared, 5 = very prepared) how prepared do you feel to go on a college or job interview? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

POST-PROGRAM

Overall Experience

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the overall experience of Career Prep Day? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

Individual Workshops

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the Interview Ace Workshop? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the What Not to Wear Workshop? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the Go Getters Workshop? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the Resume Writing Workshop? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5

On a scale of 1 to 5 (1 = did not enjoy, 3 = somewhat enjoy, 5 = greatly enjoy) how much did you enjoy the Professional Lunch? Circle ONE.

1 ──────── 2 ──────── 3 ──────── 4 ──────── 5
Preparedness

On a scale of 1 to 5 (1 = not at all, 3 = somewhat prepared, 5 = very prepared) how prepared do you feel to go on a college or job interview? Circle ONE.

1 ----------------- 2 ----------------- 3 ----------------- 4 ----------------- 5

Please use the space provided below to share with us any other thoughts you may have about the program and your experience (e.g. what you liked best, what you didn’t like, what improvements you can think of, etc):