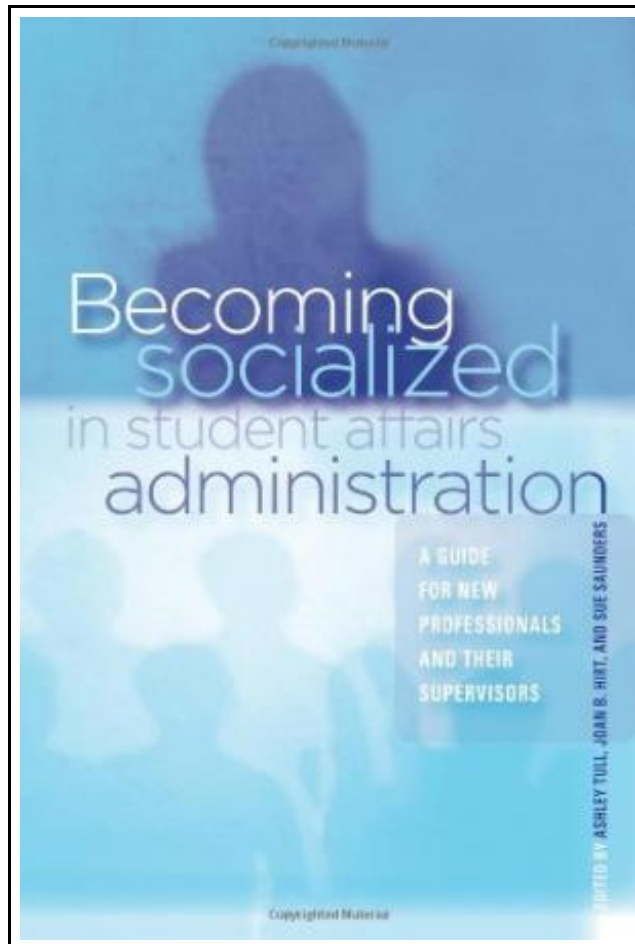


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Stylus Publishing, United States, 2009. Paperback. Book Condition: New. 224 x 150 mm. Language: English . Brand New Book. Effective socialization of new student affairs professionals is essential both for the individual success of these practitioners, and for the work of a college or university that promotes student learning. It enables new professionals to manage the important personal and professional transitions they experience throughout their careers, engage in continuous professional development, and achieve high levels of productivity. It also counteracts the high attrition rate among new hires, with all the attendant costs to the institution in terms of resources spent on recruiting, hiring, training, supervising, and developing staff talent. The socialization process for new professionals includes formal and informal elements that influence both success and quality of work life. This process is far more complex than a single orientation program organized by a unit or division. Rather, it is a comprehensive process where both the new professional and organization learn about and from each other in ways that influence working relationships and individual and organizational outcomes. Part I of this book defines the concept, explains its value, and offers a model of socialization. Part II examines the institutional context in which the socialization of new professionals occurs, and describes how different institutional types influence the socialization process. It considers the changing characteristics of college students, and how these impact the work of student affairs. In addressing the extra-institutional and professional contexts, Part III considers the role that graduate education plays in preparing new professionals for work in student affairs, and offers guidance to faculty and practitioners involved in graduate education about what they can do to introduce graduate students to professional life. It addresses the importance of professional orientation activities, the roles of supervision and mentorship, as well as the impact of peers...



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