You know that feeling...
“But We Didn’t Even Go Here”

A Transplant Admissions Officer’s Guide Into Gaining School Pride
INTRODUCTIONS

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VISION STATEMENT

For “transplant” admissions officers to gain a sense of community and belonging in their new institution in order to provide better service to prospective students.

- The transplant experience – There is no right way to go through this process
- Cultural Adaptation – Authentic pride in the institution
- How did you adapt? – Helps us do our jobs better
How is your transplantation experience?

Please choose an emotion that matches your current or overall experience.
Stages of Cultural Adaptation (applied to our work)

EMOTIONAL WELL-BEING

Pre-Departure Ups & Downs

Honeymoon Phase

Culture Shock

Adaptation

<<<<<< TIME >>>>>
STAGE 1: "Honeymoon" — Initial Euphoria

- Excitement with learning new sounds, sights and smells.
- “Fake it til you make it” & Impostor Syndrome.
- Intrigue with both similarities and differences.

*Originally conceptualized by anthropologist Kalervo Oberg in 1954.*
STAGE 2: "Culture Shock" — Irritation/Hostility

- Novelty of new culture has worn off; more focus on differences.
- Stereotypes and prejudices surface.
- Try to find your own community.
STAGE 3: Adjustment, Humor, and Perspective

- Stage of "deeper learning."
- Becoming more familiar with cultural practices.
- More comfortable, less isolated.
- "As long as I’m here, I’ll make the most of it."
STAGE 4: "At Home" - Adaptation & Biculturalism

- No longer "new" culture.
- Appreciate & critical of new campus culture.
- Different aspects of culture no longer affect you negatively.
- Able to live & work to full potential.
Stages of Cultural Adaptation (applied to our work)

- Pre-Departure
- Ups & Downs
- Honeymoon Phase
- Culture Shock
- Adaptation

EMOTIONAL WELL-BEING

<<<<<< TIME >>>>>
Why Do You Adapt?

- Role of Admissions
- Great Place to Work—Trust, Pride, Enjoy

- Why cultural adaptation matters: Vision
How DID WE Adapt?

For Henry... the love of higher education
How Did WE Adapt?

For kristian... Being involved in staff organizations
How Did WE Adapt?

For Tina... All in the timing...
HOW WILL YOU ADAPT?
Thank you!