

Engineering Management Journal

Understanding the Joint Development of Engineering and Leadership Identities --Manuscript Draft--

Manuscript Number:	EMJ-D-20-00221
Full Title:	Understanding the Joint Development of Engineering and Leadership Identities
Article Type:	Research Manuscript
Keywords:	leadership; identity development; leadership development
Corresponding Author:	William J Schell, Ph.D. Montana State University Bozeman, MT UNITED STATES
Corresponding Author Secondary Information:	
Corresponding Author's Institution:	Montana State University
Corresponding Author's Secondary Institution:	
First Author:	William J Schell, Ph.D.
First Author Secondary Information:	
Order of Authors:	William J Schell, Ph.D.
	Bryce E Hughes
	Brett Tallman
	Monika Kwapisz
	Shannon Ranch
	Tessa Sybesma
	Emma Annand
	Christy Bozic
	Daria Kotys-Schwartz, PhD
	Caroline Krejci
Order of Authors Secondary Information:	
Manuscript Region of Origin:	UNITED STATES
Abstract:	This work seeks to understand how undergraduate students view development of their engineering and leadership identities. Engineering identity is an important construct because it is widely shown to improve student retention in the field through college and into industry, thus impacting engineering managers ability to recruit and retain engineering talent. Similarly, leadership identity influences leadership interest and self-efficacy. This study collected data through twenty focus groups held at [three different universities]. The data was coded using consensus techniques. Analysis identified multiple viewpoints on the effect of similar experiences on the development of the engineering and leadership aspects of students' identity.