

MINNESOTA STATE UNIVERSITY, MANKATO

Mariah Haffield

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Spring 2015



Welcome!

Hello and welcome to my eFolio! My name is Mariah Haffield and I am currently attending Minnesota State University, Mankato. In the future, my goal is to become a prosecuting attorney.

Please feel free to e-mail me! My e-mail address is mariah.haffield@mnsu.edu

Personal Mission Statement

I, Mariah Haffield, will spend my lifetime helping others and positively influencing the world around me. I will make this impact through my devotion to academic development, philanthropic involvement, leadership, research and global citizenship.

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**All we have to
decide is what to
do with the time
that is given to us.
- J.R.R Tolkien**

**You must be the
change you wish to
see in the world. -
Mahatma Gandhi**

About Me

I am a senior at Minnesota State University, Mankato. I am majoring in Human Resource Management, am planning to receive my minor in Political Science, and am a part of the Pre Law Program. I am active in the Sigma Sigma Sigma sorority, the Honors Program, and the Minnesota State Student Association

I was born and raised in Worthington, Minnesota. My father is the Director of Engineering for the City of Worthington and my mother is a teacher's assistant at Sunny Days Preschool. I have been employed at the Nobles County Attorney's Office as the Summer Assistant for the past several summers. In addition to working and spending time with friends and family, I had spent my summers playing in the Amazing Worthington City Band and working on a research project for the Honors Program.

I enjoy golfing, reading, snowboarding, wakeboarding, listening to music, and spending time with friends.

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Campus Involvement

I am current involved in or have been involved with many different organizations at Minnesota State University, Mankato. My involvement in these different organizations has influenced my academic life, my [leadership skills](#), [research skills](#), and [global citizenship](#).

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Experiences and Skills

I have had many experiences through my education and employment that have influenced my skills that are important for any career.

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Leadership Philosophy

Strong leaders have high integrity, act in an ethical manner, and are able to grow and adapt. Strong leaders not only can play into team members' strengths and help them develop as individuals, but are also willing to do the physical work with the members.

--Mariah Haffield's Leadership Philosophy

My personal theory on leadership, as described above, has significantly evolved over the course of my four years while attending Minnesota State University, Mankato. My various courses and a summer Honors practicum have continued to develop my philosophy of leadership. In addition, my leadership philosophy has changed and developed through extracurricular experiences. Through these experiences, in particular my role as the student government president, I have been able to use my personal theories and values of leadership.

My leadership philosophy has greatly changed since I first started thinking about leadership in regards to the Honors Competencies. During my freshman year, I came to realize that there were many different styles of leadership and no one style is the "correct way". This had surprised me as I always had thought that effective leaders all shared several common traits. I took the [Honors First Year Experience](#) course where we wrote an essay describing our view of leadership and our strengths, as determined through the Strengths Based Leadership test and the book Strengths Based Leadership by Tom Rath and Barry Conchie. Taking the Strengths Based Leadership test helped me to realize I can do much in the way of leadership with the strengths I possess. This helped me to take on the responsibility to be my residential hall floor's representative at the Residential Hall Association (RHA) General Assembly. Meeting so many other students reinforced this idea that there are many different leadership styles.

Through my Community Leadership course and summer Honors practicum, I began to view leadership in relation to others team members. In the [Community Leadership course](#), I realized that leadership, and in particular community leadership, needs to be strategic. Although it is great to just pick a goal and shoot for it, it is more effective, especially when working with a group of people, to develop ways to strategically reach the goal. During the [Honors practicum](#), I learned from observing my boss. She values cross-training her employees and playing to their strengths as she believed that this is a way to effectively reach the office's goals. This experience helped me to realize how important it is for a leader to focus on the individual team members and use their strengths (and weaknesses) to strategically achieve goals.

During my freshman year, I joined the sorority [Sigma Sigma Sigma](#). Through Tri Sigma, I had held many different leadership positions, including the chapter secretary and served on the chapter's Honor Council. Honor Council is the chapter's system by which members are held accountable if they do not follow our local and national bylaws. This position taught me the importance of acting with integrity and in an ethical manner. Most times members were sent to Honor Council for reasons such as not making grades or failure to pay dues in a timely manner. Sometimes, the reason was more controversial or due to poor choices. Members who were honest about their mistakes made it easier for myself and others to help and work with them. Those who were not truthful about certain issues were very difficult to work with. Through my secretary position, I had to maintain many records and be very neat and organized. At one point I had made a serious mistake and instead of lying about it, I was honest. The mistake was then corrected. Both of these experiences

taught me that anyone, especially leaders, are more respected and are easier to work with if they lead in an ethical manner and with integrity.

Several of the biggest experiences that have contributed to my leadership philosophy come from my experiences through the [Minnesota State Student Association \(MSSA\)](#). Although my experiences and understandings from classes and other extracurricular activities have greatly influenced my ever-changing philosophy, my experiences through MSSA have solidified some of my beliefs while continuing to influence others. Since serving as the MSSA president, I have learned how important it is for a leader to be able to adapt to a situation, to allow for opportunities to change, and to do some of the work him- or herself. For example, often times I have one idea about how a goal should be met or how a program should be run. After talking with other students and receiving more information from administration, faculty, and staff, I often realize that my way is not necessarily the most effective or the most efficient way. I need to be willing to change my plans so that the goal is reached. I also found that peers held more respect for me when, after deciding the best course of action, I actually did some of the work. I would try to delegate tasks, but I value showing others that you are not just "being bossy" by undertaking some of the tasks as well.

Not only was I able to develop my own leadership philosophy through my experiences, but I was also able to demonstrate my philosophy as well. During my first semester as MSSA president, I still did not have a concrete philosophy on leadership. I was trying different techniques that I had learned about in other classes and through research and they were not always effective. After the incident with unethical student conduct, I became more confident in my personal theories and values of leadership and I began to act on them more. I have always known that my beliefs and values have always influenced how I respond to problems, how I respond to difficult challenges, and how I interact with others. It wasn't until this past academic year that I was able to articulate my beliefs and theories into one philosophy and recognize that I am actually acting upon this philosophy and not just individual beliefs or theories.

I have many examples of acting on this philosophy. One example is when I made a mistake with a list of student government appointments. I was honest about my mistake, personally wrote to the individuals about the mistake I made, and then attempted to fix the mistake. Although this was embarrassing, it was my leadership philosophy that guided my ultimate decisions. Another example is how I attempt to delegate tasks based on individuals' skills and passions. The current MSSA Vice President is concerned about international student affairs. Any problem or challenge that gets brought to me concerning international students, I pass on to him. Although sometimes the problem is something I personally want to work on, I know that this fits more into the Vice President's passion and skills.

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Research Philosophy

Research is not only an opportunity to learn more about different subjects, individuals, and the world around us, but it is an opportunity to learn more about myself, my values, beliefs, and relationship to others in the world. Research should always be conducted in an ethical manner because it creates legitimacy of the information.

--Mariah Haffield's Research Philosophy

My theory on research, as described above, has evolved from a basic understanding of the concept of research to a more focused theory concerning how research can be used as a tool to better learn about oneself. As it can be seen in my essay on research from my [Honors First Year Experience](#) class, my initial understanding of research was very basic, but the understanding of the importance of ethics was starting to develop.

One of my first major research papers I had written while attending Minnesota State Mankato was my group's portion of the [Honors Intro to Sociology](#) capstone paper. This paper allowed me to start thinking about the how the feelings of other individuals are related to my experiences and if their feelings influence some those experiences. This paper was also my first introduction to primary research as I had never conducted a survey before.

One of most arguably interesting research projects was for the [Honors Pseudoscience and the Paranormal](#) course. I had written a paper about The Long Island Medium, Theresa Caputo. This research greatly challenged my beliefs and values concerning paranormal activities. I realized from this experience that research is meant to challenge me and to help me learn about personal beliefs and values. This learning is important as self-awareness can help me to be a better leader, global citizen, and a person.

I also had the opportunity to learn more about research in the legal field through my [Honors summer practicum](#). I learned different legal research techniques and some of the types of legal research that would be required as an attorney. By having this understanding before going to law school will help me be a more efficient and effective researcher. This experience taught me that research, especially legal research, can be a long process that may even change the focus of your original research concept. Looking into one law (or article, journal, etc.) can bring you to another law that challenges your original perspective and can even change your perspective. I learned that it is important to be open-minded during this process as you can learn so much more through that research.

In the [Honors Public Communication Strategies](#) course, I had to conduct rigorous, primary research as we had made a survey to measure many different beliefs about human trafficking. This project taught me much about the serious problem of human trafficking and helped me to understand my beliefs on the subject. This project taught me that research can not only help me to understand the world that I live in, but how others and I view the world and our relationships to others. We also discussed much about ethical research and my understanding of ethics continued to develop. I also learned how to effectively conduct primary research. I learned how important it is to phrase your questions so that they are valid and accurate; you do not want to have questions that are misleading or are attempting to have the respondent answer in a certain way. Not only would your research not be credible, but you do not actually gain the desired information. When designing our questionnaire, my partners and I thoroughly reviewed our questions and had our classmates provide feedback on the questions. Such a step is important in primary research

to ensure that the information gleaned will be valid, accurate, and credible.

One of the most influential experiences has been my work on my [original research project](#), *Racial Disparities in the Minnesota Criminal Legal System*. My research project has been focusing on the racial disparities in the Minnesota legal system, specifically against Hispanic and Latino defendants. Through my research, I learned that there are disparities against Hispanic and Latino individuals in police contact, in prosecution, and in the trial and sentencing. It is important that all citizens care about such disparities and although there is no perfect solution, a variation of affirmative action may help.

For one section of my research paper I had to compare controlled data of the number of Hispanic/Latino defendants to non-Hispanic/Latino defendants that were incarcerated, convicted of crimes, etc. During my research, I realized that although there was a difference in the numbers, a majority the numbers did not have as substantial of a difference as I had hoped. I remember that the thought had crossed my mind to either omit that information or only use the numbers that were significant or to see if there was a way to skew the data so my arguments were more persuasive. Luckily, past courses had taught the different ways that data can be manipulated in an unethical way and I quickly pushed aside these thoughts. Had I either omitted or skewed the information, although my argument would have appeared to be more persuasive, it would have not made my paper credible and I would have been unethical in my research. I pride myself in being an ethical person and I never want to conduct any unethical research.

This research project has greatly influenced my knowledge and how I plan to practice my discipline. I plan to become a prosecuting attorney after I graduate from a law school. This research project has helped me to realize that the legal system is not perfect and needs to be changed or completely reformed to effectively serve the citizens of Minnesota. It has driven me to want to be a very fair and ethical prosecuting attorney so that this disparity does not continue. My final portion of my research project focuses on a variation of affirmative action that could address some of the problems with the legal system. Although I cannot change the legal system on my own, I can help educate others about disparate treatment or even lobby for legislative changes.

My original research project not only helped to develop my understanding of our current legal system, it helped to deepen my knowledge of human resource issues (Human Resource Management is my major). Even though the affirmative action programs were in regards to admittance in to higher education institutions, I was still able to increase and apply this knowledge to a policy that is commonly discussed in hiring practices.

Note: I have not been able to disseminate my original research project, [Racial Disparities in the Minnesota Criminal Legal System](#). It will be presented either at the Undergraduate Research Symposium in spring 2016 or at a public forum during the 2015-2016 school year.

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Global Citizenship Philosophy

A global citizen not only understands that there are certain human aspects shared among all citizens of the world, but understands there are major differences among people and cultures. These differences are important to an individual's identity and should be celebrated.

--Mariah Haffield's Global Citizenship Philosophy

My global citizenship philosophy, as described above, has changed throughout my time at Minnesota State University, Mankato. In my [Honors First Year Experience paper on global citizenship](#), I was just beginning to grasp the basic understanding of what it means to be a global citizen. I had recognized that there were cultural differences but I did not understand why those cultural differences mattered nor did I understand why it is important for these differences to be celebrated.

I have [studied Spanish for 5 years](#) (3 years in high school; 2 years in college) and hope to continue my education so that I can become fluent in the language. In high school, I focused greatly on the basics of Spanish. While learning the language in college, I learned how important a language can be to a culture and to the identity of the individuals. I had learned about several Spanish dialects or languages related to Spanish that have since died, and with them, the cultures of those people. When thinking about that in regards to my own life, I can understand how language can be so important to one's identity and culture. Language is also important in the perception of the world around us. When I started to dive deeply into the Spanish language, I noticed that I began viewing things as if gender pronouns were attached to them. For example, in English we say that pants are a thing. In Spanish, they are called "los pantalones" and are given a masculine identity. Things that were associated with masculine terms I began to view as more masculine items. However, this was strange for me because I do not try to stick to the generic male/female gender ideas (i.e. I think that women can be considered strong or men can like "girly things" such as dance). Because of this, I can understand how people can view certain things differently with this language perspective.

Communication is not only a technical experience, but it is also very emotional and can be tied to a cultural identity. I know many individuals from different cultures and by being the [Minnesota State Student Association President](#). I work closely with students from different cultures and countries. Talking with them, I notice that our communication styles are much different and these differences are not due to just personalities. When talking to these students, I must understand that although I may perceive their tone or expression to be one way that may not be how they intend it to be viewed. I also realized that I need to be conscious about how others are perceiving me. I know that there is less miscommunication with those who have similar backgrounds as me than when I talk to individuals from other cultures. This miscommunication may be due to my tone of voice, hand gestures, and even words and phrases that I use. By realizing that miscommunication can occur because of this, I try to be aware of how the other individual is perceiving me and the conversation.

In the spring of 2015, I attended the [International Festival](#) that is held on campus. I attended the event with several of my friends who are from the Middle East. It was very fun and interesting for me to walk around to the different tables and be able to ask the students questions about their culture. I could tell how important their culture was to them by the passion they displayed when I asked questions. It was also interesting to see what they displayed at their booths and see what they considered to be important aspects of their culture. For example, I was talking to a student from a country in the Middle East and I

could see pride and excitement to show me photographs from her hometown and explain what an average day was like in the town. After attending the event, I reflected on how I would feel as a student in another country and had gotten the opportunity to share my culture and background with my fellow students. I understood why it was so important to them to share their culture as it is an integral part of their identity and shapes their perspective of the world.

Unfortunately, cultural bias is still present in many individuals and needs to be discussed in regards to global citizenship. One of my biggest experiences with cultural bias has been through my [original research](#). My research is on the racial biases present in the Minnesota legal system. One aspect that I focused on and researched heavily was implicit bias and how it is present in the different aspects of the legal system. Unfortunately, everyone holds some degree of implicit bias. It is hard for me to admit, but I also have implicit bias as well. After conducting my research, I understand how important it is for individuals to be aware that they do hold these biases and to work towards removing these biases. To do this, I have been reflecting on how I and others act and respond to situations with people from different cultural and racial backgrounds. I know many times that people are not intentionally being racist or biased against certain groups, but I see that it does exist. Unfortunately, I have even noticed that I have acted in ways that were influenced by bias. The first step to removing this bias is to recognize it is present. Next, it is important to understand why these biases exist. After getting at the root of the bias, we must start immersing ourselves in that culture to understand why the bias is untrue.

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Volunteer Involvement

I have contributed heavily to the Mankato community and the campus community since fall of 2012. Since joining Sigma Sigma Sigma, I have tabled, worked during, and baked food for our Sigma Serves Children philanthropy events, have helped clean up trash along the Tri Sigma stretch of Adapt-a-Highway, supported the Tri Sigma booth at Relay for Life, took part in Rake the Town, and have participated in Dance Marathon as a member of the Tri Sigma team. During the fall semesters I have volunteered at Move Crew, helped students at the Help Tents, promoted and participated in a campus-wide Ice Bucket Challenge to support the ALS Foundation, and worked during the campus-wide Choose-a-poolza event. I have also participated twice in the Minnesota State Student Association's team for Pedal Past Poverty. During the spring semester of 2013, I assisted clients and sorted food at the ECHO Food Shelf for three hours every week for a total of thirty hours. In November 2012, I aided Girl Scouts in achieving badges at It's Your World: aMAZE Journey program. In October 2012, I handed out paper bags for Honors Program ECHO Food drive. In total, I have volunteered over 90 hours of my time to the Mankato and campus communities.

Adult Basic Education Program

During the fall semester of 2015 I plan to volunteer almost 16 hours of my time at the Adult Basic Education Program through the Lincoln Community Center. The Adult Basic Education Program provides educational opportunities for adults to acquire and improve their basic academic education levels. In the classroom, I help the teacher pass out materials, provide additional instructions, and assist students struggling with the subject.

I plan to continue volunteering for this program during the spring semester of 2016.

Girl Scouts World Thinking Day

As the Local Philanthropy Chair for the Tri Sigma Epsilon Rho Chapter, I had to plan an event with the local Mankato Girl Scouts chapter on March 21, 2015. We held a World Thinking Day, which is a time to celebrate international friendships and remind the girls that they are part of a global community. In each of the three sessions taught the girls about peace and about three different regions of the world: Africa, South America, and Europe. We had different activities for each group that focused on the country and the importance of peace or how we can create peace in the world.

It was an extremely rewarding experience to be able to work with the young girls and to make a connection with them. The Girl Scouts enjoyed the opportunity to work with older girls, learn about other cultures, and had fun participating in the activities. There was one girl who was very shy and would not speak to anyone or participate in activities. One of our chapter's members sat and talked with her and the girl eventually felt comfortable enough to participate. This reminded me why I enjoy volunteering; it reminded me that any act, whether it is big or small, can greatly impact and influence an individual's life.

Relay for Life 2014

On April 5, 2014, I attended my first Relay for Life in the Meyer's Field House on the Minnesota State University, Mankato campus. My sorority had a booth "Kicking Cancer to Infinity and Beyond" where we sold bows, baked goods, Monster energy drink, and had a free photo booth. We had one of the largest groups at the event. I spent about seven hours at the event and had my face painted, bought food and crafts from other booths, participated in the silent auction, and participated in the Survivor Walk.

The ceremony during Relay for Life was very emotional and inspirational. There was an open mike session where we heard from many different people about how cancer has changed their life. I am thankful that I do not have cancer and hope that someday a cure will be found. Until then, I plan to participate in as many Relay for Life events as I am able to because I know people in my life who have thankfully survived cancer.

Service Learning at the ECHO Food Shelf

For my course in Honors Community Leadership in the spring of 2013, we were required to complete thirty hours of community service at a non-profit organization. I decided to complete my service learning at the ECHO Food Shelf in Mankato. Every Friday for several hours, I would volunteer either in the morning or in the afternoon. During the morning shift, I would help sort and stack the food. In the afternoon when the food shelf was open, I would assist clients in selecting food within their allotted amount.

This was a great experience for me because I was able to observe leadership styles and theories while I volunteered. I was able to compare this to what I had read about in our book and what we had discussed in class. By gaining a deeper understanding of the concept of community leadership, I was able to develop my leadership skills.

This also was also a humbling experience because I was able to see the need in the community of Mankato. It made me realize that I am very fortunate because I do not have to worry about where my next meal will come from nor have I ever gone hungry. I learned that I should be very grateful for all that I have and never take it for granted because there are others who are not as fortunate.

Girl Scouts Program Aide Training

On Thursday, November 10, 2012, I helped with the Girl Scouts Program Aide Training. In this training program, I helped lead the small group activities designed to teach the girls how to develop their social and leadership skills. The girls also learned the requirements and responsibilities of being a Program Aide. Some of the activities the girls participated in included a drawing activity where one girl had to describe a picture to another girl who had to draw as instructed, a board game to increase knowledge of Program Aide's responsibilities and requirements, and an activity in which the girls had act out scenarios where there was a problem and they had to come up with a solution.

I really enjoyed working with the girls because they were very enthusiastic to learn how to become a leader in and for their troops. I also learned more about leadership, especially when leading a group of middle school aged students. For example, I learned some appropriate ways to encourage and motivate a group of girls who were not interested in performing a certain task. This will help me if I ever need to work with a group of students in this age category.



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Dean's List for the College of Business

I have been on the College of Business Dean's List for the fall semesters of 2012, 2013, and 2014, and the spring semesters of 2013, 2014, and 2015. To be on the Dean's List, a student must have a 3.5 GPA or above for that semester.

B.H. and Betty Chelsey Business Endowment Scholarship

I was awarded the endowment scholarship for the 2015-2016 academic year. This scholarship is awarded to any students majoring in a degree in the College of Business. It is awarded based on academic achievement and participation in extra-curricular activities.

At the fall 2015, College of Business Scholarship Reception, I was selected by the College of Business Dean to be one of two students speakers. I spoke on my involvement in the University and the College of Business and how it has shaped and influenced me.

Rissa Amen-Reif Award for Advocacy and Awareness

I was awarded the Risa Amen-Reif Award for Advocacy and Awareness in the spring of 2015. I was recognized for my involvement with MavGuard, a student-led safety and awareness campaign, and for my continued advocacy on behalf of the students at Minnesota State University, Mankato.

President's Commission on Status of Women Grant

In the spring of 2016, I was awarded a grant through the Minnesota State University, Mankato President's Commission on the Status of Women to attend a personal development conference for young female student leaders. The conference is the National Conference for College Women Student Leaders (NCCWSL) which I had attended May 28th-30th, 2015.

CSU BEST Board

I was one of eight students who were recognized in the inaugural CSU BEST Board--Boasting Exceptional Student Talent. The CSU BEST Board recognizes students for exemplary leadership and personal growth through their Minnesota State University, Mankato campus involvement. Those recognized had a large photograph of them hanging the Centennial Student Union. I received this honor spring 2015.

Sigma Sigma Sigma Foundation Scholarship

During the summer of 2014 I was named a recipient of a Sigma Sigma Sigma Foundation scholarship. The Foundation provides annual scholarships to graduate and undergraduate alumnae and collegians. Recipients are selected based on merit with a recognition for outstanding academic achievement. The Sigma Sigma Sigma Foundation has awarded nearly \$500,000 in scholarships to members.

MSSA Leadership Scholarship

Every year, the MSSA leadership awards five student leaders with a \$1000 scholarship for his or her dedication to leadership and service at Minnesota State University, Mankato. In the spring of 2014, I was one of the five recipients of this scholarship because of my involvement with the Senate and my involvement with MavGuard. The spring of 2014 had one of the largest number of scholarship applicants in recent years.

The Bronze Pin

The Bronze Pin is awarded to a student living on campus who has shown outstanding leadership, involvement, and service. I was awarded this pin during the annual Residence Halls Student Leadership Banquet in spring, 2013 by the former 2012-2013 RHA President. Only eight pins are awarded each year and it is considered to be the highest recognition a student living on campus can receive.

Preska Community Council of the Semester

The Preska I-1 community council, of which I was a part of, was awarded the Preska Community Council of the Semester for the fall of 2012. A community council is the executive council of each floor and comprises of the floor president, treasurer, event coordinator, and RHA representative. This award is given to a community council of each residence hall once a year during the end of the fall semester. Community councils that receive this award are recognized for their hard work and dedication to creating events that will create a sense of community throughout the floor.

Perfect Attendance for RHA

During the fall and spring semesters of 2012-2013, I was recognized for my perfect attendance at the weekly RHA meetings.