



## MAUREEN'S FIRST SPEECH AS NEACUHO PRESIDENT

### INSIDE THIS ISSUE

Business/Financial Report	2
Note from the Editor	3
ACUHO-I Conference Experience & Conference Wrap-Up	4
Nexus NEACUHO	5
Fall Drive-In Conference	6
File Sharing	7
2004 NEACUHO Annual Conference in pictures	8-9
2004 NEACUHO Annual Conference in Review	10-11
Committee Updates	12-14
2004-2005 Executive Board	15

It is with great pride that I stand before you as the 42<sup>nd</sup> president of NEACUHO.

When I sat in the audience at my first NEACUHO Conference in 1990 at the University of Vermont, I never thought that I would ever be standing in front of you as President of this organization.

I certainly didn't think that some of my best friends would be the people that I have met through this organization.

And I KNOW I didn't think that I would still be working in residence life at this point in my life!

What I DID know was that there were good opportunities for professional development and for developing a professional network.

I also knew that I MATTERED. Not that I was "important" or that I was a part of any "clique"...but that I MATTERED. I'd like to share a few examples...

I met Chuck Lamb at UVM—he was hosting the conference. Since that conference, each time I have seen Chuck, I have been greeted with "Yo, Mo!" I'm not sure Chuck really even asked if I liked being called "Mo," but it's Chuck, so it works! I knew I mattered.

When Carol Boucher told Beth Moriarty and I that we couldn't go to a CHO program because we weren't CHOs, I knew I mattered. Carol also told me that whining about not being a CHO meant I wasn't ready to be one back then. I knew I mattered because Carol had taken an interest in my professional development—even though I have never worked with her at Quinnipiac.

When Rich Bova was finishing his term as NEACUHO President at the Quinnipiac conference, he said, "Mo-ween, someday it will be your turn." I knew I mattered because Rich saw my commitment to and passion for this organization and our profession.

I hope you feel like you matter here. Whether you are a way-past Past President or a first time attendee here, a seasoned professional or a new professional, you do matter here. And you will likely make someone

else feel like they matter here, too, if you haven't already done so—and I'm sure that many of you have and don't even know it.

NEACUHO is OUR organization. WE need to help each other stay true to our organizational roots. Yes, we have an elected board and appointed board members, but the organization will only be as strong as the membership.

So, please get involved! Join a committee, present a program, host a conference or write for the newsletter. You MATTER and I want to hear from you!

Over the last three years, we have conducted a self-study, ratified a constitution and worked on several initiatives. As the President-Elect, I found all of that exciting but very intimidating. And then I decided to think about it this way... NEACUHO is an almost 50-year old residence hall. Over the last few years, we have done a few needed renovations—the self-study, the constitution and the initiatives.

So now, as we begin the celebration of our 50<sup>th</sup> year, it's time to see how our "residence hall" functions with all of the improvements. I expect that you will see the results of the work that has been done in many ways over the coming year.

We will be celebrating our 50<sup>th</sup> anniversary over the course of the year. I hope that you will take advantage of all the opportunities to help us celebrate.

Before I close, I should probably thank half of the people in this room for all the support and encouragement they have done to make me feel like I matter. So, in alphabetical order...

No, I'm kidding. There are a few quick ones, though—

My NEACUHO "buddies"—those friends I spoke of earlier. It's great to be able to see them here and catch up throughout the year. Beth (Moriarty) said when they were putting together the slide show "there were pictures of NEACUHO people, but they were with a bride"—that was my

*(continued on page 3)*

# ANNUAL BUSINESS REPORT

By Sabrina Tanbara

## NEACUHO Annual Treasurer's Report June 1, 2004

Total Revenue	+\$ 57,273.18
Total Expenditures	- \$ 39,994.17
Current Chkg. Balance as of 5/28/04	<b>\$ 17,279.01</b>
Current Savings Balance as of 5/28/04	<b>\$ 10,012.23</b>

### Major Revenues Summary:

Membership Dues	\$10,200.00
Drive-In Conferences	\$ 3,816.46 (net gain)
2003 Annual Conference	\$ 971.66 (net gain)
Corporate Affiliates	4 300.00

### Major Expenses Summary:

Savings Account Opening	\$10,000.00
Awards & Scholarships	\$ 5688.61
Executive Board Expenses	\$ 4937.19
Major Publications	\$ 3211.65
Sponsorships	\$ 1,100.00

### Highlights

#### *New Budget Structure*

NEACUHO implemented a new budget structure with the assistance of a Finance Initiative team. The Finance Initiative team proposed a line item budget based on types of expenditures, amount of spending in various categories over the past 2-3 years, and the needs and priorities of the organization for the future. As the organization moves toward an official not for profit status, this budget structure is still a work in progress.

#### *Cash Reserve Funds*

A savings account linked to our current checking was opened and \$10,000 was placed in this account to collect interest and to serve as reserve funds for unexpected or new programs and initiatives that would not be covered by normal revenue. It was also assessed that the organization relied on memberships dues, corporate affiliations and net revenue from conferences to cover annual expenses. These were seen as variable forms of income which means reserve funds would be needed in case membership or conference attendance were lower than normal.



#### *Review & Revision of Financial Guidelines*

The Finance Initiative was charged with reviewing and revising the current NEACUHO Financial Guidelines. The Finance Initiative made a thorough review of what is common NEACUHO practice and what is common business practice. The end result is a document that provides detailed procedures for appropriate use of NEACUHO funds and ensures documentation of all NEACUHO business transactions. The Executive Board approved the revised document at the April Board meeting. The Financial Guidelines will be available for review on the NEACUHO website, [www.neacuho.org](http://www.neacuho.org).

#### *Audit*

Mike Polcari from Northeastern University conducted an internal audit of the financial records from the 2002-2003 fiscal year. As of the writing of this report the audit has not been completed.

## THINGS THAT MAKE YOU GO HMMM... TRANSGENDER ISSUES ON CAMPUS

By Audrey Place

*Editor's Note: Something you will notice in this and upcoming editions of the Navigator is that we have started to introduce web-only content. This is in an effort to provide more coverage of topical issues related to the field and to expand our coverage of general business-related issues as well. While The New York Times may have coined the phrase "all the news that's fit to print," we didn't want to limit our coverage to only the news that fits in print. We hope you enjoy the changes.*

Recently, I had the great opportunity to spend a day at the University of Vermont attending the "Translating Identity Conference" that their GLTBA [Gay, Lesbian, Transgender, Bisexual & Ally] student group held. What an experience! I not only challenged my own thinking around transgender issues, but I was able to bring back some ideas and challenge the thinking here at my own institution. Does your school have a policy on transgender students? Are they included in policies for residence halls? How about public bathrooms? These are all questions that

made me go: hmmm. Many transgender students face these issues, as do colleges and universities, especially those professionals who oversee residence halls, and other student affairs personnel.

But what does transgender mean? Before we start asking questions about the issues those students face, we should define what it is! The term transgender is considered an "umbrella" term, meaning that transgender usually describes anyone that expresses themselves with characteristics that typically do not fall under their biological sex. This also includes people that are transsexuals and cross-dressers. Transsexuals are people who are born a certain sex but feel that they are a different gender, and subsequently go through a phase known as "transition" where they change their appearance to meet their psychological gender. Transgender has nothing to do with sexual orientation, but rather is about how someone expresses their gender.

(continued on page 17)

## *Note from the Editor...*



The new academic year brings yet another opportunity for each and all of us to reflect on goals and set new challenges. At the Navigator, we hope that many of you will take up the professional challenge of writing for the newsletter. In particular, we are seeking timely articles related to new trends and challenges in the field. As you can see from this season's newsletter, we have excellent submissions on filesharing and transgender students. Obviously, these are both pertinent issues we've been grappling with recently.

Help us make the NEACUHO Navigator a useful tool for you and your institution. Your comments, opinions, ideas and articles are always welcome! If you have questions about submitting an article, please feel free to contact me. Many thanks to the individuals who contributed to this issue.

Have a wonderful semester,

**Tina Tormey**, Syracuse University

***Please send any comments, questions or submissions to [cvtormey@syr.edu](mailto:cvtormey@syr.edu).***

### ***Maureen Wark's Speech at the 2004 Annual Conference (Continued from page 1)***

wedding. Those same people have also been there for very difficult times in my life. You all know who you are. I hope you know how much you matter to me.

Dan Moriarty and David Baldwin who have made my husband Andrew feel welcome here. Dan has been a good mentor to Andrew on being a NEACUHO spouse. For better or worse, Andrew knows what we are about and that matters to me more than you can know because I couldn't do this without his support. Thank you, Andrew.

So, thank you. I look forward to meeting many of you and to working with all of you!



*Maureen Wark with past-presidents Kathi Bradford and Gary Bice at the 2004 Annual Conference.*

*Did you have a GREAT time at the Annual Conference at Bridgewater State?*

*Maybe you didn't get to Bridgewater but you would LOVE to attend an annual conference?*

WHY NOT COMPLETE A CONFERENCE BID FOR THE 2006 ANNUAL CONFERENCE?

Bid packages were mailed to your CHO and Contact Person, and it's on the website.

Bids are due back to Jon Conlogue, President-Elect, by August 20, 2004:

Jon Conlogue  
Director of Residential Life  
Westfield State College  
Westfield, MA 01086  
[jconlogue@wsc.ma.edu](mailto:jconlogue@wsc.ma.edu)  
413-572-5572

Making my descent from the peak of the Port Champagne Bridge, the Montreal skyline was stretched out before me. After seven hours of driving, I was about to embark upon a journey of another kind: ACUHO-I's 56<sup>th</sup> Annual Conference, "Celebrating the 'I' in ACUHO-I."

The drive was long, but the final hour from the Canadian border to the city was the most challenging. All of the signs changed from English to French, and the speed limit had changed from MPH to kilometers. It would be the first of many reminders over the course of the next four days of what it must feel like for our international students when they arrive in the United States; not only is the language different, but many of the rules and guidelines are different as well.

The first night we were greeted with a reception at the Palais des Congres, the convention center where the conference was taking place. I was pleasantly surprised to discover several friends here whom I did not know were coming. Delegates were then treated to a fireworks display viewed from an outdoor terrace.

Our first of two keynote speakers was Craig Kielburger, a 19-year-old Noble Peace Prize Nominee and founder of the organization, "(Kids Can) Free the Children." Later in the conference we were treated to a second keynote speaker, the Honorable Lise Thibault, the first woman to hold the office of Lieutenant Governor of Quebec.

Prior to attending this conference, I was told that I would find a bounty of professional development opportunities relating to operations at the ACUHO-I conference. This was absolutely true. I found many interesting choices at each of the eight sessions and often had a hard time deciding which to attend. Some of the sessions I decided to attend included topics on assessment,

building and renovation, finance, and welcoming new employees.

Only one week prior to ACUHO-I, I served as co-chair of the Exhibits and Displays committee at the NEACHO Annual Conference. Therefore, I was particularly interested in experiencing the vendor area. I was blown away by the size and appearance of this area. There were more than 170 companies! I spent a good deal of time with these vendors on Sunday and Monday learning about the newest products on the market for our profession and made some great contacts—and got some great freebies! Many who attended won some amazing prizes as well. Our own NEACUHO prez, Maureen Wark won a hockey table!

The city of Montreal is just beautiful with great shopping (there are miles of tunnels with underground malls!), wonderful dining options (including a Chinatown with some of the best Chinese food I have ever had in my life!), and Mont Royal—a park that is right in the city of Montreal with a breathtaking view of the city.

To me, the best part of any conference is about friendships made, nurtured and rekindled. I ran into people in Montreal whom I had not seen in many years. One friend I met had left the field for about five years and returned fairly recently. Another was someone I worked with when I was an undergraduate student with a summer job in the Keene State College housing office helping with housing assignments and meal plan registrations ... and that was LONG before I ever thought about a potential career in the field.

If you have the opportunity to go, I strongly encourage you to try to go to Milwaukee next year and experience ACUHO-I for yourself! Special thanks to Gary Bice, Bob Jose, and the rest of the Awards Committee for giving me this opportunity—I had an amazing time!

## WINDOWS OF OPPORTUNITY OPENED AT BRIDGEWATER STATE *By Carol Sachetti*

On June 11<sup>th</sup>-14<sup>th</sup>, more than 250 housing professionals and vendors joined the NEACUHO 2004 Conference Committee in looking out through their *Windows of Opportunity*. This conference brought together new and seasoned professionals to enjoy high quality sessions that touched upon many important issues that we are currently facing in higher education. With sessions on Millennials, technology, dealing with students with special needs, and diversity, each conference participant was able to learn important information that can be shared with colleagues on their home campus. This year's Vendor Area had more than 50 booths, and was one of the most successful conferences for vendors. With our day in the Vendor Area, participants had the *opportunity* to speak with vendors, increase awareness of our corporate partners and learn about new products. Our Night on the Town showcased the beautiful waterfront of Plymouth, and allowed our participants to learn about our local history.

After attending sessions, networking with other professionals and vendors, and opening *Windows of Opportunity*, it was time for the closing banquet. This conference marked the first time that 15 Past Presidents were in attendance, which added some-

thing special to the conference. The conference had a feel of learning, meeting other people, and having a sense of the *opportunities* that lie within the organization. As she completed her speech, Maureen Wark, NEACUHO's new President, officially closed the 2004 Annual Conference at Bridgewater State, starting the organization's 50<sup>th</sup> year.

If you were unable to attend the Annual Conference or if you want to relive fond memories, feel free to visit the conference website at [www.neacuho2004.org](http://www.neacuho2004.org) to view any of the conference slideshows. This Annual Conference marked the start of the 50<sup>th</sup> Anniversary of NEACUHO, and we look forward to seeing what surprises, new challenges, and growth opportunities that NEACUHO can look forward to in the upcoming year.



# NEXUS NEACUHO: NETWORKING, SHARING, EDUCATING

Brett Phillips, St. John's University ACUHO-I Intern and University of Idaho Undergraduate Hall Director  
Christy Melton, St. John's University ACUHO-I Intern and Virginia Tech Graduate Hall Director

The second annual Nexus NEACUHO retreat was held June 25 & 26 on the St. John's University Queens campus. Nexus NEACUHO is a weekend retreat created for ACUHO-I interns in the NEACUHO region to share information about their internship experience, gain new insights about the student affairs profession, and meet new colleagues. "Nexus" means to connect, and "Nexus NEACUHO" symbolizes the connections that each person in attendance will make. Both interns and intern supervisors were invited to the retreat weekend. Intern supervisors are very valuable at Nexus NEACUHO, as they provide insight from a variety of supervisory perspectives. Having each of these groups in attendance maximizes the educational benefit for both parties. Those in attendance included:

## Supervisors and Special Guest

- Kate Baier – Eastern New York Representative for NEACUHO, New York University
- Nathan Andary, Rhode Island School of Design
- Thanh Bui – New York Institute of Technology
- Lyn Krueger – St. John's University

## Interns

- Carla Cadet – Ithaca College (host) – Ball State University (home)
- Jennifer Dize – Columbia University (host) – Longwood University (home)
- Maureen Doyle – Columbia University (host) – Aquinas College (home)
- Andrea Flatley – New York Institute of Technology (host) – Washington State University (home)
- Adam Foley – Barnard College (host) – Virginia Tech (home)
- Dennis Jackson – Salem State College (host) – Appalachian State University (home)
- Laura Krouse – Columbia University (host) – University of Tennessee-Knoxville (home)
- Christy Melton – St. John's University (host) – Virginia Tech (home)
- Gabriel Merrell – Bridgewater State College (host) – University of Kansas (home)
- Brett Phillips – St. John's University (host) – University of Idaho (home)
- Jennifer Pilsbury – Rochester Institute of Technology (host) – Mississippi State University (home)
- Robert Richardson – Rhode Island School of Design (host) – University of Buffalo (home)
- Meagan Scholl – Salem State College (host) – Western Illinois University (home)

The original proposal was created by Lyn Krueger and her 2002 ACUHO-I intern and was modeled after a multi-successful SEAHO Advance retreat structure. After fine tuning the outline of the proposal and accounting for a different number of ACUHO-I interns in the NEACUHO region, the proposal was submitted near the end of the summer 2002. NEACUHO agreed to sponsor a trial retreat weekend for ACUHO-I interns during the summer of 2003. Thanks to a successful inaugural year, Nexus NEACUHO is now an annual event that provides a valuable service to the future of the student affairs profession.

The participants arrived at St. John's University on a Friday afternoon, and began by experiencing a variety of welcome and bonding activities, all of which were facilitated by the interns. Friday night and Saturday was filled with programming presented by interns and supervisors. Nexus NEACUHO proved to be a valuable professional development tool for the interns, as interns presented approximately half of the sessions. A variety of topics were covered in these programming sessions, including professional ethics, intellectual engagement in the residence halls, supervision, service learning, and understanding today's college student. Additionally, the interns were able to have a very in-depth discussion about the job search and professional etiquette that was guided by professionals. The weekend ended with a trip into Manhattan, where the group had dinner and went to a comedy show.

We feel that this retreat was very successful. Upon departure, each participant provided an evaluation of the weekend and the activities. Every evaluation reflected that the participants were very satisfied with the experience. The evaluations showed, without a doubt, that both supervisors and interns found this retreat to be beneficial to them professionally, as well as to their ACUHO-I internship experiences. The comments on the evaluation also indicated that the goals of networking, sharing, and educating were met. Interns and supervisors left with new colleagues, more information and confidence about interning or supervising, and new knowledge about several current issues in student affairs. The following comments reflect these observations:

"I felt like I have gained so much from this weekend. This opportunity helps with my future plans."

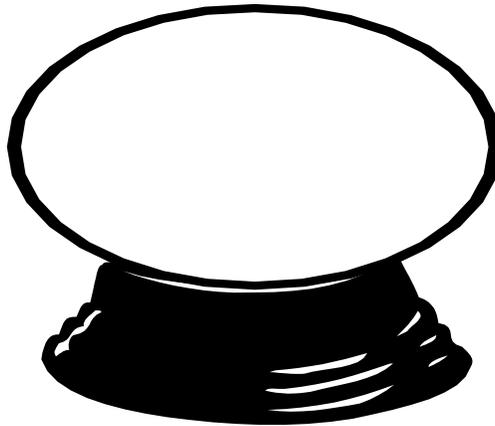
"This was a wonderful networking and professional development opportunity."

"As a result of this weekend, I am now sure that I will be pursuing this career path."

Additionally, one of the areas for improvement that was stated the most on the evaluations was the need for more interns and supervisors to attend. We encourage each institution that hosts an ACUHO-I intern to strongly consider participating in this amazing opportunity next summer.

*(continued on page 11)*

**NEACUHO 2004  
FALL DRIVE IN**



**ITHACA**

*Hosted by Ithaca College*

*October 15, 2004*

[www.ithaca.edu](http://www.ithaca.edu)

**General Drive-In Information**

Directions to Ithaca College:

<http://www.ithaca.edu/directions.php>

Campus Map:

<http://www.ithaca.edu/map/>

Hotels and Attractions:

<http://www.ithaca.edu/ithacaguide/>

**Look for the Call for Programs and Drive In Registration,  
coming your way this Summer!**

**Help to shape your future by joining us for this excellent professional development opportunity!**

# NOTHING FOR FREE

## THE GROWING PROBLEM OF FILE-SHARING & WHAT WE CAN DO ABOUT IT

By Jason Perri, St. John's University

Picture it: it's a Friday night and you're just relaxing in your residence hall—you've got some tunes you've recently downloaded from Kazaa lined up to play, and you're in the process of getting that new Outkast song that's blowing up on the radio." Sound familiar? It should, as it is the way many of our residential students are spending their time while in their residence hall rooms. File-sharing (the act of electronically disseminating and collecting files) has risen sharply in recent years, and many of the practitioners of this activity are students enrolled in institutions of higher education and living in residence.



71% had downloaded copyrighted material without paying for it. (University of Arkansas press release, 2003).

A final contributing factor to the sharp rise in file sharing on college campuses is one of technological availability. Universities from Maine to Hawaii tout the fact that students who live in their residence halls receive "port-per-pillow" high-speed Internet access. It is this very access that, more than any other factor, has helped shape the rise in file-sharing—a song that once took upwards of an hour to download can now be had in less than a minute, and the speed of our internet technology engenders a type of digital multi-tasking whereby students can simultaneously surf the 'Net, type a paper and download the latest radio hits.

So, why are our students so enamored with file-sharing? The easy answer would be the economic one—it's free! Students who have very little disposable income (but are universally the most targeted marketing demographic) can freely explore the media entertainment of choice from the relative comfort of their own room. Delving deeper, however, it would appear that there are other reasons why colleges (and particularly residence halls) have helped to foster the growth and use of file-sharing technologies. First, it must be recognized that the prototypes for the existing peer-to-peer systems of transferring files were initiated and created by college-aged people. The oft-discussed Napster network, created by a Northwestern University dropout named Shawn Fanning, set the bar in 1999 for user-friendly and accessible file-sharing technology. While previous file-sharing ventures required an immense amount of time spent scouring the internet for the desired files, Napster acted as a match-maker of sorts, connecting individuals with similar tastes almost instantaneously. The technology was developed, then, by someone from within the college sub-culture who understood the audience he was trying to attract and catered it to its abilities (i.e. easy to use, minimal time spent). Additionally, the use of file-sharing can be seen as a rebellious activity within the college subculture, where it is seen as an extension (however misguided) of the academic notion of "questioning authority"—one can easily flaunt the system by connecting to the internet and "taking" a song in a matter of minutes.

Secondly, for many residential students their time spent in residence is their first experience away from home and the yokes of parental influence and guidance that they have experienced throughout their lives. Turned free into an arena where they are encouraged to explore their values with little direct supervision, some students are finding that this newfound "freedom" tempts their morals and values. They perceive that there is no one monitoring their computer use, and the anonymity of file sharing allows them to comfortably share songs and movies without the constant reminder that what they are doing is, in fact, illegal. Interestingly, according to a University of Arkansas study conducted amongst their students in 2003, 54% of the respondents thought that downloading copyrighted materials was not unethical, even if it was illegal. The study also showed that most of the students self-disclosed that they had never shoplifted, but that

College responses to this so-called "epidemic" have been varied, and have met with mixed results. Many institutions have taken a punitive stance against file-sharers, limiting their access to the college network through the lessening of broadband or removing students from the network if they are found sharing copyrighted files. Pressure is on legally for universities to monitor students' traffic on their networks. As of March 16<sup>th</sup>, 2004, more than 500 individuals had been issued summons to appear in civil cases regarding illegal file sharing, and anecdotal evidence suggests that many of the defendants named in the most recent suits are students enrolled in educational institutions on the East Coast.

Some institutions, however, are taking a more proactive stance—they are educating their students about copyright and intellectual property and are entertaining alternate ways of allowing students to access the music they want without violating copyright. Many universities have begun to include information about the potential dangers of file sharing in their orientation sessions and First Year Experience course, providing students with what the repercussions of their actions could be and giving them the tools to make the difficult decision of whether or not to share copyrighted files. Alternatives to the current system are also being entertained. Penn State recently made the move to couple with the newly launched (and legal) Napster company to provide "free" streaming audio of all songs in the Napster database to all of their residential students (the cost being factored into student fees). MIT and other institutions are also devising their own in-house systems that provide students with online entertainment.

As technology marches on, housing professionals will continue to deal with familiarizing themselves with these new forms of technology and grappling with the implications they hold for their students in terms of their behavior and attitudes about sharing intellectual property. The need to stay abreast of current trends in technology and how our students are using it is paramount, and we must be prepared to work with our students in helping them to understand that the song they "innocently" take today may have ramifications for their (and our collective) future.

# NEACUHO Annual Conference 2004— Review in Pictures



# NEACUHO Annual Conference 2004 — At A Glance



# NEACUHO 2004 ANNUAL CONFERENCE IN REVIEW

*Many thanks to all presenters who made the 2004 NEACUHO Annual Conference a success!*

## **Conference Presenters:**

Alicen Adams, Dean College  
Joe Amato, Bridgewater State College  
Gary Bice, St. John's University  
MJ Bossart, Dean College  
Nina Calagerri, NEACURH Regional Director  
Eric Canfield, Rochester Institute of Technology  
Ann Carey, Boston College  
Jeremy Casson, Wentworth Institute of Technology  
Anne Colacarro, Rhode Island College  
Ken Conte, Tandus/C&A Floor Covering  
Kristin Conti, Clark University  
Don Creamer, Virginia Tech  
Darese Doskal-Scaffido, Ithaca College  
Amanda Dubois, New York University  
Kristy-Ann Eldridge, Bridgewater State College  
Brent Ericson, Boston College  
Mike Evans, Hanbury Evans Wright Vlattas + Co.  
Barb Gersitz, Ithaca College  
Dan Gockley, Ithaca College  
Jessi Green, Dean College  
Jessica Greher, Wentworth Institute of Technology  
Vince Han, Ruckus Network  
Beth Hill, Western New England College  
Jana Jacobson, Emerson College  
Samuel Johnson, Trinity College  
Kim Kenniston, Dean College  
Michael Kuchta, Hanbury Evans Wright Vlattas + Co.  
Chuck Lamb, Rochester Institute of Technology  
Joseph Marter, Tandus/C&A Floor Covering  
Mark Mason, Rochester Institute of Technology  
Catharine McGlade, Fordham University  
Monica Parchesky, Fordham University  
Leah Parker, Wentworth Institute of Technology  
Victor Posternski, Northeastern University  
Brittany Pye, Rivier College  
Mike Sale, Bridgewater State College  
Jennifer Scala, Quinnipiac University  
briana Sevigny, Eastern Connecticut State University  
Usama Shaikh, Pratt Institute  
Jeff Spain, Hobart & William Smith Colleges  
Sabrina Tanbara, The Juilliard School  
Tina Tormey, Ithaca College  
Betty Voltaire, Ithaca College  
Maureen O. Wark, Suffolk University  
Kristin Wodarski, Boston College  
Lenny Zeiger, St. John's University  
Brad Zukowski, Quinnipiac University

*"Learning is not attained by chance, it must be sought  
for with ardor and attended to with diligence."  
—Abigail Adams*

## **Pre-Conference Presenters:**

Beth Moriarty, Bridgewater State College  
Shelly Keniston, Bridgewater State College  
Justin McCauley, Bridgewater State College  
Preston Richardson, Pfeufer Richardson P.C. Architects  
Cary Anderson, Canisius College

## **Congratulations to the 2004 Award Winners**

*To read the nomination statements for some of these  
award winners, go to page 17 of the online version of  
the NEACUHO Navigator.*



### **Outstanding Service Award:**

Terri Panepento (St. John Fisher College)

### **Distinguished Service Award:**

Beth Moriarty (Bridgewater State College)

### **Lifetime Service Award:**

Mary Beth Cooper (Rochester Institute of Technology)

### **Elizabeth Sinkewicz Reid New Professional Award:**

Kristin Conti (Clark University)

### **James Casey New Professional Scholarship:**

briana Sevigny (Eastern Connecticut State University)

### **"Rising Star" Scholarship:**

Jessica Taylor (Bridgewater State College)

### **Small College Scholarship:**

Anne Colacarro (Rhode Island College)

### **Best of the Northeast Annual Conference Program Award:**

Leah Parker (Wentworth Institute of Technology) "Living in with Loved Ones"

### **First Time Presenter Annual Conference Award:**

briana Sevigny (Eastern Connecticut State University) "Who You Callin' a  
Fence Sitter? Definitions, Discussions and Expectations of Bisexuality"

### **New Professionals Case Study Competition:**

Eddie Buggie (Juilliard School); Steve Lampedusa (St. Joseph's College of  
Maine); Cynthia Walker (Northeastern University)

### **Best of the Fall Drive-In Fall Conference Program Award:**

Jocelyn Richard (Massachusetts College of Liberal Arts)

### **Women's Issues Outstanding Achievement Award:**

Heather Arnold (University of Connecticut)

## A special thanks to the following vendors for their sponsorship and participation in the NEACUHO 2004 Annual Conference

### *Conference Exhibitors:*

ACUHO-I  
Adden Furniture  
Adirondack Solutions  
American Furniture Rentals  
American Loft and Lounge  
Automatic Laundry Services Co., Inc.  
Butler Woodcrafters, Inc.  
Campus Comfort  
Campus Creations, LLC  
Campus Loft Co., LLC  
Coinmach  
Collegeboxes Inc.  
Cope Industries Inc.  
DCI, Inc.  
Dehler Manufacturing  
Diebold, Inc.  
Ecologic, Inc.  
eRPortal Softward Group  
Exeter Architectural Products, Inc.  
Foliot Furniture  
Furniture Rehab, Inc.  
Gem Industries Inc.  
Interface Flooring Systems  
John Savoy & Son, Inc.  
KLN Steel Products Company  
Kolram Access Services  
L. A. M. Enterprises, Inc.  
Mac-Gray Corp.  
ModuForm Inc.  
NEACUHO 2005  
NEACURH  
New England Woodcraft, Inc.  
On-Campus Marketing  
Onity, Inc.  
Optimal Performance Associates  
Party Vision  
Premier - A School Specialty Company  
Residential Management Systems, Inc.  
R. T. London-Norse  
Sauder Manufacturing Co.  
Shrader & Shrader  
StudentAffairs.com  
Tandus/C&A Floor Covering  
The Cbord Group, Inc.  
The Chambers Corporation  
The Refrigerator Company  
The Swan Corporation  
Transformations  
University Loft Company  
USA Today  
Webroomz  
Window Repair Systems, Inc.

### *Conference Sponsorships:*

Adden Furniture (Golf Tournament prizes)  
American Furniture Rentals (Closing Reception)  
American Loft & Lounge (Vendor Area Refreshment Break)  
Belmont Springs (water coolers)  
Campus Creations, LLC (toiletries & amenities)  
Coinmach (volunteer T-shirts)  
Foliot (Opening Reception)  
Gem Industries Inc. (pens)  
Mac-Gray (Microfridges & Fun Run T-shirts)  
NEACURH (Case Study Competition)  
Pepsi Co. (beverages in rooms and hospitality lounge)  
Saint John's University (lanyards)  
Schrader & Schrader (water bottles)  
Sodexo (Closing Banquet subsidy)  
University Loft Co. (Hospitality Room)



*A bird's eye view of this year's very successful vendor exhibition.*

### ***NEXUS NEACUHO continued from page 4***

As interns at St. John's University, we coordinated this event. It allowed us the opportunity to gain conference hosting and planning experience. However, much more than that, it allowed us to continue developing our professional networks and meet new colleagues from around the country. We will look back at this weekend as one that was greatly influential on our professional development, as well as a place where we made new friends. For that, we are grateful to both St. John's University and NEACUHO.

There was a great deal of support from a variety of places that made this retreat possible. On behalf of each participant at Nexus NEACUHO, we would like to thank the entire NEACUHO Executive Board for their financial and educational support. We would like to thank Kate Baier for representing NEACUHO and providing us with so much wonderful information. We would like to thank St. John's University for allowing us to host the retreat and providing the facilities and numerous resources to make this event happen. But most importantly we would like to thank Lyn Krueger for her continued support for this event and for giving the interns at St. John's University this phenomenal experience. We look forward to having the opportunity to make an impact on interns as supervisors as Lyn has done for us.

# COMMITTEE



## Media and Publications Committee

**Lenny Zeiger, Chair**

LZeiger  
@notes.cc.sunysb.edu  
publishing seasonal issues of The NEA-

The Media and CUHO Navigator.

Publications Committee is very excited about the year ahead. As usual, we will keep ourselves busy publishing seasonal issues of The NEA-

Last year, we began our search for a new logo. At the annual conference, a new one was selected and some finishing touches are in the works.

Look for the new logo to appear this fall. Tina Tormey, a graduate student at Syracuse University, has been named the

newsletter editor. Tina and I strongly encourage you to consider submitting an article to the Navigator. Please send all submissions directly to Tina (cvtormey@syr.edu).

If you have any other questions or concerns, or if you are interested in serving on the committee, please e-mail me.



## Social Issues Committee

**Lyn Krueger, Chair**

kruegerL  
@stjohns.edu

Greetings of the committee's work this past year from the Social Issues Committee!

I feel honored to have been selected to return as the chair for the Social Issues

Committee and look forward to serving NEACUHO in this role for a second year. The Social Issues Committee had a very successful year due to the hard work and commitment from many professionals within our region. Highlights

- Committee sponsored programs at all NEACUHO conferences, including a diversity track session that was presented at the RA Conference
- Accommodated record numbers at the Women's Winter Renewal Retreat held in January 2004
- Created "Stepping Stones"—our online resource focusing on issues of social justice
- Sponsored articles and committee updates in each edition of the

NEACUHO Navigator

- Created LGBT/Allies and Professionals of Color lunch socials at the Drive-In and New Professionals conferences
- Coordinated an LGBT (and Allies) Networking Social at the Annual Conference

Please look for committee goals and objectives for the 2004-2005 academic year in the next edition of the NEACUHO Navigator. If you have questions about the committee, please do not hesitate to contact me.

Here's to another great year!



## Operations Committee

**Anne Colacarro, Chair**

Acolacarro  
@ric.edu

Greetings from the Residential Operations Committee! Hopefully you are finding time to enjoy the summer in between orientation sessions, calls from freshmen parents, and summer housing groups.

At the NEACUHO 2004 Annual Conference at Bridgewater State College we met to discuss our goals for the upcoming year. We came up with some great ideas.

Some of the members in attendance expressed an interest in exploring the area of summer conferencing and we talked about presenting on this topic at the Fall Drive-In at Ithaca College. We also began discussion on issues relating to housekeeping (in-house, centralized, and out-sourced).

Finally, we discussed the 3<sup>rd</sup> Annual Operations Conference. In the past this has occurred in the first week in December. Typically this event is held at a school that has done recent new construction or renovation project so we can tour the site as part of the agenda for the day.

At this time the location and date have not been determined. Anyone who is interested in hosting this event can contact me at (401) 456-8240 or at acolacarro@ric.edu.

We always welcome new members! We meet about five to six times per year (usually these are phone conference calls). If you are interested in becoming a part of the Residential Operations Committee, contact me or fill out the on-line committee sign-up form at [www.neacuo.org](http://www.neacuo.org). We would love to hear from you!

# UPDATES

## **New Professional Development Committee**

**Jana Jacobson, Chair**

Greetings from the New Professional Development Committee. My name is Jana Jacobson and as the new NPD Chair, I would like to take a moment to introduce myself and fill you in on some of the exciting things the NPD Committee will be working on this year.

I am beginning my third year as a Residence Director at Emerson College, located in downtown Boston. Prior to Boston life, I completed my Master's at New York University and served as a Graduate Assistant while enjoying all things NYC. I have served as the co-chair of the New Professionals Pathway for the past year and am excited about the opportunity to continue working in this area.

The committee has had a very busy year this year and would like to thank Shawn Hartman for his leadership and love. His hard work and dedication propelled us through the year.

I had the opportunity to speak to many of you at the annual conference, and I am energized by the enthusiasm of

the new professionals and seasoned professionals I spoke with. At the conference, we had more than 50 new professionals attend the NP welcome session and begin their NEACUHO experience feeling more connected with the organization.

Also, we had a very bright and talented group of new professionals participate in the Case Study competition. Many of the program sessions were presented by new professionals or aimed at the development of new professionals. The conference closed a successful year for this committee and the professionals it serves.

As one year ends, another one begins. This year, the NPD Committee will focus on two major projects this year: the RA Conference/RD2B, which will take place January 29<sup>th</sup> at Trinity College in Hartford, Conn., and the New Professionals Conference, which will take place February 4<sup>th</sup> at Keene State College in Keene, N.H. We look forward to having many of you attend and present at these

conferences, so please keep these opportunities in mind when planning your year.

In addition, the committee will continue

to work to connect new professionals to NEACUHO and each other. Throughout the year we will be holding program sessions and roundtables at conferences, writing articles for the newsletter, and reaching out to the NEACUHO population in regards to the development of new professionals.

I look forward to working with many of you this year as we continue to develop ourselves and strengthen our field. If you have any questions, please feel free to contact me. Enjoy the rest of your summer!



jana\_jacobson  
@emerson.edu

## **Program Committee**

**Kristin Calegari, Chair**

Happy Summer from the Program Committee! First, to introduce myself, I am Kristin Calegari, Assistant Director of Residential Life at Binghamton University. I have been an active member of the Program Committee for almost 10 years and am very excited about continuing the wonderful work done by Grant Wilder of Ithaca College, as Program Committee chair over the past two years.

For those of you new to NEACUHO, the Program Committee is responsible for the pre-conference, keynote, case study competition, and program sessions at our annual conference.

If you are interested in being a part of the Program Committee and weren't at this year's annual conference, then con-

tact me at [kcalegar@binghamton.edu](mailto:kcalegar@binghamton.edu) or 607-777-4716 for a committee member application and expectation sheet.

The 2005 annual conference will be at Boston College, and the theme is "Soaring to New Heights." (Go Eagles!) One of my goals for the committee this year include recruiting a well-balanced conference program menu that meets the needs of our membership's varied levels and areas of job responsibilities and interests. I hope to work with my fellow committee chairs to encourage multiple proposals from their members.

We will also review the pre-conference and poster session portions of our conference. With the new committee member application process and the in-

creased responsibilities of the Program Committee that Grant took on for the first time this past year, I hope to have the members as involved and active in their work for our upcoming conference at Boston College as they want to be.

I hope everyone enjoys the remainder of their summer, whether vacationing, "orientationing," assigning students to housing, reviewing damage appeals or planning RA Training.

If not before, I'll see you at the Fall Drive-in at Ithaca College out here in central New York or you'll hear from the Program Committee again in the Fall NEACUHO Navigator. Best wishes for a sunny, safe and fun summer and good luck at opening!

# COMMITTEE UPDATES



## **Maine, New Hampshire, and Vermont District** **Jen Hapgood, District Coordinator**

Hello Maine, Vermont, and New Hampshire!

I wanted to fill everyone in on my last year as your district coordinator and let you know about upcoming

events and dates within the organization. First, I would like to say I have enjoyed serving as your DC for the last year and I'm looking forward to another great year.

This year I held three town meetings within our district. In November, I visited UNH and there were a number of different schools that attended the meeting. This meeting was held on the same day as a statewide RA conference, so there was a good crowd to draw from. In December, a meeting was held at USM. The attendance there was a bit smaller, though I was able to meet more people within our district. Finally, in March, the last town meeting was held at Castleton State, again not a large crowd, but still very informative for me.

I was also charged with chairing a task force to examine the relationship between NEACUHO and NEACURH (Northeast

Affiliate of College and University Residence Halls) and develop an affiliation statement between the two organizations.

The affiliation statement was passed at the June board meeting and will soon be able to be viewed on the NEACUHO website. If you have any questions about the statement, please feel free to let me know.

Recently, we had our annual conference at Bridgewater State College. It was a great three-day event and everyone who attended seemed to gain a lot from it. I had the opportunity to meet and visit with some of you, and I enjoyed that time.

For those of you who didn't get a chance to attend, you can go to the conference website to see pictures and even view many of the program sessions handouts. The site, [www.neacuho2004.org](http://www.neacuho2004.org), will be live through the end of August. At that time, the program information will be transferred over to the NEACUHO website.

If you are a member of the NEACUHO listserv, soon you will see some postings from our technology coordinator, Jeff Spain. He is planning to place all of the resources that many of us ask for over and over again on the listserv together in one place. Each week he will ask for ma-

terials about RA training and selection, room condition forms, RA handbooks, etc. He will then compile the information and place it on our website for members to access. The board hopes this will help the membership to find resources easier, instead of having to go to the listserv each time someone new is looking for information.

The membership drive for 2004-2005 will start in August.

Membership materials will be sent to the campus contact at each member school. Membership fees will remain the same for this upcoming year; however, the definition of a small school has changed to mirror ACUHO-I's definition. Please look for your membership materials in the upcoming months.

Finally, the annual Drive-In Conference will take place October 15, 2004 at Ithaca College, and the New Professionals Conference will occur February 4, 2005 at Keene State College. Please be sure to put those two dates on your calendars now.

I hope you all have a restful summer. If there is anything I can do for you as your district coordinator, please let me know. I can be contacted at (603) 358-8996 or [jhapgood@keene.edu](mailto:jhapgood@keene.edu).



## **Risk Management and Judicial Committee** **Jessica Taylor, Chair**

Greetings from the Risk Management and Judicial Committee!

The committee has just recently been re-established and met at The Col-

lege of Saint Rose in Albany on July 15<sup>th</sup> to develop our goals for the upcoming year.

I am extremely excited to begin work

with the committee and this is an area I am very passionate about. I welcome any feedback or suggestions from the membership about what you would like to see from the committee.

Please look for more information about Risk Management and Judicial in the future newsletters.

If you are interested in serving on the committee, please contact Jessica Taylor, the committee chair at [jetaylor@bridgew.edu](mailto:jetaylor@bridgew.edu) or 508-531-1277.

**W**hile the fall semester isn't quite underway, it won't be long before winter sets in and motivation and energy levels start to wane.

Do you have ideas for how to re-energize yourself or your staff?

How do you beat the winter blues?

E-mail your ideas to [cvtormey@syr.edu](mailto:cvtormey@syr.edu) for a special themed winter edition of the Navigator!

# NEACUHO 2004-2005 EXECUTIVE BOARD

## ELECTED OFFICERS

### President

**Maureen Owen Wark**

Suffolk University  
mwark@suffolk.edu

### President-Elect

**Jon Conlogue**

Westfield State College  
jconlogue@wsc.ma.edu

### Past President

**Kathi Bradford**

Westfield State College  
kbradford@wsc.ma.edu

### Treasurer

**Sabrina Tanbara**

The Juilliard School  
stanbara@juilliard.edu

### Secretary

**Zachariah R. Newswanger**

Ithaca College  
znewswanger@ithaca.edu

*"The only safe ship in a storm  
is leadership."*

-Faye Wattleton

## ACUHO-I EASTERN DISTRICT REPRESENTATIVE

**Robert Jose**  
Bentley College  
rjose@bentley.edu

## DISTRICT COORDINATORS

### Connecticut and Rhode Island District

**Samuel Johnson**

Trinity College  
samuel.johnson.1@trincoll.edu

### Eastern New York District

**Kate Baier**

New York University  
kb52@nyu.edu

### Maine, New Hampshire and Vermont District

**Jen Hapgood**

Keene State College  
jhapgood@keene.edu

### Massachusetts District

**Mary Jo Bossart**

Dean College  
mbossart@dean.edu

### Western New York District

**Paul Posener**

SUNY Geneseo  
posener@geneseo.edu

### Membership Coordinator

**Terri Panepento**

St. John Fisher College  
tpanepento@sjfc.edu

### Technology Coordinator

**Jeffrey Spain**

Hobart and William Smith  
Colleges  
spain@hws.edu

## APPOINTED COMMITTEE CHAIRS

### Annual Conference

**Henry Humpheys**

Boston College  
humphrhe@bc.edu

### Corporate Relations

**Renè J. Coderre**

Binghamton University  
rcoderre@binghamton.edu

### Media and Publications

**Lenny Zeiger**

Stonybrook University  
Lzeiger@notes.cc.sunysb.edu

### New Professional

**Development**

**Jana Jacobs**

Emerson College  
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### Professional Development

**Beth Hill**

Western New England College  
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### Program

**Kristin Calegari**

Binghamton University  
kcalegar@binghamton.edu

### Residential Operations

**Anne Colacarro**

Rhode Island State College  
acolacarro@ric.edu

### Risk Management and Judicial

**Jessica Taylor**

Bridgewater State College  
jetaylor@bridgew.edu

### Social Issues

**Lyn Krueger**

St. John's University  
kruegerl@stjohns.edu

### Parliamentarian

**Paula Randazza**

Rivier College  
prandazza@rivier.edu

# NEACUHO

**NORTHEAST ASSOCIATION OF COLLEGE AND UNIVERSITY HOUSING OFFICERS**



## NEACUHO Mission Statement

NEACUHO is an organization of housing, residential life, and student services professionals and paraprofessionals within Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, and the Canadian provinces. The Association is dedicated to providing opportunities for colleague support, professional development, sharing of information, collaboration, communication, research and recognition of outstanding contributions to the field.

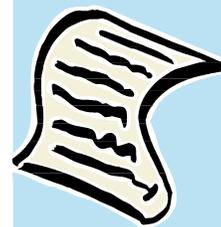
## YOU'RE INVITED



NEACUHO 2005 at Boston College  
June 8-11, 2005

**WWW.BC.EDU/NEACUHO**

## NEACUHO Membership Reminder



**Don't forget!**

October 1, 2004 is the deadline for NEACUHO membership. Membership materials were mailed in early August. If you did not receive the membership renewal information or if you have any membership questions, please contact Terri Panepento, NEACUHO Membership Coordinator, at (585) 385-8281 or tpanepento@sjfc.edu.

***Here is your chance to be published!***  
***Consider submitting an article for the NEACUHO Navigator***

Newsletter Edition	Deadline for Submissions	Publication Date
FALL	August 31, 2004	September 2004
WINTER	December 1, 2004	January 2005
SPRING	March 17, 2005	April 2005

***Submissions should be e-mailed to Tina Tormey  
at [ctvortmey@syr.edu](mailto:ctvortmey@syr.edu)***

**NEW!!**  
*Read about transgender students and the nomination statements for award winners at [www.neacuho.org](http://www.neacuho.org)*

# WEB ONLY CONTENT!

Continued from Transgender on page 2

So, with the basic (and I mean basic!) questions answered, let's go on to the issues that our schools face.

Before the conference, I was not aware about transgender issues. Now I look around my campus and public spaces and realize the difficult time these students must have. The first issue that I started to think about was where do these students go to the bathroom? If you are a biologically male student, but express your gender as a female, which bathroom do you use? If you live in a traditional corridor-style residence hall with public bathrooms, do you use the men's room, or the women's? And when you go into that chosen room, do you feel safe? Do you experience harassment from other students because you are "different?" Male students who express

their gender as female, and female students who express their gender as male, face these issues. Which bathroom do I use? If I am a female expressing myself as a male, will the men's room accept me? What about the women's room? Are there gender-neutral bathrooms where any gender is accepted? Perhaps I will need to go around campus to find a single stall bathroom so I don't feel conscious about going into either space. All of these are questions that made me go hmmm.

Residence halls are another area of confusion for students that do not fit into the neat categories of "male" and "female." How does your school respond to students with these concerns? Do you go by their biological sex, or do you go by their expressed gender? Are students assigned rooms, suites or apartments, where they might not feel comfortable? Does

your housing contract have just "male" and "female" boxes to check? Or do you have an "other" category? Do you have a blanket policy, or do you handle these students case by case?

These questions are important and need to be addressed with your staffs and in your campus communities. Are your schools aware of these issues and sensitive to them? They are all things that made me go hmmm, and they will hopefully do the same for you.

You may be asking where you learn more? One place to start is the Human Rights Campaign at [www.hrc.org](http://www.hrc.org). If you do a simple search of "transgender" you will get back some good articles about being transgendered and the issues surrounding it. Or ask your student GLTB group! They might be able to talk with you about some of these concerns.

## 2004 CONFERENCE AWARD STATEMENTS

Contributed by Gary Bice

### Lifetime Service Award

**Mary Beth Cooper, Rochester Institute of Technology**

Mary Beth has given tirelessly to NEACUHO for more than 16 years. She has won Best of the Northeast for her programs twice as well as serving as a keynote speaker. She has served the Executive Board as a District Representative and her contributions to the Membership Study five years ago served as a foundation for the most recent self-study.

During her time in NEACUHO she has earned her doctorate and an MBA and has progressed from Director of Residential Life to Vice President for Student Affairs. In that journey she has been a role model and a mentor to all of the women in the organization. Her integrity, professionalism and her willingness to share all that she is with others has been invaluable to all of us. In all of her presentations, in all of her conversations and all of her work, she has continually challenged each of us to be better professionals and better people. I have never attended one of her presentations or listened to her speak when I haven't felt inspired or learned something new or been motivated to make a change in my own thinking.

She continues to give to NEACUHO because she loves our profession and loves our organization. She doesn't have to do this and most of our colleagues who have reached the level of Vice President tend to move on to other organizations. She remains connected to her NEACUHO roots and continues to give back.

She is truly a product of NEACUHO and has earned this award in ways no one else has.

### Distinguished Service Award

**Beth Moriarty, Bridgewater State College**

Beth has made significant contributions to NEACUHO spanning 15 years. She has been case study winner and member of Training & Development (T&D), Housing Operations and New Professionals committees. She has also been a co-chair for T&D and New Professionals. Frequent presentations at drive-in workshops, new professional conferences and annual conferences exhibit a commitment to professional development. Most recently Beth has served the organization as secretary, the presidential 3-year cycle, and this year's annual conference host committee chair. To sum up, "She is very knowledgeable of the history of NEACUHO which is not surprising as her commitment to the organization is a significant part of NEACUHO history."

### Outstanding Service Award

**Terri Panepento, St. John Fisher College**

Simply said, Terri has helped to refocus our attention on increasing our membership. She has worked hard to put practices in place that help our members feel welcome to our organization.

Continued on page 18

# WEB ONLY CONTENT!

## AWARD STATEMENTS continued from page 17

She sent membership packets to *every* institution in our region and not just those who were or have been members all along. As you heard in the business meeting, we topped the 150 mark for member institutions due to her efforts. She created what many believe to be the most useful membership directory we have ever had in terms of content and organization. She also improved the membership database so that it can now be sorted in virtually every membership category. If that weren't enough, she also hosted the New Professional's conference back in February.

### **Elizabeth Sinkiewicz Reid New Professional Award Kristin Conti, Clark University**

At Kristin's home institution much has been accomplished above and beyond the job description in just two short years. An RHA program that has been recognized regionally was started from scratch, as it had not existed previously. Forging positive relationships with professionals outside the Office of Residence Life resulted in co-facilitation with the Wellness Outreach Coordinator and workshops on diversity in the residence halls. She developed an online RA evaluation, ran the RA selection process, facilitated fall and winter training, and acted as a judicial officer to the residential population.

In NEACUHO Kristin has been active on the Program Committee and served this year's host committee as a co-chair for the Facilities and Program Committee. She has presented programs

on building an RHA, diversity in the residence halls, and presented a program this year on exploring student development theory. Her supervisor wrote, "She excels professionally and I often have to remind myself that she is in fact a new and developing professional in the field."

### **Women's Issues Outstanding Achievement Award Heather Arnold, University of Connecticut**

Heather has been a vital member of the Women's Issues Committee and now the Social Issues Committee. She has kept the issues of women at the forefront throughout her committee involvement. She worked tirelessly to bring numerous opportunities for women in the field to get to know one another, to learn from one another, and to grow as professionals. Heather has been instrumental in planning numerous book club meetings, an outing to the "Vagina Monologues," a trip to Mystic Pizza, and a chocolate social to name a few. She has been a major contributor to presentations the Women's Issues Committee carried out at almost every NEACUHO event over the years. She has played a major role in ensuring that the Women's Winter Renewal Retreat continued to grow and prosper. In addition to her contributions to NEACUHO, Heather has motivated many of her graduate assistants, peers, and mentors to join NEACUHO and to participate. She is extremely warm, motivating, hard working, thoughtful and creative. She has been a mentor to many women in the housing field, and NEACUHO, UCONN, and the field of student affairs are better places because of her dedication.

## More photos from the annual conference...

