



## **Becoming Socialized in Student Affairs Administration: A Guide for New Professionals and Their Supervisors**

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“With the stated intent of improving practice, enhancing work life quality, and stemming the attrition of new professionals from student affairs, the authors of this edited text apply socialization theory as an overarching framework and articulate a multifaceted approach to the preparation and transition of new professionals across multiple venues...In summary, [this book] articulates a common framework that holds significant promise for both improving student affairs practice and enhancing the quality of new professionals work life.”--Journal of College Student Development

"This book offers insights useful to several audiences, and is likely to contribute to the successful integration and retention of new student affairs professionals."--The Review of Higher Education

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 book defines the concept, explains its value, offers a model of socialization and examines the institutional context in which the socialization of new professionals occurs, describing how different institutional types influence the socialization process.

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