



TRANSFER TALK

BRONX COMMUNITY COLLEGE OFFICE OF TRANSFER SERVICES

COMBATING IMPOSTER SYNDROME

By Edwin Roman, Academic and Transfer Resources Coordinator

I wear several hats at BCC and one of them is as chairperson of the Dean's and President's List committee. One year I had a student visit my office and question why they were on the President's List. After I explained it (12 or more college credits with a 3.7 GPA or higher), they proceeded to vigorously debate me on why they *shouldn't* be on this list. They kept saying, "NO, that can't be right" even though I had their outstanding transcript open on CUNYfirst. Similarly, every year I have other high achieving students who transfer to prestigious schools, sometimes with full scholarships, who will then have discussions with me on why they shouldn't attend, often looking for me to concur with their assertions and assumptions. Just last semester I had one student who worried that they weren't properly dressed for a Zoom orientation and wondered aloud if they even belonged at that school because they didn't *look* like the other students. Another student came with a list of reasons that ranged from speculative worries about crime around campus to anxieties about the curriculum (this student placed on the President's List every single semester they were at BCC). What all these students experienced is known as imposter syndrome.

Imposter syndrome is defined as doubting your abilities and being unable to internalize success. It disproportionately affects high-achieving individuals who have difficulty accepting their accomplishments. The term was coined in 1978 by two American psychologists, Pauline Clance and Suzanne Imes¹. According to a 2017 study from the University of Texas at Austin², imposter syndrome is often racialized and linked to feelings of anxiety because of stereotypes. University of Texas researchers collected surveys from 322 ethnic minority students,

including 106 African Americans, 102 Asian Americans, and 108 Latinx Americans. Students in all ethnic minority groups reported similar levels of imposter feelings. According to Audrey Ervin, PhD, a clinical psychologist and academic director of Delaware Valley University's graduate counseling psychology program, trans and nonbinary people also experience imposter syndrome³.

Imposter syndrome could have a negative impact on emotional and mental well-being. The brutal irony is that while one is experiencing these negative feelings, they indeed possess the skills, experience, education, and talent that they believe they are lacking. How does one combat imposter syndrome? First and foremost, know that you are not the only one with these feelings. It impacts everyone from high school students to Nobel Prize winners. I have read that Steven Chu, Nobel Prize winning physicist and former US Secretary of Energy, has experienced imposter syndrome⁴. First Lady Michelle Obama has spoken about how, as a young woman, she used to lie awake at night asking herself: "Am I too loud? Too much? Dreaming too big? Eventually, I just got tired of always worrying what everyone else thought of me," she noted. "So, I decided not to listen."⁵ Sometimes this is easier said than done, but still sound advice.

My first recommendation to combat imposter syndrome is to write your resume and review and update it at the end of every semester. Appreciate your accomplishments! YOU did that! Consider what a resume is used for: to convey to an employer, college admissions committee, or scholarship committee why you are the best candidate. So why not also use it as tool to remind yourself of your hard-earned accomplishments?

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Mentoring is also a great way to foster perspective on your success and remind yourself how far you've come. Consider working with a mentor who shares your academic and career interests as well as your gender, sexual orientation, and ethnicity. Becoming a mentor is also beneficial: you'll be surprised by how much you know!

Finally, let go of your inner perfectionist and be kind to yourself. High achievers often set extremely high standards for themselves and are committed to doing and being their best. But perfectionism only feeds into impostor syndrome. When you feel like a fraud, it's usually because you're positioning yourself for an outcome that's unrealistic. Most importantly, failure does not make you a fraud. Even the most talented and distinguished people fail. Failing and being wrong are all a part of growth. However, don't let it define you. Learn from your mistakes and move forward. Remember, a diamond doesn't start out polished; it once was nothing special, but with enough time and pressure it dazzles.

¹ Clance, P. R., & Imes, S. A. (1978). The impostor phenomenon in high achieving women: Dynamics and therapeutic intervention. *Psychotherapy: Theory, Research & Practice*, 15(3), 241-247. <https://doi.org/10.1037/h0086006>

² Cokley, K., Smith, L., Bernard, D., Hurst, A., Jackson, S., Stone, S., Awosogba, O., Saucer, C., Bailey, M., & Roberts, D. (2017). Impostor feelings as a moderator and mediator of the relationship between perceived discrimination and mental health among racial/ethnic minority college students. *Journal of Counseling Psychology*, 64(2), 141-154. <https://doi.org/10.1037/cou0000198>

³ Palmer, Chris. "How to Overcome Impostor Phenomenon." *Monitor on Psychology*, American Psychological Association, 1 June 2021, <https://www.apa.org/monitor/2021/06/cover-impostor-phenomenon>.

⁴ Burnette, Ken. "You're Good Enough: Fighting Impostor Syndrome." *Wonsulting*, 15 Apr. 2022, <https://www.wonsulting.com/blog/youre-good-enough-fighting-imposter-syndrome>.

⁵ "Remarks by the First Lady on Let Girls Learn to Argentine High School Students." *National Archives and Records Administration*, National Archives and Records Administration, 23 Mar. 2016, <https://obamawhitehouse.archives.gov/the-press-office/2016/03/23/remarks-first-lady-let-girls-learn-argentine-high-school-students>.



SCHOLARSHIPS 101

Learn the scholarship essentials:

- Researching scholarships
- Resumes for scholarships
- Writing scholarship essays

ASAP approved workshop.

Tuesday, September 13, 12-2pm (In person)

Tuesday, October 11, 7-9pm (Zoom)

Tuesday November 29, 12-2pm (In person)

Tuesday, December 13, 12-2pm (Zoom)

TRANSFER PLANNING WORKSHOP

Learn the value of early transfer planning by using tools such as the college catalog and articulation agreements to chart your academic career toward a bachelor's degree and beyond. Recommended for students with fewer than 30 credits.

ASAP approved workshop.

Tuesday, September 13, 5-7pm (In person)

Tuesday, October 4, 7-9pm (Zoom)

Tuesday, November 15, 7-9 pm (Zoom)

Tuesday November 29, 12-2pm (In person)

Please visit the Workshop page of the Transfer Services website for room numbers and Zoom information.

<http://www.bcc.cuny.edu/services/transfer-services/>

ARTICULATION AGREEMENTS & OTHER PARTNERSHIPS

An **articulation agreement** is an agreement between two schools that helps course credit at one school to be accepted or transferred and applied toward a degree at another school.

A **joint degree program** agreement stipulates that following successful completion of the associate degree program and graduation from Bronx Community College, students will be automatically accepted into the specified baccalaureate program of the named senior college.

A **memorandum of understanding (MOU)** is an agreement between institutions that expresses an agreed course of action and conditions under which the receiving institution will accept students for matriculation.

BCC Associate in Applied Science in Accounting to CUNY School of Professional Studies Bachelor of Professional Studies in Applied Management and Entrepreneurship (Articulation Agreement / Articulation as Career and Educational Pathway)

About the Program

The purpose of the online BPS in Applied Management and Entrepreneurship is to prepare students for managerial and supervisory positions, and/or entrepreneurial endeavors in their respective technical fields through a combination of coursework in business disciplines. The program provides AAS degree holders with the opportunity to transfer and apply all of their technical/professional course credits while equipping them with the business acumen to complement the technical skills and knowledge obtained from their applied associate degree and professional experiences.

Learn more at: <https://sps.cuny.edu/academics/undergraduate/bachelor-professional-studies-applied-management-and-entrepreneurship>

Advising notes

Students must have an overall 2.5 GPA for admission. Students are also advised to complete both ECO 12 and ECO 11 in the Pathways requirements to optimize transfer credit.

BCC Associate in Science in Business Administration to CUNY School of Professional Studies Bachelor of Science in Business (Articulation Agreement)

About the Program

The online BS in Business offers a core business curriculum infused with the application of ethics and corporate social responsibility principles in a technologically savvy environment. Graduates of this program acquire the skills necessary to solve interesting and challenging issues involving the creation and exchange of goods and services, the management and development of personnel, and the efficient and socially responsible use of resources. Our goal is to produce highly versatile, receptive and knowledgeable graduates who have mastered the fundamentals of business and have a steady command of the world's dynamic economy.

Learn more at: <https://sps.cuny.edu/academics/undergraduate/bachelor-science-business-bs>

Advising notes

Students must have an overall 2.5 GPA for admission. Students are also advised to complete ECO 12 as part of their U.S. Experience in Its Diversity Pathways requirement and ECO 11 as part of their Individual and Society Pathways Requirement.

About the CUNY School of Professional Studies (SPS)

The CUNY School of Professional Studies (CUNY SPS) provides top-ranked online programs that meet the needs of adults who are looking to finish a bachelor's degree, progress from an associate's degree, earn a master's degree or a certificate in a specialized field, and advance in the workplace or change careers.

See all of BCC's articulation agreements and partnerships on the Transfer Services website:
<http://www.bcc.cuny.edu/services/transfer-services/>



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President

DR. LESTER SANDRES RÁPALO

Vice President and Provost,
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TRANSFER SERVICES Looking Forward.

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Transfer Services provides students with services to inform and facilitate transfer to appropriate senior colleges.

Transfer Services can help you:

- Understand the educational paths that will move you toward your intended career
- Ensure that your degree program is consistent with your objectives
- Select courses to maximize the number of credits transferred
- Take charge of your planning for transfer by teaching you how to conduct research
- Understand the benefit of articulation agreements

Transfer Services addresses student needs via advisement, coordination of the transfer fair, the *Transfer Talk* newsletter, videos, and workshops.



**Find us on
Starfish!**

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Facebook!**



**Find us on
Instagram!**

www.facebook.com/BCCTransferServices/

TRANSFER PLANNING: WHAT TO DO AND WHEN TO DO IT

The primary reason for early and continuous transfer planning is to ensure that the desired degree program and curriculum are consistent with future career or educational plans. Waiting until the last semester may limit options. Articulation agreements and other partnerships are excellent tools for transfer planning because they provide a course of action for students, including an outline of the most appropriate courses to schedule.

0-12 Credits

- **Read the College Catalog** (students are responsible for knowing what their degree entails).
- Become familiar with **DegreeWorks**, CUNYfirst, OSSES, and **Transfer Explorer**.
- Visit Career Development to **explore career options and their requirements**.
- Attend a Transfer Planning workshop.
- Select your degree program.
- Read articulation agreements.
- Explore Pathways course options.

13-24 Credits

- Attend the Transfer Fair.
- **Check for new articulation agreements**.
- Visit college websites.
- **Check your progress on DegreeWorks**.
- Visit Career Development and **write your resume**.

25-35 Credits

- Attend the Transfer Fair.
- **Attend a Scholarship Workshop**.
- Explore transfer options.
- Attend senior college open house events.
- **Begin scholarship search**.
- **Check your progress on DegreeWorks**.
- Check for new articulation agreements.

36-45 Credits

- **Check your progress on DegreeWorks**.
- **Update your resume**.
- Attend the Transfer Fair.
- **Apply for scholarships**.
- Check for new articulation agreements.

Final Semester

- **Apply for graduation**.
- **Send applications**.
- Apply for financial aid and scholarships.
- **Attend orientation at your new school**.

TRANSFER APPLICATION ESSENTIALS

BCC CEEB Code: 2051

Get other college and high school CEEB codes at
http://www.suny.edu/Student/apply/_tables_codes.cfm

CUNY Priority Application Deadlines:

Spring Admissions: September 15
Fall Admissions: February 1

CUNY Transfer Application is available on-line at **www.cuny.edu**. You will need your CUNYfirst log-in information to complete application.

CUNY Application Processing Center: 212.997.CUNY

SUNY Recruitment Response Center: 1.800.342.3811

- **Students should be mindful that good grades are an important part of transferring to the institution or program of choice.**
- **Students transferring to a CUNY four-year college should check if there are specific grade requirements for courses as well as for the program of choice.**
- **Students applying to a CUNY four-year college should also note that if more than one college was attended, the GPA for admissions will be determined through a combination calculation of all attempted coursework.**

CUNY SCHOLARSHIPS

Get information on CUNY Scholarships at: <http://www2.cuny.edu/financial-aid/scholarships/>
Get information on the Guttman Transfer Scholarship at: <https://www2.cuny.edu/financial-aid/scholarships/guttman-transfer-scholarship/>