



*Conference Schedule at a Glance*

**Wednesday, November 8, 2017**

7:00am – 10:00pm	Conference Registration & Hospitality Open
7:00am – 2:00pm	Corporate Partner Arrival, Move-In and Setup
11:15am – 11:30am	Case Study Participants Meeting and Judges Meeting
11:30am – 12:30pm	Conference Connection Luncheon
12:00pm – 6:15pm	Silent Auction Open
12:45pm – 2:15pm	Welcome & Keynote Address – Z Nicolazzo
2:15pm – 6:00pm	Exhibitor Area Open (All are welcome. SHOs & Purchasing Officers are encouraged to attend.)
2:30pm – 3:30pm	Session I (Keynote Follow-Up)
3:45pm – 4:45pm	Session II
5:00pm – 6:00pm	Session III
6:15pm – 8:00pm	Opening Banquet
8:00pm – 10:00pm	Exhibitor Showcase & Dessert Social

**Thursday, November 9, 2017**

7:00am – 6:00pm	Conference Registration & Hospitality Open
7:00am – 7:45am	ZUMBA Workout
7:30am – 8:00am	Business Meeting Continental Breakfast, Voting Delegate Check-in
8:00am – 10:00am	Business Meeting
9:00am – 5:45pm	Silent Auction Open
10:15am – 10:45am	Mini Session IV
11:00am – 12:15pm	Keynote – Jamie Washington
12:30pm – 2:00pm	Luncheon
2:15pm – 3:15pm	Session V (Keynote Follow-Up)
2:15pm – 4:30pm	Case Study
3:30pm – 4:30pm	Session VI
4:30pm – 4:45pm	Caffeine Break
4:45pm – 6:00pm	Social Justice Signature Event
4:30pm – 5:00pm	Executive Board Transition Meeting
10:00pm	Committee Application Deadline

**Friday, November 10, 2017**

7:00am – 1:30pm	Conference Registration & Hospitality Open
9:00am – 10:00am	Session VII
10:15am – 11:15am	Session VII
11:45am – 1:00pm	Closing Luncheon

# Session #1 - November 8, 2017 – 2:30 – 3:30pm

## **101: AIM on Assessment: A Review of AIM Projects – Fedora I**

Assessment and Information Management Committee: mshugarm@gustavus.edu

Assessment and Information Management Committee\*\*The Assessment and Information Management Committee (AIM) completes multiple research projects each year. Join us to learn about our findings and research on topics of Addressing Bias in Student Staff Selection AND Student Staff Cultural Competency.

## **102: Concealed Carry - Creating a Communication Plan – Fedora II**

Christina Hurtado: cmhurtado@fhsu.edu

Amanda Craven: amanda.craven@wichita.edu

Jacque McKenna: jmckenna@ku.edu

The State of Kansas does not prohibit the open carrying of a handgun and any person legally owning a firearm may concealed carry if they are 21 years of age or over. Carriers don't need to be licensed/have a permit. State of Kansas public universities were exempt from concealed carry until July 1, 2017. Each institution has interpreted and created policy and procedures to meet their needs. Presenters will discuss institutional and communication with students.

## **103: Tools for Creating an Academically Sound Work Environment – Gatsby**

Ben Bechle: bechleb@uwstout.edu

Transition and change can be difficult for anyone to navigate, so how do we provide support for our student staff? This program session will focus on getting the conversation started around supporting our staff to ensure their success as an RA/CA. Emphasis will be placed on developing academic plans to ensure success and creating accountability check points along the way.

## **104: Apartment Style Buildings - Challenges, Opportunities, and Being Unique – Sugarloaf**

Jackie Lee: jlee@uwlax.edu

This session will provide the opportunity for apartment-style building managers/hall directors/etc. to come together to discuss challenges and opportunities that come with running an apartment style building. Discussion topics include programming ideas, managing apartment conflicts, coordinating the check in/out process, managing emotional support animals, etc.

## **107: What the search committee didn't tell you? – Dapper III**

Amy McGovern: mcgoverna@uwstout.edu

As a seasoned campus search committee member, I (and some of my confidantes) have some pet peeves with folks that we know are great candidates but not showing it. Let's chat and share some of these not-so-secret secrets in an effort to help you distinguish yourself in your materials and get an interview. They'll be good stuff whether you are new in the field or well-seasoned too!

## **108: "So, we meet again...": A Conversation on Conduct – Windsor I**

Stephan Taylor: sftaylor@unomaha.edu

"So, We Meet Again..." is a round table discussion centered on student conduct processes, intersectional social justice, and what to do when they collide. Participants should come prepared to commend and critique student conduct processes and reflect on your role in and outlook on student conduct. We will share stories, support, words of wisdom, and maybe a few laughs too.

## **109: Learning and Leading Together: Supervising Graduate Students as an Entry-Level Professional – Windsor II**

Tyler Loveday: TylerLoveday@missouristate.edu

Barbara Braga: bbraga@ksu.edu

Supervising graduate students as a fresh out of grad school entry-level professional can come with its own set of challenges and triumphs. In this session we will explore those challenges and triumphs, while sharing perspectives on best practices and gaining support from colleagues across the region. Join us for a dialogue on how to navigate this rewarding area of supervision.

## **Session #1 Extended - November 8, 2017 – 2:30 – 4:45pm**

### **105-E: Bias Lives Here: Supporting Staff When Cultural Trauma Occurs – Dapper I**

Aramis Watson: aramiswatson@ku.edu

College campuses continue to see protests, instances of bias and racism. Often staff members of color are put in the position to navigate their own personal feeling as they support students and live their life. Cultural trauma describes the physical and psychological symptoms that people of color often experience after experiences of racism (Carter, 2007). This presentation focuses on this topic.

### **106-E: Confronting Whiteness: Strategies for Whites working towards Racial Justice – Dapper II**

Evan Knoespel: knoespel@iastate.edu

This session intends to focus on whiteness, how it shows up in our spaces, and what we have/can work to do to create anti-racist spaces. We will utilize time to set a foundation why we are here, discuss what whiteness looks like in our own spaces, discuss some racial identity theory and work to identify ways we can commit to anti-racist praxis and practice.

## **Session #2 - November 8, 2017 – 3:45 – 4:45pm**

### **201: Supervising A Multigenerational Workforce – Fedora I**

Quinneke Lee: quinneka.lee@gmail.com

Have you noticed that people in different generations respond to situations differently? To create a cohesive workplace, it is important to understand and appreciate the differences in generations. Join us for a roundtable discussion to learn about working and supervising multiple generations.

## **202: Inviting Change Through Internal and External Review – *Fedora II***

Von Stange: von-stange@uiowa.edu

Greg Thompson: gregory-r-thompson@uiowa.edu

Most housing programs want to be better at what they do. One way is through an internal and external review of your program. Participants will receive information on how to assess your department, and how to conduct an external review. Learn how any campus can participate in a review. Resources will be provided.

## **204: Co-Hall Coordinating: "Let me tell you 'bout my Best Friend" - *Sugarloaf***

Michael Mueller: michael-p-mueller@uiowa.edu

Anna, Holbrook: anna-holbrook@uiowa.edu

Rocky & Bullwinkle, Macklemore & Ryan Lewis, R2D2 & C-3PO, and Simon & Garfunkel. Notably some of the most dynamic and famous duos in our age. Being Co-Hall Coordinators is no different to these partnerships, as they require trust, respect, and humor just to name a few. Join two Co-Hall Coordinators as we discuss the highs, lows, and the in-between of running a building in complete tandem.

## **205: Not Preferred but Prepared – *Dapper III***

Melissa Stoner: stonerm@uwplatt.edu

Savion Kirk: kirks@uwplatt.edu

If you have ever felt insecure about being a Bachelor's level professional in a "Masters Preferred" field, join our discussion. Learn about and discover ways to combat Imposter Syndrome and gain the tools to address confidence challenges that Bachelor's-level professionals face. Market your confidence and what you have to bring to the table!

## **206: Digital Masculinity: Social Media's Influence on College Men – *Windsor I***

Charlie Potts: cpotts@gustavus.edu

This session explores the complicated identities of 21st century college men as they navigate pre-college notions of manhood, evolving definitions of gender, building social capital, and establishing a digital presence. An overview of a qualitative research project includes analysis of effective data collection methods and introduce a theoretical model of digital & masculine identity convergence.

## **207: Know Better, Do Better: Combating & Challenging Ableist Language & Behavior – *Windsor II***

Kayla Lentz: kayla.lentz@uni.edu

Nick Thuot: nthuot@iastate.edu

Ableism is rarely addressed but impacts people with mental illnesses, developmental disabilities, and physical disabilities every day. We will present examples of ableist language used in common conversation and uncover what is trying to be said. We will also present common behaviors that perpetuate ableism in our daily lives, and what we can do to change.

## **Session #2 Extended - November 8, 2017 – 3:45 – 6:00pm**

### **203-E: Tales from Planet Estrogen: Reflections and Insights from Women in Housing - *Gatsby***

Sarah Holmes: sholmes@iastate.edu

Gloria Vanderbilt once said, "One woman's success can only help another woman's success." As women in housing, it is to our benefit to help build up other women. This session will allow us to connect with and learn from one another by highlighting experiences, lessons learned, advice, and career and life choices from women in the field who are respected for the work they do each day.

## **Session #3 - November 8, 2017 – 5:00 – 6:00pm**

### **301: Need Renewal Money? Know Your Assets. – *Fedora I***

Robert Zbikowski: zbkowskirm@unk.edu

Knowing specifics on the vast assets your department has and the condition of your inventory is vital in justifying future investments. Capturing these details in an accurate and usable format is a challenge all its own. Presenters will explain how UNK created: an asset database utilizing StarRez Room Management module, methods for tracking, and maintain description details.

### **302: Multicultural Competency and Entry-Level Housing Professionals – *Fedora II***

Kevin Cook: kcook@k-state.edu

Are you curious about what differences might exist in the multicultural competence of entry-level housing professionals based on various demographic characteristics, years of experience and graduate school factors? Come hear about the results of a UMR sponsored research study that was born from that exact curiosity.

### **303: Let's get Radical! – *Sugarloaf***

Lisa Weston: lweston@uwlax.edu

Nick Rafanello: nicholas.rafanello@uni.edu

Creating an environment where candid feedback is encouraged takes planning and practice. Following the "ACUHO-I Reads" initiative, we will continue the conversation about Kim Scott's best seller, *Radical Candor*. We will also review other resources you can pursue for your own professional development. Be part of our discussion and walk away with a reading list that will keep you busy.

### **304: Black Womyn Are Magic – *Dapper I***

Britt Hudson: britt.hudson@uni.edu

Keniese Evans

Experiences of Black Womyn housing professionals can be different from their white counterparts. We see our experiences through the lenses of feminism, intersectionality, & mental health. All of these components make up Black Girl Magic. During this roundtable, we will talk about Black Girl Magic and different ways that Black Womyn in Housing can use this to develop a strong professional network.

### **305: Navigating Internal Candidate Processes – Dapper II**

Hannah Bendroth: bendrothh@uwstout.edu

Dana Fritz: fritzda@uwstout.edu

When working in Higher Education it is likely that you will at some point be an internal candidate, on a search committee or be in a department during a search with an internal candidate. Come to this session to hear what it is like to be in these roles and tips to navigate through the process.

### **306: UMR-ACUHO Pride Housing Network – Dapper III**

Coree Burton: coree.burton@uni.edu

John Hernandez: jhernan@nwmissouri.edu

The purpose of the UMR-ACUHO Pride Housing Network is to provide a platform for LGBT\* professionals to develop a stronger network, to discuss topics relevant to their housing experiences, and to be supported in their continual professional growth and development.

### **307: Transitioning Well: Preparing for Mid-Year Professional Staff Members – Windsor I**

Ashleigh Williams: williaa@umn.edu

Grant Henry: ghenry@umn.edu

Many institutions are experiencing mid-year transitions of live-in staff. As the person covering a vacant position and the person transitioning in, we have learned firsthand the challenges and opportunities of preparing and implementing a mid-year onboarding process. From three different vantage points, participants will be able to create a holistic plan for navigating this situation.

### **308: Supporting Black Colleagues at PWIs: A Discussion For White Professionals – Windsor II**

John Hernandez: jhernan@nwmissouri.edu

Beth Little: little@nwmissouri.edu

Rebecca Lawrence: rebecca@nwmissouri.edu

Often our Black populations are underrepresented, under supported, and facing challenges at our PWIs. We will provide tools to non-black professional staff regarding providing support to black colleagues on campus. Space will be created to ask questions, challenge systems, and share ideas concerning race-related incidents within society.

## **Session #4 - November 9, 2017 – 10:15 – 11:15am**

### **401: Mixed, Not Mixed Up – Fedora I**

Melinda Gilliam: mmgilliam@ksu.edu

College can be challenging as students grapple with identity development. Multiracial students often face an added challenge as they are pressured to conform, told they aren't whole, refused as White due to a tint in their skin, or rejected as a Person of Color because of the way that they speak. Join us as we discuss theory based strategies in support of identity development among multiracial college students.

## **402: You can't work forever: A guide to the basics of retirement – *Fedora II***

Nicholas Mulholland: nicholas.mulholland@uni.edu

This personal finance program, focuses in on the basics of retirement. Many young professionals do not focus on retirement but it's the most important time to make saving for retirement a priority. In this session, we will talk about what benefits to look for when job searching, the basics of retirement plans, why you should invest in your retirement, and the impact on your future it can have.

## **403: Recalculating: Advising Students Through Failure – *Gatsby***

Megan Swingle: mswingle@truman.edu

When a motivated student leader is confronted with failure, advising can become more challenging than normal. No matter if it is a failed programming attempt, or not receiving the position that they had hoped for, failure can be tough for students to overcome. In this session we will discuss tangible ways to advise students through failure to ensure their continued success.

## **404: Effectively Supporting Marginalized Students During Time of Need – *Sugarloaf***

Krystal Rodriguez: Krodiguez@ucmo.edu

Josh Kane: Jkane@ucmo.edu

Jason Angeles: Angeles@ucmo.edu

Social justice movements have become more prevalent in today's society and many take place in college settings. Student affair practitioners need to be equipped with basic knowledge to facilitate difficult conversations and creating safe spaces for marginalized students to express themselves in supportive and open dialogue.

## **406: Can My Partner Come? The Experience of Living-In with a Partner. – *Windsor I***

Caitie Dyer: Dyer110@live.missouristate.edu

How can you support a partner while living in a residence hall? What information can you share? How can you connect them to others? How do you plan quality time? This session will focus on how live-in staff handle having a partner while being devoted to their role within the residence hall. Come engage in discussion on how to care for yourself and your partner throughout your live-in experience.

## **407: Deferred Action for Childhood Arrivals (DACA) – *Windsor II***

Giovanni Escalera: Escalera@ucmo.edu

This program will present the struggles that Deferred Action of Childhood Arrival (DACA) student's are currently going through in their college career, and how difficult it has gotten for them to continue to pursue an education. This will also provide professionals a stepping stone when having the difficult conversation with these student's.

## **408: Mothers Living and Learning On Campus – *Windsor III***

Christine Simone, Director of Residence Life, College of Saint Mary, csimone@csm.edu,

she/her/hers\*\*One of College of Saint Mary's flagship programs, the Mothers Living and Learning community, offers single moms an opportunity to have access to education while living on campus in a residence hall setting with their children. Join us to discuss how CSM has navigated the crossroads

of change associated with this program including its growth, support, adjustments, challenges, and lessons learned.

### **409: Being "Out" in Higher Education – Windsor IV**

Danny Gissing: daniel.gissing@sdstate.edu

In the realm of higher education, there is often an internal struggle in which a university or college professional must decide whether or not to out themselves to the rest of the campus community. In a Master capstone project, the presenter found some issues that occurred in higher education and created some recommendations for professionals in student affairs.

### **410: Making students' life better: One sticky at a time – Windsor VII**

Amy McGovern: mcgoverna@uwstout.edu

Do you ever wonder about weird little things and how they could make your students' lives better? Me, too...Let's get together to chat about them. Bring ideas and take some, too.

### **411: I Appreciate You! – Windsor VIII**

Larissa Buster: LBuster@csm.edu

This presentation will be focused on student staff appreciation and the importance of motivating our student staff members as they do their thankless job every day. Examples will be provided along with a short small discussion."

### **412: How to be a "Gladiator" in your first year as a professional! – Windsor IX**

Mark Maliskey: mark.maliskey@ndsu.edu

Starting a new position can be extremely tough, especially when you're in a new state far away from friends and family. This can be even harder when you are one of the youngest on this new team. If you attend this Scandal themed presentation, you will hopefully leave with some insight on how to be successful in your new position and the confidence to be the gladiator that lives inside of you!

## **Session #5 - November 9, 2017 – 2:15 – 3:15pm**

### **501: Promoting Healthy Masculinity – Fedora I**

Justin Stoeckle: stoecklej@slu.edu

Robby Francis

Healthy and authentic masculinity is something not often spoke about in our residence halls. Young men need space to have conversations around developing masculinity that is authentic to them. To get the conversation started, a 6 week workshop comprised of 15 Fraternity men who live on campus was created to give men the space to be vulnerable with one another and start taking strides to developing their own healthy masculinity

### **504: Developing Vulnerability in a Staff Fixed on Perfectionism: A Curriculum – Dapper II**

Courtney Stuck: cstuck001@csbsju.edu

Kayla Wunderlich

Please check Guidebook for the most up to date program session information. \*Last Update 10/20/17\*

Research shows, leadership is strengthened by self-compassion and emotional intelligence. To get students to fight against perfectionism and embrace the value of vulnerability, Courtney created a professional development curriculum. This session discusses research about self-compassion in leadership, then moves into the LOs, focus questions, weekly activities, and assessment. A prior student staff member will also share her experience and growth. All materials will be available to attendees following the session

### **505: Roommate Agreements and Conflict Mediation - How Bow Dah? – Dapper III**

Courtney Brewer: CourtneyBrewer@MissouriState.edu

Is your department's roommate agreement form AT LEAST 5 years old?! Do RAs complain about roommate conflict after roommate conflict? This session is the one for you! Learn how to revise your roommate agreement and teach your RAs how to successfully facilitate mediations. Our students are ever-changing and so are their conflicts, this will help you adapt your strategies to our newest generation.

### **506: Researching and Writing for Publication – Windsor I**

Von Stange: von-stange@uiowa.edu

Researching and writing is an excellent way to contribute to the profession by sharing knowledge, and can enhance your professional development. Presenters will share the benefits of researching and writing and various outlets to share your ideas. They will draw on their knowledge as researchers and authors to provide you the best product. Bring ideas for what you want to write and research!

### **507: UMR-ACUHO Women in Housing Network – Windsor II**

Coree Burton: coree.burton@uni.edu

Barbara Braga: bbraga@ksu.edu

The purpose of the UMR-ACUHO Women in Housing Network is to provide a platform for professionals to develop a stronger network, to discuss topics relevant to their housing experiences, and to be supported in their continual professional growth and development.

### **508: It's Black and White: Strengthening interracial supervisor/ee relationships – Windsor III**

Melinda Gilliam: mmgilliam@ksu.edu

Dave Arnold: dave@bedloft.com

Working at a PWI as a person of color can feel isolating and difficult to navigate. Performing in an environment where you feel your whole self has no place is unimaginable for some, and a reality for others. Connect with us in conversation, as both white colleagues and colleagues of color, and increase understanding and support within interracial supervisor/ee relationships.

### **509: Crossroads of Change: Managing Mid-Year Transitions – Windsor IV**

Brady Hubbard: bhubbard@iastate.edu

Nathan Ross: nross@iastate.edu

Kelsey Nation: kmnation@iastate.edu

Coming into a new institution/position can be a challenge, but this proves especially difficult when you are transiting mid-year. During this presentation, we will offer some advice for managing mid-year transitions from our own experiences. This presentation is for those that have, or are anticipating, a mid-year transition, as well those institutions/departments that have mid-year transitions.

### **510: The Danger of Expecting Our Students to Perform Highly – Windsor VII**

Tommy Newsom II: [tnewsom@ksu.edu](mailto:tnewsom@ksu.edu)  
Kandace Irvine: [kgirvine@ksu.edu](mailto:kgirvine@ksu.edu)

Setting expectations on students' performance can hinder the learning experience entirely. We will explore the correlation between learning and performing as well as how it is applied to the interactions we have with students. Furthermore, we will discuss how to shape academic conversations with students to refocus attention on the learning process.

### **511: The Pathways to Boosting Morale – Windsor VIII**

Jay Hicks: [jhicks@ucmo.edu](mailto:jhicks@ucmo.edu)  
Jordan Rockwell: [rockwell@ucmo.edu](mailto:rockwell@ucmo.edu)  
Brody Glidden: [glidden@ucmo.edu](mailto:glidden@ucmo.edu)

Presenters will discuss and interact with the audience to facilitate conversation about empowering others through various forms of recognition. This empowerment also includes fostering moral in teams for long term retention and motivation. With simple assessments, this presentation offers ways in which professionals implement recognition and lay the groundwork for longstanding passion

## **Session #5 Extended - November 9, 2017 – 2:15 – 4:30pm**

### **502-E: Think Law: Intro to Legal Issues in Student Affairs – Fedora II**

Timothy Ledna: [tledna1@yahoo.com](mailto:tledna1@yahoo.com)

Higher Education interacts heavily with the American legal system. It is essential that Student Affairs practitioners have a basic understanding of common legal issues. This highly interactive presentation will not only give basic information about common legal concepts but will also provide a wide range of policy issues to think critically in order to navigate developments in the law.

### **503-E: Starting Conversations: Diversity Initiative Leaders – Gatsby**

Carol Jergenson: [carol.jergenson@ndsu.edu](mailto:carol.jergenson@ndsu.edu)  
Jaci Christiansen: [Jaclyn.Christiansen@ndsu.edu](mailto:Jaclyn.Christiansen@ndsu.edu)

How do you rally group of student for the purpose of talking about diversity topics? Starting conversations can be tricky sometimes. Join us to learn one way that has worked to engage student leaders in having conversations with their peers across campus. Participants will learn about NDSU's Diversity Initiative Leaders and the activities and conversations that have occurred there.

## **Session #6 - November 9, 2017 – 3:30 – 4:30pm**

### **601: Mental Health in the Residence Halls: Considerations, Support & Self-care – Fedora I**

Ben Bechle: [bechleb@uwstout.edu](mailto:bechleb@uwstout.edu)

The purpose of our presentation is to inform entry level housing professionals about the schema of mental health disorders typically experience by traditional college age students and discuss ways professionals can interact with and respond to students experiencing mental illness and distress.

## **602: You Belong Here: Combating Imposter Syndrome for Women in the Workplace – Dapper I**

Barbara Braga: bbraga@ksu.edu  
Andrea Dreyer: aldreyer@ksu.edu

Have you ever felt like you don't have a seat at the table? Imposter Syndrome is a real thing, especially with women working in our field. In this session, we hope to address skills to combat Imposter Syndrome, such as through authenticity, storytelling, and strengths. We also hope to help create a growth mindset, and expand attendees support network.

## **603: Being an Active Ally: Supporting Minoritized Staff at PWIs – Dapper II**

Beth Miller: beth.miller@housing.wisc.edu

Each year we embark upon efforts to diversify our professional/graduate staff, but do we support them once they are hired? Let's acknowledge the innate challenges our minoritized staff face on campus and in the community and talk about how to address those challenges. This presentation is focused on white people & our role in making our campuses and communities better, but is open to anyone.

## **605: Moving on Up: How to navigate the entry to mid-level job transition – Windsor I**

Cody Burggraff: cody.burggraff@washburn.edu

This program will provide the chance to hear the successes and challenges of moving from an entry to mid-level housing position from the presenter who is currently going through this transition. Attendees will learn about opportunities and how to respond to challenges while moving up in residential life. Some mock scenarios that may come up during this transition will also be discussed.

## **606: UMR-ACUHO Housing Professionals of Color Network – Windsor II**

Coree Burton: coree.burton@uni.edu  
Keniese Evans: keniese.evans@uni.edu

The purpose of the UMR-ACUHO Housing Professionals of Color Network is to provide a platform for the professionals of color to develop a stronger professional network, to discuss topics relevant to their housing experiences, and to be supported in their continual professional growth and development.

## **607: Creating a Successful Academic Experience for Minority Males in Housing – Windsor III**

Will Sheppard: wsheppard2@unl.edu

Minority males have a significant deficit relating to academic success. Campuses put resources into departments to assist with persistence, retention, and graduation. This session will look at dissertation

research pertaining to creative ways that Housing and other departments can collaborate to share information, utilize programs, and evaluate to increase the overall success of minority males.

### **608: The Crossroads Experienced in Outsourcing Residence Life to Private Management – Windsor IV**

Michelle Cheney: rhc@foxvalleytechvillage.com  
Jessica Pena: manager@foxvalleytechvillage.com

Many colleges are turning to private corporations to outsource residence life and new housing projects due to financial constraints. These affiliations look different for each project, but bring about new challenges and considerations for housing professionals. The session will outline challenges, provide strategies for avoiding failure, and list considerations for professionals to evaluate.

### **609: Beyond Safe Zone: Creating inclusive work climates for LGBTQI Staff – Windsor VIII**

Aramis Watson: aramiswatson@ku.edu

LGBTQI staff face unique challenges at their places of employment. Although the campus climate may be one of support for students, the support may not be extended to staff. Studies show that 32% of LGBTQI college staff have considered leaving an institution based on the campus climate. (Rankin & Weber 2010). This presentation will explore the best practices in creating an inclusive work climate.

## **Session #7 - November 10, 2017 – 9:00 – 10:00am**

### **701: Dear White People: Recruitment and Retention of Student Staff and Professionals – Fedora I**

LeAnna Level: levell@uww.edu  
Rajhon White: WhiteRL17@uww.edu  
Ari Owens: OwensAM01@uww.edu

Many of us recognize the importance of having staff members who reflect the students we serve—but how do we get there? This presentation will focus on how to recruit and retain staff members from underrepresented backgrounds on the student staff, para professional, and professional levels. Our presentation will allow a space for discussion, reflection and planning to positively impact recruitment and retention efforts.

### **702: Supporting Efficiency: Centralizing Desk Operations – Fedora II**

Robert Zbikowski: zbikowskirm@unk.edu

Streamlining front desk operations can bring increased efficiency and uniformity, resulting in a consistent and positive resident experience across all of your residences. This session will explore one institution's experience in transitioning to this model, discuss lessons learned, and provide a before and after contrast.

### **703: Connecting with Students of Color While Remaining Professional – Gatsby**

Keniese Evans: keniese-evans@uiowa.edu

Alejandro Dominguez: alejandro.dominguez@uni.edu

Being the one of few professionals of color on campus can be challenging when making connections and finding support. You may connect with students of color, which allows for support on both sides but could also be problematic. This session will discuss how to develop those relationships while setting appropriate boundaries. Come ready to discuss your own experiences and learn from others.

### **704: Analyzing your Living Learning Communities from a 360 Perspective – Sugarloaf**

Nick Goffard: ngoffard@umn.edu

Are you looking for ways to evaluate your living learning communities (LLC)? Does creating a process from scratch seem overwhelming? In this presentation, we highlight our use of a LLC 360 Review process to train, evaluate, and implement programmatic change for our LLC experience. Participants will understand the process and methods for evaluation, as well as strategies for implementing change.

### **705: POP Culture Advancement- Power, Oppression, and Privileged – Dapper I**

Tommy Newsom: tnewsom@ksu.edu

Melinda, Gilliam: mmgilliam@ksu.edu

Having difficult conversations with your staff and students can be challenging, and feel impossible to even begin. Join us as we cover theory based strategies to build confidence in facilitating and having difficult conversations; however, we won't stop there. We will also discuss how to stop them if they take a turn for the worst, and move past difficult encounters with students while promoting their growth.

### **706: "Pick Your Battles": How We Silence Conversations on Social Justice – Dapper II**

Joshua Kane: jkane@ucmo.edu

Jason Angeles: angeles@ucmo.edu

We will be examining language and actions common to the field of Student Affairs that silence or discourage conversations around social justice, and discuss methods and strategies to move past these behaviors to become better advocates for marginalized student populations.

### **707: Women of Color Round Table – Dapper III**

Christina Hurtado: cmhurtado@fhsu.edu

This session will allow women of color to identify and discuss struggles they may be facing as professionals in the work place. Our time together will also allow participants to make connections across the region and create support networks.

### **708: The Parent Trap: Navigating Parental Interactions as a Professional – Windsor I/II**

Michael Mueller: michael-p-mueller@uiowa.edu

Beth Miller: beth.miller@housing.wisc.edu

"There is a parent on the phone for you"□ are nine dreaded words for some professionals, but they do not have to be. Learning how to address and connect with parents is a valuable lesson for many professionals. We will discuss some different types of parents that are acknowledged in the literature and how to interact and communicate with them during the good and the bad.

### **709: P3 and Me? Exploring the World of Public Private Partnerships – Windsor VII**

Phillip Neuman: phillip.neuman@mnsu.edu

Hannah Bendroth: hannah.bendroth@mnsu.edu

Creating a partnership with private developers is an emerging practice on college campuses. Public Private Partnerships (P3) in student housing may provide an answer to your on campus housing needs. Come learn about various P3 models, hear about the Pros and Cons of working within a P3, and experience Minnesota State University, Mankato's experience within a P3.

### **710: Trans\* Community Circle – Windsor VIII**

Nick Thuot: nthuot@iastate.edu

This session is a space explicitly and exclusively for trans\* and/or non binary people. The purpose of this session will be to determine what our collective needs are and how we can work together to ensure that the association is serving us to its full capacity. Those in attendance should expect to engage in a dialogue with others present.

### **711: Removing Roadblocks: Engaging Student Staff with LGBTQIA+ Training – Windsor IX**

Andrea Mayrose: andrea.mayrose@sdstate.edu

Danny, Gissing: daniel.gissing@sdstate.edu

Pro staff strive to be inclusive, including in the area of gender and sexual identity. We supervise some student staff members for whom sexuality and gender are uncomfortable or unfamiliar topics. We will present the need we identified, our work to create an opportunity for our staff to learn about and engage with LGBTQIA+ identities, and the challenges and impact of the resulting training.