



New Year...



...New Look!

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Congratulations to the newest members of the CHRL Directorate Body!

John Ross Campbell
Massachusetts Institute of Technology

Aaron Hart
Indiana University – Purdue University Indianapolis

Sean Sherwood
Binghamton University

Alexandria Guokas
New York University

Catherine Kellerman
Syracuse University

McKenzie Whitaker
Southern Illinois University, Edwardsville

Megan Wyett
UMass Amherst

Katie Newcomb
SUNY Potsdam

Andrea Young
Johns Hopkins University



REINVENT

MARCH 30 - APRIL 2
INDIANAPOLIS

CHRL Sponsored Programs

Down With Diversity Day: Infusing Intergroup Diversity Dialogue Throughout RA Training

Tuesday, April 1st - Viraj Patel, Georgetown University
12:00-1:00pm, Indiana Convention Center 140

Inviolable and Admonitory Norms among Housing and Residence Life Professionals

Monday, March 31st - Maureen Wilson, Bowling Green State University
6:30-7:30pm, Indiana Convention Center 234

Living Entrepreneurially: Embracing Change in Residence Life

Monday March 31st - Sean P. Watson, St. Louis University
9:00-10:00am, Indianapolis Marriott Downtown Ballroom 8

The Neighborhood Model: Supporting Student Success through Departmental Partnerships

Monday March 31st - Larry D. Long, Michigan State University
10:30-11:30am, Indianapolis Marriott Downtown Indiana F

REINVENTING Residence Life for Mid-level Professionals: Taking charge of your future

Co-sponsored with Mid-Level Community of Practice.
Monday, March 31st - Laura L. Arroyo, Elon University
9:00-11:30am, Indiana Convention Center 236

Commission Social

Rock Bottom Brewery
10 W. Washington Street, Indianapolis
9:30-11pm, Monday, March 31, 2014



ACPA
COMMISSION FOR
**Housing
and
Residential
Life**

An Update from the Chair...

Amy Franklin-Craft, Ph.D.



Where Are They Now?

ACPA is 90 years old this year. That is quite an accomplishment. Being a bit of a history buff, I took a few minutes to better understand the history of not only the organization but also of the Commission for Housing and Residential Life. Below, you will find an abbreviated association and commission history. To add interest to this history, I contacted past commission chairs so as to provide a "where are they now" synopsis. My hope is that you will take some time and think about the ways past professionals got involved in housing and residence life as a profession, what they gained from their mentors, and where they are now. The professionals I will highlight are a part of the Commission's history. You are a part of its future!

ACPA's History:

Tracing its history to 1924 and the efforts of May L. Cheney, ACPA's (then called the National Association of Appointment Secretaries) first president, this year marks ACPA's 90th year of existence. The NAAS, began with only nine members, who assembled at the National Association of Deans of Women convention. By 1929, forty-six NAAS members registered for their sixth annual convention. Under the leadership of then President Francis Bradshaw, and because it believed that the title NAAS was no longer relevant, the organization changed its name to the National Association of Personnel and Placement Officers (NAAPO). After just two years and with a meager membership of just 128, the name American College Personnel Association was adopted. At the time, ACPA had two organizational purposes:

to establish sections within the national organization that would deal with different kinds of personnel work; and to focus on the promotion and development by various means of people engaged in personnel responsibilities at the college level. (ACPA Handbook, 2013-2014, p. 5).

During the next 30 years, the organization grew. At the close of 1976, membership was at an all-time high of more than 9000.

Commission History:

The Commission structure was created in 1961 with three basic purposes:

*To establish an organizational framework which would involve ACPA's members more directly in policy formation and professional development;
To distribute responsibility among a greater number of individuals interested in specific areas of our profession; and
To provide for broader based participation in the planning and management of the Association. (ACPA Handbook, 2013, 2014, p. 80).*

Originally the major function of the commissions was participation in the annual conventions through sponsorship of programs. Over the years however, Commission have expanded their repertoire to include research, provision of additional professional development opportunities, recognition activities, and publications, just to name a few.

The Commission for Housing and Residential Life has been led by a number of extraordinary professionals in the field of higher education, including James Dugan, Phyllis Mable, Charles Schroeder, Susan Komives, and Kathleen Kerr (ACPA's current President).

Then and Now (a Perspective on Past Chairs):

The commission for Housing and Residential Life has had 26 Chairs (including me). Of these folks, I was able to locate and successfully contact thirteen. Four past chairs are now deceased, another three are retired and unfortunately, I just could not locate or gain response from the last six.

Eleven of the thirteen Chairs all began their careers as Resident Assistants or as student leaders in the Residence Halls. Each hailed from different institutions, reaching as far east as West Chester University in Pennsylvania and as far west as Emporia State University in Kansas. All but two opted into the field because they had a strong role model they wanted to emulate or because they were encouraged by a respected staff member. Though other reasons were given as well, including wanting to be a leader and or to help people, and because of financial need, to say that 85% of these folks were drawn into the field of the acts of a leader in Residence Life is pretty amazing. This is a significant statement regarding where we must place our energies if we want to continue to sustain the profession.

In the last question included on the survey, I asked the Chairs of there were individuals they'd like to thank if they could. The resulting list was quite expansive. Rather than include all of the names, I'll provide just a few quotes that illustrate the power of mentorship and leadership in our profession:

The late Phyllis Mable: "...over the years [Phyllis] became my mentor, my colleague, and a member of my family. Our story is the best of life-long friendships." – Susan Komives (1974-1976)

The late Dr. Helen Ellison: "... As an Associate VP at FIU, she served as a supervisor and later a colleague. Her own background was in Residence Life so she was influential in shaping many of my ideas and experiences." Cathy Akens (2000-2002)

Patricia Kearney: "She was my supervisor in my first full-time professional position at the University of California, Davis, and she was phenomenal in offering both challenge and support. She pushed me to look at the bigger picture, to think more critically, and to plan more long term." - Jill E. Carnaghi (1984-1986)

So, where are they now? Included below is a list of past chairs by years of service. As I was able, I included their current title and e-mail address. My hope is that you might reach out to these individuals and begin to learn from them.

Years	Name	E-mail	Current Title	Current Institution
2014 - 2016	Amy Franklin-Craft	frankl96@msu.edu	Coordinator for Research, Assessment, and Evaluation	Michigan State University
2012- 2014	Jerome A. Holland	jerome.holland_jr@tufts.edu	Associate Director of Residential Life & Learning	Tufts University
2010 - 2012	Kathleen Gardner	kagardn@siue.edu	Associate Director for Residence Life	Southern Illinois University, Edwardsville
2008 - 2010	Adrian Gage	adrian_gage@yahoo.com	Assistant Dean of Student Affairs Director of Residence Life and Housing	Worcester State University
2006 - 2008	Kathleen G. Kerr	kkerr@udel.edu	Executive Director, Residence Life and Housing	University of Delaware
2004 - 2006	Todd Clark	tclark@ehc.edu	Associate Dean of Students	Emory & Henry College
2002 - 2004	Derek Jackson	derekaj@ksu.edu	Director of Housing and Dining Services	Kansas State University
2000 - 2002	Cathy Akens	akensc@fiu.edu	Associate Vice President for Student Affairs and Dean of Students	Florida International University
1996 - 1998	Andrea J. Trinklein	ajtrink@emory.edu	Assistant Vice President and Executive Director of Residence Life and Housing	Emory University
1990 - 1992	Tim James Pierson	piersonjt@longwood.edu	Vice President for Student Affairs	Longwood University
1988 - 1990	Kent Sampson	kent.sampson@okstate.edu	Director of Campus Life and Associate Director of the OSU Student Union	Oklahoma State University, Stillwater
1984 - 1986	Jill E. Carnaghi	jill.carnaghi@wustl.edu	Associate Vice Chancellor for Students/Dean of Campus Life	Washington University in St. Louis

It has been a pleasure to write this article. It is fascinating to see where all of these student leaders ended up (for now!). I want to thank each past Chair for what you have provided to not only the Commission for Housing and Residential Life, but also to ACPA, and the profession. I also want to thank the members of the directorate body with whom I had the pleasure of working this year. It's been an amazing ride – cannot wait to see what the next year brings. To commission members – involve yourself! We'll help you!

Featured Article...

From Both Sides of the Table: Interviewing at ACPA

With the interview/job hunt season coming, we wanted to give you some professional advice for both interviewers and interviewees. Enjoy!

CANDIDATES

Catherine Kellman, Syracuse University, Assistant Director

Why did you decide to interview at ACPA's Career Central?

I decided to interview at ACPA's Career Central because the diversity of job postings and the support of the staff working within the Career Central. The job posting often can range from entry level at a small private to a large public within the United States, as well as job posting for international job opportunities. For a candidates who like a more diverse options or if you are looking at certain region, ACPA's Career Central has it all. The professional staff that work the career center are big reason I continue to attend the career center during interviewing season. They can be seen helping candidates with any issue they be having from the anxiety of that first interview of the day or what to do if you went over from one interview to another. They give support from helping with anything that may come up during the time you are at the career center. It is always great to have someone who checks on you just see how it is going during the interview process. You get that there at ACPA's Career Central may of the professionals I have met have become great friends and colleagues.

What tips do you have for those looking to interview at the Career Central?

Be yourself - The employer is looking for not just what kind of job you will do but also what kind of personality you have.

Do your research - No school wants you to say that they are a large public when they are large private. Or, if you do not know the values and mission of the department and university or college you will work at. Make sure you create a checklist or cheat sheet for each department and university or college you will be interviewing with as well as individual questions for each.

Make a list of what you want in your new job and institution - For some people that means that they want a job that has a presence at a national or regional level, or has professional development money available. In relation to the institution it could be that the size and location is important or it could be the pet policy or if they have tuition waivers. Knowing what you want allows you to know what institution you want to look at or not.

What were those "must have items" you needed to bring with you?

The "must haves" for interview season are a small office set (including stapler and staple, paperclips, extra pins, highlighters, and post-its and binder clips). The mini office set will help you stay organized and always you to put any information for employers together in no time flat. I always keep some kind of snack bar and mints in my bag. The snack bar to keep my energy up as the interviewing days can be long and some start breaks for snacks or just to take a minute to rest and prepare for the next interview is always needed. The mints are to keep your breath fresh you are going to be talking a lot and having fresh breath is important. Always bring comfortable shoes to wear once you leave the interview area to give your feet a rest after a long day walking.



Corey Konnick, Endicott College, Residence Director

Why did you decide to interview at ACPA's Career Central?

I decided to interview at ACPA because of the distance from my current location at the time and because it is one of the two main interview processes for higher education. When I was looking to get my first professional position my options were attending ACPA or NASPA because they are the two largest student affairs conferences that offer career fairs. ACPA was being held in Louisville, Kentucky and NASPA was being held in Phoenix, Arizona and for me, it was much more feasible to go to ACPA because of the proximity to my current location at the time.

What tips do you have for those looking to interview at Career Central?

My tips for people looking to interview are to be themselves and to not be intimidated. It is really easy to focus on trying to impress interviewers rather than just answering truthfully and honestly. It is important to be honest about who you are so that the interviewer understands who you really are and so that if you are offered a position that the fit is correct.

My second piece of advice is to not be intimidated. While interviewing at ACPA it is easy to become intimidated by all of the candidates. There are hundreds of people interviewing for jobs at ACPA, all of which are very qualified for positions. This atmosphere makes it easy to second-guess yourself and to become intimidated. Trust in yourself, your experiences, and your qualifications. Confidence goes a long way.

What were those "must have items" you needed to bring with you?

When interviewing for positions it is important to remember to bring extra resumes and references in case there are new jobs that you decide to apply for new jobs that were not posted before. Thank you cards are a must. It is important to remember to write thank you notes after each interview. Remember to bring some way of checking the ACPA website to look for jobs in case you need to. Don't forget your interview apparel.

EMPLOYERS

Meredith Carpenter, University of Maryland, Coordinator for Human Resources, Student Affairs

What tips do you have for candidates who are looking to interview at Career Central?

Schedule in break time for yourself and do not schedule interviews back to back. You will want and need time to rest, regroup and mentally prepare for each interview. Prepare, prepare, prepare. Know something specific about each position and/or institution that stands out. Knowing and understanding what makes an institution special will help you to stand out from the crowd. Answer the question that is being asked, not the question you *think* is being asked. It can be easy to have rote answers that cover a type of topic like supervision, advising, working with diverse students, duty, etc. Be careful to listen for the nuances in each question so you can answer appropriately.

What tips do you have for employees on their "must haves" for their interview table?

Business cards for the interviewers. Candidates are tracking a lot of institutions and contacts. Be sure they know how to contact you if they have questions. A way for candidates in the waiting rooms to recognize you are calling their name when in the waiting room. It can be hard for candidates to hear, so bring an item that clearly designates your institution or that they can read their name on it. This will make it less confusing when collecting candidates.

Marshall Greenleaf, UMASS Lowell, Assistant Director

Why does your institution interview at ACPA's Career Central?

Career Central offers a recruitment experience that you just cannot get through other recruitment methods. The opportunity to conduct multiple face to face interviews is just so valuable, and Career Central really lets you maximize your recruitment efforts. The resources available to both employers and candidates are also really valuable.

What tips do you have for candidates who are looking to interview at Career Central?

The advice that I would give to candidates is to start early and do your homework. There are a lot of logistics involved in going through the Career Central experience, and the more you can do to orient yourself, the better. I always recommend reading through all of the resources available on the website, and I think the first stop any candidate should make is at one of the many orientations available at the Career Central.

The second area of advice I would give is to always act like you're in an interview while you're at the Career Central. Always act professionally, even if it's in the candidate waiting area, the elevator, at a nearby restaurant...everywhere! You never know if an employer (or someone that knows an employer) is around, so it's always a good idea to act professionally.

What tips do you have for employees on their "must haves" for their interview table?

I think that the presentation of the interview table is an important aspect of marketing your position and recruiting strong candidates. The interview table is part of that first impression a candidate will have about your institution and a well-designed table can generate excitement about your institution. At minimum I would recommend having a tablecloth and a few items that represent your institution, like a stuffed mascot, pictures of your staff/trainings/events, or brochures. We always have framed copies of our mission statement and statement of inclusion as well. I think the table is a good opportunity to be professional, yet fun. With that said, it is important to not go over the top. In the past I've seen tables with balloons and fresh flowers, and while fun, can be distracting to candidates (especially if they have allergies).



Want to write an article?
Have a topic you want to know more about?
Have information or an event to share?

Just follow the link below!

<http://tinyurl.com/kcou3kv>

The next newsletter is coming in March!

Invite your colleagues to join the Listserv!

To subscribe to the Commission for Housing and Residential Life listserv, please follow the following directions:

<https://members.myacpa.org/Scripts/4Disapi.dll/4DCGI/person/Listserv.html>

1. Log in with your myACPA username and password.
2. Find the line for "Commission for Housing and Residential Life," verify your email address and select an option from the drop-down menu (subscribe single or subscribe digest).
3. Select "Submit Changes."