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Insider Trading

Kristin Wodarski Biggins, Bryant University

Secrets from the Interviewer's Side of the Table

As we move toward the job search season, here is a glimpse into some truths about the employer's side of the interview table. My opinions are gleaned from my experiences as a member of multiple search committees from institutions of varying size at several national conferences. They are offered for your consideration in the spirit of the saying "forewarned is forearmed". I wish you the best of luck in your search process.

Let's start with my confession. I am flawed. I am a mere mortal just like you, and the combination of travel, long hours, sleeping in a strange bed, eating out, breaking my regular routine, and wearing uncomfortable dress clothes and shoes will eventually wear me down. Just like you, I am balancing the demands of work back at home with everything that is going on at the conference. I will typically spend all day in the cavern of placement, rarely leaving the warehouse of tables to mingle with other colleagues or explore conference activities, if I am able to leave at all. Depending on the size of my institution and candidate pool, I am most likely interviewing for the entire day without the buffer of "no back



to back interviews" that we warn you about. As the conference meanders along, my attention span may dwindle like a graduating student's work ethic during Senior Week. Is this fair to you, brave candidate, in the throws of an intensive job search? As someone building my next staff, these interviews are extremely important to me as well, and I make a great effort to sell my institution. Just keep in mind that I may be conducting over 85 interviews for only 3 or 4 vacancies, and somewhere around candidate 63, I am going to be less enthralled by hearing that you "like to work with people."

Continued, next page

*February
2008
Edition*

THE NAVIGATOR

The Biggest Secret

I am about to interview you, and I have not necessarily studied your resume. A large-scale professional staff member search can be so taxing on the current staff, that the home-base search committee is often different from the delegation that actually interviews at the conference. Do not be thrown by this. If you are sitting at the table, someone, if not an entire committee, has reviewed your resume and feels that you are a desirable candidate. Now just talk to me and tell me why.

So, there you are, sitting with me, and I do not know the details of your resume. When I ask you to tell me about yourself, it will be particularly important because I may know very little about you- especially if I am the one who escorted you from the candidate waiting area (or the “holding pen”, as I affectionately call it). Typically, I finish the previous interview, make my notes, and my interview partner pulls out your paperwork while I retrieve you from the holding pen. This may all happen in the span of 3 to 4 minutes. Sometimes it’s not a fluff question- I really do need you to tell me about yourself.

This is not always a bad thing- reiterating a basic bio should help to calm your nerves as you get settled into the interview. It gives you an opportunity to clearly highlight your supervision or budgetary experience, and it clears up any confusion I might have from the title on your resume. “Area Coordinators” can be everything from grad assistants to mid-level, full-time professionals, depending on the institution’s language. Keep in mind, the “extra” things that you do in addition to your main job responsibilities usually show up on the second page of your resume. Since I may not have gotten all that far down the front page of your resume, it is up to you to tell me about all of those other important things you do that separate you from the rest of the candidates. Those are often the things that I want to know about the most.

Deep, Cleansing Breaths

Candidates are nervous. I know that. I am not looking for someone who feels no fear, but rather someone who can be poised, articulate, and thoughtful in the face of nervous energy. That means speak slowly. Answer my question thoroughly, but try not to let your nerves get the best of you and ramble away. Take your time to think before you answer a question, and please, please speak up so I can hear you over the din of the interviewing room.

There’s No Place Like _____.

Why do you want to work at my institution? This is a test. I am looking to see how much homework you have done on this position and my school. I refer to my aforementioned attention span issues- the quickest way to lose me is to give a vague, one-size-fits-all-institutions answer. This is particularly important if there is something unique about my school, be it an arts focus, ACC athletics, business programs, religious affiliation, all women, etc. If you just want to be an RD, and have no interests or questions about what

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makes the RD position at my school different, I am going to wonder whether St. Aloysius Business University for Women Cellists is really the right fit for you.

Be ready for the oddball questions. Think about it now- what would you bring to a staff potluck? Brownies or banana bread as an answer may not have a direct correlation to your candidacy, but I want to see how flexible you are, how you can handle something unexpected when it comes at you. I may be curious to see if you will bring new flavor, literally and figuratively, to my staff. I may be looking to see if you have a sense of humor and will be fun to work with. My attention span may also be moving towards lunch.

Leaping Lint Brushes, Batman!

How you look matters. This does not mean that I care about your eye color, skin color, body size, or hairstyle. It means that you need to look professional. Remember my fleeting attention span? Avoid the temptation to fiddle with your jewelry or shift around in your suit too much- I'll remember your lapel pin but won't hear what you are saying. Practice wearing your clothes, particularly sitting in them. Avoid lugging your overcoat around all day, try to use a small attaché case, and make sure that you can walk in those shoes. As well, we know that grad students live on "cozy" stipends, so remember that no one expects you to be in Armani. You are expected, however, to be neatly ironed, with shined shoes.

Attention to detail matters in your overall presentation.

Fighting Back: Rocky XXVIII XVIQ

Questions are a valuable opportunity for you to impress me. When I ask you if you have any questions for me, you should have some, especially during a second round interview. This is the part of the interview when my brain sits up at attention and waits to chase the stick. I am ready to be grilled- don't disappoint me. Your questions should be specific to my institution, and should not ask something that was already discussed in the interview.

Continued, next page

The questions are the final interaction I have with you, and will stay fresh in my memory. I will remember you asking me an excellent question better than I will remember a standard answer to one of my own questions. One more thing - when you go to a dinner party, have you ever noticed that when your host serves the coffee, it is the universal symbol that the festivities are coming to a close? Asking, "What is your selection timeline?" effectively ends the interview and should be saved as your last question.

Socials, and other Exercises in Extroversion

I understand that you are being courted by many institutions and may be invited to attend multiple socials. If you are interested in my school and are invited to our social, you should attend, at least for a little while. Are you being evaluated? Absolutely. Is it a formal evaluation? That depends on the institution. I want to see that you can handle yourself appropriately and professionally in a social context. In general, watching you at a social is a chance for other people to meet you, and for me to see if you fit with the culture of my institution. It is also a great chance for you to see if you feel comfortable with these people who may become your colleagues. You are going to share a lot of time and intense experiences with your co-workers; listen to your instincts about how you feel about being with them.

It can be awkward when you walk into a social and see people you know- maybe fellow members of your grad cohort- who are applying for the same position as you. Try not to let it throw you; you are a capable and qualified candidate. Do your best at the social, be cordial to the other candidates, and demonstrate to me how confident and poised you can be under any circumstances.

Beer Pong Champions

Do not get drunk. This still happens occasionally, particularly at the regional socials, and it is not appropriate. Some socials will have alcohol, some will not. It is your choice whether or not to drink. A gentle reminder, though: you are tired, stressed, and probably not eating. Your sense of your own tolerance may be way off.

Continued, page 22



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Occasional TABLES



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Goldilocks had it right about the middle. Sometimes it can be a pleasant holding pattern, sometimes it can be a tense transitional period and sometimes it can be just right. No matter what, the middle is always an interesting place to find yourself. Because the middle has expanded so much, the past few years have seen a significant increase in offerings for those in the Mid-Level of their career. I've been glad to see this, since it seems to me that the Mid-Level gets a bad wrap. There is a lot of emphasis on developing your experience when you're a New Professional, and the experience is what helps to prepare you for Senior level, so often times the Mid-Level is seen as literally and only that – the middle between your New Professional years and your move to the upper echelons. Further, Mid-Level years don't always match up with Mid-Level work. How frustrating!

Alas! The Mid-Level has significant advantages. It is a wonderful time to hone your skills and improve not only yourself, but your network and your knowledge base. By the time most reach Mid-Level, they're usually out of grad school and have changed institutions at least once professionally. You're gaining insight, experience, connections and responsibility. It's harder and more rewarding. Not that any day in Residential Life and Housing is typical, but it's certainly not at the Mid-Level. Challenges are faced constantly and the satisfaction of completing tasks is greater, not to mention that you don't yet have to deal with the flack your boss gets!



Photo by
Eric Rose

Interested in Publishing in *The Navigator*? Our next deadlines are:

<i>Month</i>	<i>Submission Deadline</i>	<i>Issue Focus</i>
April	<u>March 15</u>	New Professionals
June	<u>May 15</u>	CHOs

The Mid-Level is a time when there are immense changes, both professionally and personally. It's similar to being in college; You've graduated from high school, but you're not quite on your own yet. It's a time of internal growth and momentous occasion: weddings, births, promotions, moves, new homes, new bosses, new supervisees. While it is difficult and intense, the most important part of Mid-Level life is that you enjoy it. Balance might be more difficult, but should be sought. The connections you've been building should be fostered even more intently. Grabbing hold of every moment and opportunity, in your downtime and your work time, is what will keep you satisfied in the middle and beyond, and that is always just right. Have something to share? Email me at neacuho_navigator@hotmail.com or bsevigny@assumption.edu. Thanks for reading!

To Goldilocks, ~briana

Note from the Editor

The D.C. Dish!

Eastern New York - Nancy Smith

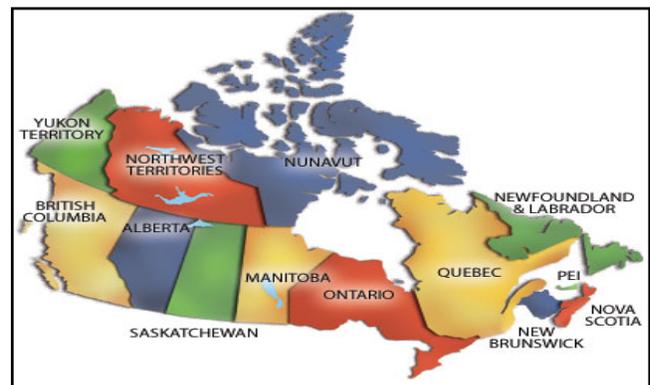
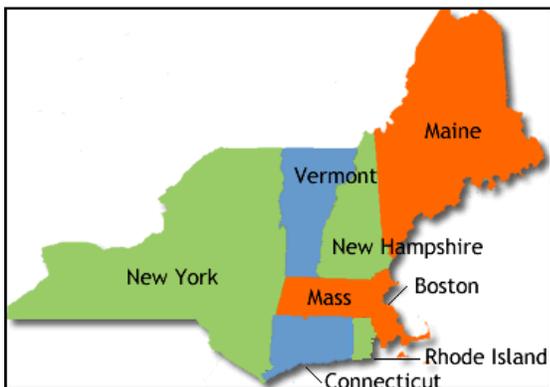
RA Selection was the topic of discussion during a Breakfast Meeting held on December 6th. The talk, which featured 30 professionals from Bard, Iona, Dominican, Manhattanville, Mercy, Nyack and Purchase College, proved to be a very

rewarding affair. As the hiring season is well under way for many of us, it is always refreshing to share strategies with colleagues who may give us new and innovative approaches to what can become a very routine operation. Many thanks for the hospitality extended to us from the Residence Life staff at Purchase College.

A special thanks goes out to Cori Carfagno and Michael Corbett, two Resident Hall Directors at The New School. They aided with the discussion questions and assisted with facilitating the mornings' activities. Also, a thank you is certainly in order to Sharelle Hicks of **Butler Woodcrafters** for sponsoring the continental breakfast.

A Metro NY Breakfast Discussion is under way in the next few months. Please refer to our website for date, time and place as it will be determined sooner than later!

Nancy Smith can be reached at smithn@newschool.edu.



Do You Have Something to Share with Your District Coordinator?

Contact them today!

Western New York - Jen Hapgood - jhapgood@binghamton.edu

Massachusetts - Josh Hettrick - Joshua.H.Hettrick@spfldcol.edu

Connecticut & Rhode Island - Cindy Long Porter - cindy.porter@quinnipiac.edu

Maine, New Hampshire & Vermont - Katie Orlando - korlando@chestercollege.edu

Eastern New York - Nancy Smith - smithn@newschool.edu

New Professional Development - Jen Golojuch

What's New with Our New Professionals? After a highly successful first semester, the New Professional Development Committee is gearing up for our final two conferences of the year. On Saturday, February 2, 2008 upwards of 85-100 undergraduate students have the opportunity to attend RD2B at either Suffolk University or at the Culinary Institute of America. These two conferences will round out a great year for the NPDC.

Last fall we began our year planning the New Professionals Conference, which was held on Friday, October 26, 2007 at The University of Massachusetts, Amherst. The day ran smoothly, thanks to the help of my conference chair, Trixy Palencia from Southern New Hampshire University, program chair Audrey (AJ) Place from The University of Vermont, and an eager committee of individuals from around the region who dedicated a lot of time and energy to this event. We received positive feedback from the 200 or so participants who attended. Thanks to everyone who came and supported this conference and, again, thanks to the help of my committee and host site contact, Ron Trunzo, at The University of Massachusetts, Amherst.

RD2B part one took place on Saturday, November 17, 2007 at Chester College of New England and Rochester Institute of Technology. Both of these conferences were very well attended, with over 40 participants at each. The students were able to participate in a variety of sessions and panels while interacting with a wide variety of professionals from the region. A big thanks goes out to Katie Orlando, Chester College of New England, and Jeff Spain, Rochester Institute of Technology, who were my two co-chairs for this conference. Both Katie and Jeff put in a lot of time working with their committees and host sites to make sure the conference went off without a hitch and for this we are all grateful.

Thanks to everyone for such a well-attended first semester of conferences sponsored by the New Professional Development Committee. Your support and dedication to NEACUHO is instrumental, as the New Professional Development Committee strives to connect our New Professionals in the region, while contributing to the professionals in our field. Here's to another fantastic semester!

Jen Golojuch can be reached at jeng@brandeis.edu.

Professional Development - Lenny Zeiger

The Professional Development Committee and our friends at Binghamton University have been working hard to put together the Spring Drive-In and Mid-Level Institute, being held concurrently on February 22 at Binghamton University. This year we decided to take the focus of the Mid-Level Institute to specifically address the needs of those in mid-level management positions. In the morning, Carol Boucher, Associate Dean of Student Affairs at Quinnipiac University, will present on "managing down." This will include topics such as how best to supervise professionals, provide professional development and relate to an ever-changing field of new and seasoned professionals that have a variety of conflicting needs. In the afternoon, Tony Esposito, Assistant Vice President for Students Affairs at Bridgewater State, and Tom Wozniak, Assistant Dean of Students and Residence Life at Western New England College, will present on "managing up." This will include topics such as managing campus politics, departmental budgets, advocacy for your supervisees and what your position means in the bigger picture as it relates to the Chief Housing Officer and other higher ranking campus officials. All three will also serve as mentors, along with Gary Bice (Director of Residence Life at SUNY Fredonia), Jon Conlogue (Director of Residential Life at Westfield State), Chuck Lamb (Director of Residence Life at Rochester Institute of Technology), Cathy Raynis Meeker (Director of Student and Residence Life at Manhattan School of Music), Sabrina Tanbara (Director of Student Affairs at The Juilliard School) and Carlyle Hicks (Director of Residence Life at Dominican College). Not to leave out entry level professionals who are looking to move up and would like some guidance, Jon Conlogue and Chuck Lamb are each presenting a session specifically geared toward that population during the Spring Drive-In. Many thanks for the continued hard work of Jen Hapgood (Spring Drive-In Coordinator), Angela Kang (Mid-Level Institute Coordinator), Wendy Nastasi & Susan Regan (Host Site Coordinators), the Binghamton crew, the rest of the Professional Development Committee and those presenting and mentoring at the Spring Drive-In and Mid-Level Institute. If you have questions or ideas that you would like to discuss, contact me at zeigerl@newschool.edu.

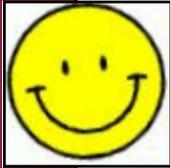
Committee

C.C. Corner!

Put On A Smiley Face

Stuart Brown, StudentAffairs.com, LLC

Every time I hear Dick Van Dyke belt out a verse from the song "Put On A Happy Face" from the musical *Bye Bye Birdie*, I think of those sideway emoticons, commonly referred to as smiley faces. This past fall these quick, keyboard flourishes celebrated their 25th anniversary of utilization over cyberspace. The individual credited with their creation is Scott Fahlman, a Principle Research Scientist in the School of Computer Science at Carnegie Mellon University. According to Fahlman:



“People were making sarcastic comments in posts, others were taking them more seriously than they were intended (no body language on the net), and silly arguments were breaking out. So I suggested on one of the CMU bboards that people explicitly label comments not meant to be serious with a :-) glyph. Very quickly this idea spread all around the world and others started creating clever variations on the theme.” (portion of e-mail posted on <http://www.wussu.com/various/fahlman.htm/>)

Emoticons help to indicate emotions and feelings within electronic correspondence. In the virtual, text-oriented world, intent can sometimes be misconstrued. The small text "glyphs" offer a simplistic, yet effective way to add a touch of whimsy, sarcasm or disappointment to an e-mail message. Some of the most common convey:

:-) humor, joking around	:-(sadness, disappointment
: -0 shouting, mad as hell	;-) a wink, an inside joke

When electronic mail usage began to creep into our daily work world, smileys were everywhere and, as usual with something new-fangled and entrancing, greatly overused. Not only were e-mails littered with these cute creations, but a smiley dictionary was compulsory in order to translate the authors' keyboard typings into an understandable "emotion" as opposed to an indecipherable hieroglyphic. From their humble beginnings, emoticons have morphed into a wild and wacky subculture producing hundreds (maybe thousands) of variations from the original :-) A few of the more arcane smileys include:

d:-o Hats off to you	:-& Tongued-tied	~:-(Steaming mad
----------------------	------------------	-------------------

As someone who believes that everything in the universe is traceable to Star Trek, three of my personal favorites include:

=-O The Enterprise	=-O * * * The Enterprise firing photon torpedoes
=-O ~ ~ ~ The Enterprise firing phasers	

Countless websites have catalogued emoticons. Typing "Emoticon" or "Smiley" into the Google.com search engine produces well over one million Web pages, many displaying

glossaries of these basic punctuation marks. A few, randomly selected, are:

<http://www.computeruser.com/resources/dictionary/emoticons.html>

<http://www.netlingo.com/smiley.cfm>

<http://results.about.com/emoticons/>

One day soon, some other creation will alleviate our need for smileys. We won't have to worry about compensating for the inability to convey voice inflections, facial expressions, and bodily gestures in our electronic correspondence. Until then just:

“Pick out a pleasant outlook,
Stick out that noble chin;
Wipe off that "full of doubt" look,
Slap on a happy grin!
And spread sunshine all over the place,
Just put on a happy face!”
(from "Put On A Happy Face", written by Lee Adams)

Stuart Brown heads StudentAffairs.com which includes hundreds of resources for student affairs administrators, including online professional development courses and the most accessed job site on the Internet. He can be reached at stuart@studentaffairs.com.

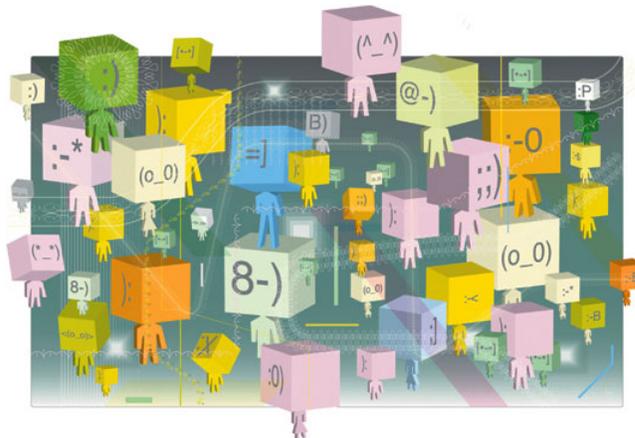


Image by John Hersey, Courtesy of The New York Times, as sited below

According to The New York Times...

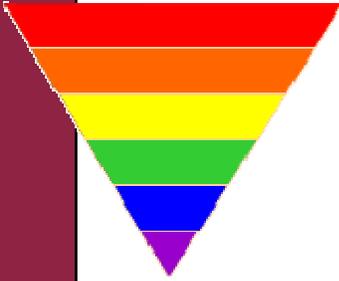
“In a survey of 40,000 users of the Yahoo Messenger instant-message program, 52 percent of the respondents were older than 30, and among those, 55 percent said they use emoticons every day. Nearly 40 percent of respondents said they first discovered emoticons within the last five years.”

-Williams, A. (2007, July 29). (-: Just Between You And Me ;-). *The New York Times*. Retrieved from <http://www.nytimes.com/2007/07/29/fashion/29emoticon.html?pagewanted=1&r=1>.

LGBT Retreat Review

Meghan Todd, Iona College

On behalf of the Social Issues Committee



On Tuesday, January 8th, I attended the first (and certainly not the last!) NEACUHO LGBT and Friends Retreat along with two of my colleagues from Iona College. As a member of the Social Issues Committee, I saw firsthand the dedication and preparation that made each retreat in this newly established series a great success! The LGBT and Friends Retreat, entitled "Talk About It!" provided an open, honest, and comfortable forum in which to discuss the issues facing LGBT professionals in students affairs. In addition, it served as an opportunity to learn more about the history and current affairs shaping our and our students' experience, both within a campus community and society as a whole.

Retreat participants started out in small groups, getting to know one another, sharing our personal histories, discussing our personal and professional experiences both within and from outside the LGBT community. We became comfortable with the topics and questions at hand, knowing full well that we had all entered a Safe Space. It remained clear throughout the day that this intimate group of participants valued greatly this opportunity to learn from each other.

Our keynote speaker, David Eisenbach, author of *Gay Power: An American Revolution* and a faculty member at Columbia University, provided early in the day a historical context, offering details we then used to frame our discussions as we navigated topics such as politics, living as a gay professional on a college campus, and legal advances in LGBT rights. It was fascinating to take a closer look with Dr. Eisenbach at pivotal historical moments for Gay Liberation and to learn what an influential role Universities such as Columbia played in the establishment of this political and social movement that truly changed the American social landscape.

As the day progressed, Carolyn O'Laughlin came from Columbia University to speak with us about the realities of living on campus as an LGBT professional. This was a session that addressed so many questions I think many of us might have been afraid to ask. Do we need to come out during a professional interview? Can we live on campus with our partners and children? How do we navigate the legal nightmares of domestic partnerships and adoptions with our campus human resources officers? Carolyn was up to the task of presenting an honest, funny, and insightful look at the realities that accompany these questions!

Finally, I think we all learned a great deal from our visitors from Lambda Legal. They tested our knowledge and informed the participants of the current state of affairs for LGBT individuals and families in our region. The legalities are intricate and overwhelming, but the consequences are so



personal that we should all be aware and prepared to learn about our rights and perhaps create change. Lambda Legal certainly provided us with the first steps in the right direction. Overall, the day was not only informative, but lots of fun as well. I would like to send out a big THANKYOU to the co-chairs Melanie Dorsey and Scott Latiolais and our host institution Manhattan School of Music for this invaluable retreat! I can't wait to see what the retreat brings next year!

*Meghan Todd is a Residence Hall Director at Iona College in New York and can be reached at mtodd@iona.edu.
Interested in the LGBT & Friends Retreat? Contact Jennifer Scaia, Chair of the Social Issues Committee, at scaia@hartford.edu.*

History of the Rainbow Flag

The rainbow flag has become one of the most widely used and recognized symbols of the gay pride movement. Rainbows have been used since ancient times in many cultures- Greek, African, Native American and Celtic, to name only a few. Even Jesse Jackson's Rainbow Coalition has made use of the rainbow as a freedom symbol.

The Rainbow Flag as we know it today was developed by San Francisco artist Gilbert Baker in 1978. At the time, there was a need for a gay symbol which could be used year after year for the San Francisco Gay and Lesbian Pride Parade. Baker took inspiration from many sources, from the hippies movement to the black civil rights movement, and came up with a flag with eight stripes. Color has always played an important role in the gay rights movement- Victorian England symbolized homosexuality with the color green, lavender became popular in the 1960s, and pink from the pink triangle has caught on as well. Baker explained that his colors each stood for a different aspect of gay and lesbian life: Hot pink for sexuality, Red for life, Orange for healing, Yellow for the sun, Green for nature, Blue for art, Indigo for harmony and Violet for spirit. Baker and thirty other volunteers hand-stitched and hand-dyed the prototype for the 1978 parade. When they took it to San Francisco Flag Co. for mass production, the pink stripe was removed as it was not a commercially available color.



Later that year when the city's first openly gay supervisor, Harvey Milk, was assassinated, the 1979 Pride Parade Committee found in Baker's flag the perfect symbol for the entire gay community to unite under in protest of this tragedy. The indigo stripe was removed to make the colors evenly divisible along the parade route: red, orange, and yellow on one side of the street, green, blue, and purple on the other. (This version also conforms to traditional color theory- the three primary colors and three secondary colors in art- rather than the spectrum of light colors of R O Y G B I V.) Thus, today's six-color flag was born and displayed during the 1979 Pride Parade.

The flag caught on like wildfire in cities across the country. It was even officially recognized by the International Congress of Flag Makers. In 1989, the flag was given international recognition when West Hollywood resident John Stout successfully sued his landlords after they tried to prohibit him from hanging the flag from his apartment balcony. At New York's Stonewall 25 Parade in 1994, a gigantic 30-foot wide, one mile long rainbow flag was carried through the parade route by over 10,000 volunteers.

Adapted from Lambda GLBT Community Services, "Symbols of the Gay, Lesbian, Bisexual, and Transgender Movements", <http://www.lambda.org/symbols.htm>.

NEACUHO Spotlight: Sarah Kelly

Jeff Spain, Rochester Institute of Technology

On behalf of the New Professional Development Committee

“So what is it that you do for a living?” This is a question professionals in residence life get numerous times from friends and families. Many of us do have those people, whether in the profession or not, who we look to as resources that truly understand the hard work we put in each day. This edition of the New Professional Spotlight focuses on a woman who has not only become a great new professional, but also possesses a resource that many who hear that question desire: a family member in the field- an identical twin sister to be more specific.



This edition of the spotlight shines on Sarah Kelly, a Community Enrichment Coordinator (CEC) from Rochester Institute of Technology. With her undergraduate degree from Misericordia University and her graduate degree from Miami University, Sarah has developed into a well-rounded young professional who oversees a staff of 8 RAs, teaches a First Year Enrichment class and also advises a special-interest living community. The path for her didn't start off directly on “Residence Life Road.” First wanting to be a pediatrician, Sarah studied biology, but got hung up on the chemistry part of the degree. While switching her major four more times, Sarah happened to pick up a RA application. Thinking more about what her future would entail, Sarah decided that at that point in her life, she wasn't ready for the RA position and, in person, handed in a half-filled out application to

the Director of Residence Life. As time went by, challenging roommate and housing issues developed so that when asked the following summer if she was still interested in the RA position, she took the interview and was hired later that day.

When looking for grad schools, Sarah said, “I didn't want to just study the material, I wanted to interact with it.” She saw that Miami offered her the combination of a strong residence life program and graduate studies centered on student development theory. While many helped her to get to Miami, Sarah mentioned that the person she handed that half-complete RA application to was the most influential in helping her to find her own road. Kevin Wagner, currently Director of Housing and Residence Life at Centenary College in Shreveport, LA, “made me realize I could do things my own way and build my own path.” Kevin's interest in local professional organizations helped develop Sarah's desire to go into Residence Life. She said, “I observed people doing my dream job” and went on to discuss that by attending regional conferences as an undergraduate student,

she was able to build a greater understanding and desire for what would lie ahead. Sarah talked about how after Misericordia, she continued to have great people surrounding her at Miami University, including her graduate faculty who allowed her to develop her own strengths and challenged her to become a well-rounded professional.

Her current position at RIT is Sarah's dream job. She explains that, through the CEC position, "all my passions meet." Sarah enjoys the combination of the advising, teaching, and supervising that help her to feel "alive in this job." Part of Sarah's position also has her working with the deaf and hard of hearing population integrated with RIT through the National Technical Institute for the Deaf. She knew from the beginning of her Residence Life path that she wanted a job where she would constantly grow and learn. This growth is fulfilled each day through Sarah needing to learn a new language and culture to interact with many of her residents. She grows each day through conversations in American Sign Language, through which her residents teach her about a culture that few experience in their lives. "I am proud that the students have invited me to be a part of their experience and have helped me to learn and grow with my ASL skills and my role in this community. I love the mutuality of the relationships with the students with whom I work," Sarah reports, referring to the efforts she and students have made to break through the communication barriers and learn from both hearing and deaf students alike.

The future for Sarah Kelly holds a few different goals. Residence Life definitely seems like her path for some time to come, but don't count out putting "Dr." in front of her name. When asked about her desire to stay in Res Life, Sarah feels that starting here can open the doors to many different student affairs related paths. When discussing Sara's long term plans, I think we can bet she'll have her Ph.D., but she mentioned that she ultimately would like to become the director of a Counseling or Women's Center.

One could also anticipate that her future holds many phone calls to her twin sister Leslie. A Student Life Coordinator in Residential Life at Lycoming College in Williamsport, PA, Leslie is also in her first professional position and, according to Sarah, "we relate in so many ways, including career path!" After Sarah completed her undergrad from Misericordia, Leslie decided to attend Sarah's alma mater to receive her graduate degree in Organizational Management. "It confused the heck out of my friends. In her first year, Leslie was referred to a lot as me, but now it's neat how things have switched. I'm now referred to as Leslie." Sarah seemed very proud saying how her sister was able to come into the school that means so much to her and be able to make it her own experience.

Getting into the "professional" relationship between the two, Sarah said that "it's a different level of support." She mentioned that they constantly share ideas, "How typical in Residence Life?" she also admits. She said that it's not uncommon for her to walk into Leslie's office and ask to steal a bulletin board or staff development idea that she sees there.



Continued, next page

The ease of communication also extends to their parents. Sarah feels that the connection is deeper with her parents because there is a common knowledge and understanding that they both are happy in their jobs. She adds “the breaks are pretty fun because my parents are just as interested in the crazy things that students do.” Whether it is through celebrating successes or something as simple as her parents sharing an article with her related to college students, Sarah values the bond and camaraderie that her family has developed around the Residence Life field.

When asked about her NEACUHO involvement, Sarah mentioned that it was the regional conferences that helped develop her interest in the field. As an undergrad, Kevin Wagner encouraged her to attend a MACUHO conference. Watching people discuss and live her dream job, Sarah says that conferences have become her vacation days. “I feel rejuvenated coming back from a conference with new ideas!” A self-proclaimed “regional buff”, she feeds off of the energy of being around people with similar goals and sees that at these regional conferences it’s much easier to connect with professionals and share these goals. Sarah also had the opportunity to attend the recent NEACUHO New Professionals conference. When asked about that experience, Sarah said that she’s intrigued by the different feel that each region has to their conferences and is excited to get involved in this region’s initiatives.

Getting off of the “work” topic, Sarah discussed how, for fun, she enjoys scrapbooking, reading, and writing. “I should buy stock in Hallmark,” talking about how she loves writing letters and cards to friends and family. Also a big Borders bookstore fan, Sarah enjoys just walking around Borders and picking up anything that looks interesting to read at the end of the day.

Much more than just a strong young professional, Sarah Kelly possesses a great work ethic and outlook, a constant desire to learn, and a solid support structure that will make her a positive energy in many Residence Life communities in the future.

Jeff Spain is a Community Enrichment Coordinator at Rochester Institute of Technology. If you would like to nominate someone for the New Professional Spotlight, please send an e-mail with the name and a brief narrative to Jeff at jeff.spain@rit.edu.

If you are interested in getting involved in the New Professional Development Committee, please contact Jen Golouch at jeng@brandeis.edu.

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The 8th Annual Women's Winter Renewal Retreat: A Conversation

Jennifer K. Lovelace, University of Hartford

On behalf of the Social Issues Committee

Bold, Bright, and Behind the Wheel – this was the theme for this year's Women's Winter Renewal Retreat (WWRR). It was held at Iona College in New Rochelle and hosted by the retreat co-chairs Michele Sampson and Sarah Lecius-Autieri. I'd like to recap the day for you from my perspective.

Bold – volunteering to write the WWRR article for the Navigator and help with the WWRR setup. I didn't know where I was going or how to get there, but I knew I wanted to get involved professionally. I've never volunteered for anything NEACUHO related, so there is my first bold step. I was determined to put myself out there.



Bright – not necessarily me. I learned after volunteering that I was about 2+ hours from where the retreat was being held. Thank you, MapQuest. I hit print and was ready to go – maps in hand! Not quite. Forgot the maps, called (and woke) the husband, and dropped my tea. Not my brightest moments.

Behind the Wheel - A frantic morning was spent on I-91 and I-95 and resulted in my mysteriously ending up on I-95 North after exiting I-95 South. However, I did finally make it to the retreat site, a little later than anticipated, much to my chagrin.

By the time I walked inside, I was desperately in need of renewal. Did anyone make comments about being late to setup? No! I was greeted by warm smiles and choruses of “good mornings”. I instantly felt the stress of the morning melting away. That feeling stayed with me throughout the day.

After opening remarks, we jumped right into some networking. Picture speed dating for Student Affairs. It was a great chance to meet everyone in the room – roughly 25 attendees. The focus here was on getting to know one another on a personal level.

Perhaps the most interesting story that came out of this activity was that there were two people in attendance who had gone to high school with each other and didn't know that they were in the same room! Someone re-introduced them and there is the beauty of our profession.

The keynote speaker, Lyn Krueger, spoke about her personal and professional journey. Lyn spoke to us about life in Student Affairs, some of the challenges, as well as her life lessons. She was sincere and funny, sharing some of her own "not-so-bright" moments.

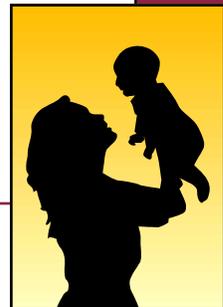
"For one day, I was able to nurture my professional identity."

After a break for lunch, the group split into two focus groups: Group A) Professionals with Partners and Families; Group B) A Discussion on *The Bitch in the House*. I chose the route of partners and families. Stephanie DeRose led the discussion, sharing what it has been like to live on-campus with a husband and a son. She had some very validating statements that really helped to put things in perspective. Two that particularly resonated with me were, "It's okay to be a wife, husband, mother... You don't have to continue on in your education," and, "It's okay to have our priority not be our career." Her message was passionate and blunt; it truly hit home.

The final session was a panel discussion with professional women in powerful higher education positions. It was a chance to listen, learn and ask questions. It was inspiring to see women who were near the top of the career ladder. These women are truly behind the wheel of their careers and driving to success.

Overall, there wasn't a moment of stress during the entire day. Not once did I worry about the semester's worth of work ahead of me nor did I care about the email avalanche surely awaiting my return to the office. For one day, I was able to nurture my professional identity. For one day, I was selfishly kind to myself and I learned more about my role in the profession than I expected.

Jennifer K. Lovelace is a Resident Director at the University of Hartford. She can be reached at jlovelace@hartford.edu.



Interested in the Women's Retreat?

Contact Jennifer Scaia, chair of the Social Issues Committee, at scaia@hartford.edu.

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Have questions about the conference?

Please contact our Annual Conference Committee Chairs:

Jen Clark - jaclark@wsc.ma.edu & **Jon Berman** - jberman@wsc.ma.edu



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The Regional Entry Level Institute is an intensive professional development seminar featuring a range of activities for entry-level professionals who aspire to mid-level positions in residence life and beyond. Created by veteran residence life professionals and modeled after the James C. Grimm National Housing Training Institute, RELI will:

- Help you develop skills and perspectives needed to move into a mid-level position;
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- Connect you with faculty who are veteran professionals in residence life and related fields;
- Provide one-on-one and small-group mentoring time;
- Create an environment conducive to making connections with other new professionals, providing support and the foundations for lasting collegial relationships.

RELI celebrated its tenth anniversary in 2007 and will graduate its 250th participant in 2008.

Featured RELI Topics

Professional Development, Managing Multiple Priorities, Working with Diverse Students, Managing Change, Staff Supervision, Crisis Management, Campus Politics and Accountability

Details

Application review begins in March and continues on a rolling basis. Selections are made based on applicants' experiences, personal goals for the Institute, and regional/institutional balance.

Additional details are available at: www.neacuho.org

For More Information - Please contact a RELI Coordinator:

Joanne Goldwater Phone (240) 895-4207

jagoldwater@smcm.edu

Jon Conlogue Phone (413) 572-5572

jconlogue@wsc.ma.edu

RELI News

Professionals of Color and Allies Retreat: Inclusion and Opportunity

Sonya Alexander, University of Hartford

On behalf of the Social Issues Committee

Enlightened! Hopeful! Excited! These were some of the words that participants used to describe the first annual Professionals of Color and Allies Retreat: Inclusion and Opportunity for Residence Life Professionals of Color. Nearly forty residential life professionals gathered in Palladium Hall at New York University to come together to discuss and brainstorm important issues facing professionals of color. The day was filled with helpful and informative sessions, a round table discussion and a powerful keynote speaker. The day's event had an underlying focus of determining ways to make residence life a better place for professionals of color.

The day began with a chance to do some early morning networking while we waited for



the retreat to begin. Each of us was excited to be there and anxious for our day to begin. We had a chance to get to know each other while we played Human B.I.N.G.O. How exciting because this is one of my favorite icebreakers! I did not seem to be the only one who felt this way because there were a ton of smiles and loads of laughter while we played.

The keynote speaker was the wonderful Rev. Darren Morton.

Personally speaking, Rev. Morton became the highlight of the day. He

was an inspirational speaker who shared with us how he got started in residential life and his involvement in the field. What caught my attention the most during Rev Morton's presentation was how important it is to go the distance and obtaining a degree that will put us in a better position to move up the student affairs ladder. He stressed the importance of not just settling for just what we have, but to push ourselves for something better.

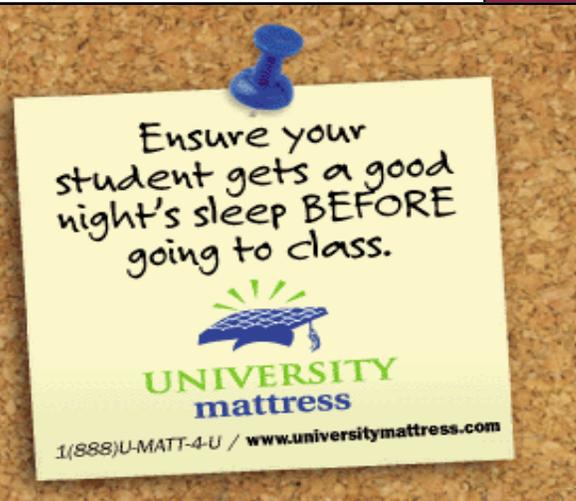
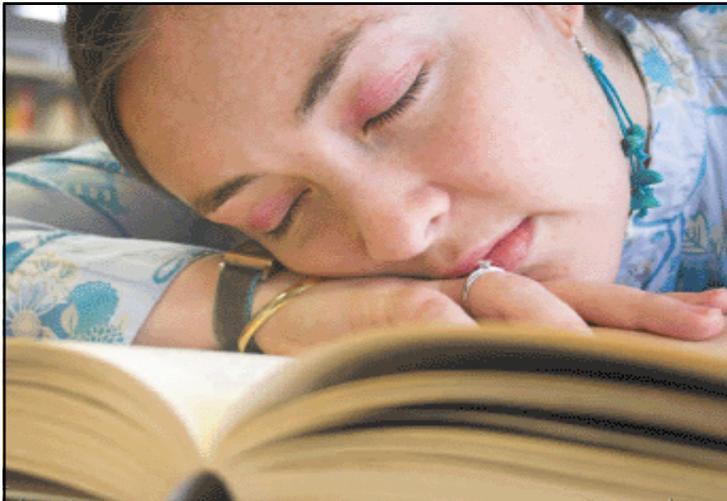
The next part of our day brought the break-out sessions. Session one included the choice of attending "Being Political vs. Being Politically Competent" presented by Bob Jose from Northeastern University and "Everything You Need to Know You Learned in Kindergarten" by Pedro Santana and Dr. Terrence Hardee from The Richard Stockton College of New Jersey. Session two brought choices including "Strategic Planning and Navigation for Professionals of Color" presented by Tarome Alford of Springfield College and "Mattering and Marginalization in the Workplace" presented by Elisa Del Valle of Mount Holyoke College.

So you ask, what sessions did I go to? I started out with Pedro Santana and Dr. Terrence Hardee. Both gentlemen spoke about residential life from the prospective of how the tools we use in the career paths we have chosen can be linked back to what we learned earlier in life. We were reminded that the things that we learn today, we will use when we get older. This session was all about going back to basics, taking who we are and applying it to what we do.

I want to start out the description of the next session I went to with a side note. This presentation was brought to us by Tarome Alford. When I walked into this session, I had flashbacks to my first day at RA training. I was sitting in a room with my peers while Tarome spoke to us about what it is to be an RA. Fast forward to this retreat; here I am, listening to words of wisdom from Tarome Alford on what it takes to succeed in residential life. It fascinates me just how connected the world of residential life really is. During Tarome's interactive presentation, we all spoke about ideas on how to plan out our move up the ladder. It's all about knowing what we want and what path we will take to get there. It was a wonderful tie to what was already presented by Rev. Morton.



Our day ended with the opportunity to bring our new knowledge to the larger group of participants. The group round table discussion gave us the chance to express what we had learned throughout the day, throughout our careers in student affairs, throughout our lives, and how we can take this with us as we go back to our respective schools and spread the word. As a whole, we felt that attending the retreat was a wonderful opportunity to learn and grow as professionals, but we needed to take it a step further and actually educate our colleagues and staff on what we learned there.



Then, like that, our day was over. I hope you can see why so many positive words were used to describe this retreat. It was such a positive day! I can't wait to attend next year. A thank you goes out to David E. Jones and Amethyst Charette (retreat co-chairs) and Jennifer Scaia and the members of the Social Issues committee for a job well done, as well as to New York University for making our experience possible!

Sonya Alexander is a Resident Director at the University of Hartford and can be reached at salexande@hartford.edu. Interested in the Professionals of Color and Allies Retreat? Contact Jennifer Scaia, Chair of the Social Issues Committee, at scaia@hartford.edu.

Continued from page 4

I will notice if you cannot handle yourself. The same applies for trying to interview with a hangover- no need to make this more difficult than it already can be. Save it for the debrief back at home.

Portfolios

I went to a master's program that required a portfolio. I think portfolios are wonderful. Mine weighs 20 pounds. Portfolios enable you develop a macro view of what you have accomplished during your graduate study and help you to speak to your skills. In my opinion, though, portfolios are not wonderful during preliminary interviews at the national conferences. Others may disagree, but I think it prevents a candidate from making a dynamic personal connection with the employer. It also disrupts the flow of conversation. Keep in mind, this may be a generational issue; as more of us who came out of portfolio programs become CHOs, we may be looking for them at interviews. Currently, though, I think they are excellent tools that should be used during the *on-campus* interview. Bring it with you to the conference if you wish, but consider saving it for the second round if you must bring it to the preliminary interviews.

The Care and Keeping of CHOs

Don't push. You will see the employers around the convention center, at the various regional receptions, business meetings, and presentations. Feel free to be friendly and polite, but realize that employers rarely make it out of the interview cave to participate in the rest of the conference. Those times out are precious to the CHOs as they have the chance to reconnect with colleagues, some of whom they may only see at these national conferences. Do not take it personally, and try not to read anything into it in terms of your candidacy, but outside of the interview, CHOs may want to be with their friends more than they want to be with you. As well, I get hungry, too. When you see the entire delegation from an institution together, we may be reviewing files, discussing issues that are occurring on our home campus, or just trying to share a meal together. Be mindful of encroaching on personal time. If the employers want you, rest assured we will seek you out for the hard sell ourselves.

Location, Location, Location

I am staying in the same hotel, eating in the same restaurant, using the same elevators, running on the treadmill next to you, and waiting in the same line for the bathrooms. Thou shalt not gossip or speak badly of others. In my street clothes, name tag tucked away, you may not recognize me from the interview. You also never know how I may be connected to other institutions or employers. Kevin Bacon may have seven degrees of separation, but student affairs is more of a slim two degrees.

During an interview, you should *never* badmouth your current institution, supervisor, or other institutions with whom you have interviewed. Minimally, it makes me paranoid about what you are going to say about me after you leave my interviewing table. It also makes me wonder if I can trust you with confidential information once you work for me, and if you can be an appropriate professional.



Had a nightmare supervisor or just hated working at your previous institution? It is not a lie to tell me that the culture was not right for you. Just take the high road and resist the temptation to relay your stories about working for Satan.

Pay No Attention to the Employers Behind the Curtain.

Do not drop names during a first-round interview, unless I specifically press about how you learned about my institution. You do not know how the name you drop will affect my impression of you. If you are familiar with my institution because someone you know attended it, you can let me know that you have been to campus for a football game or saw an exhibit at the campus museum. On the other hand, employers and colleagues do talk about candidates and advocate for their own, particularly for up-and-coming graduate students. If you have a mentor or supervisor with ties to the institution where you want to be, ask him/ her to put in a good word for you. It does make a difference.

Warm Fuzzies, Ho!

I personally think that you should put your interests and other organizations on your resume and try to work them into the conversation where appropriate. HOBY (Hugh O'Brian Youth Foundation) is a high-school based youth leadership organization with an extensive alumni network. If I am a HOBY (which I am) you can be sure that I will be very excited to make a connection with another HOBY. The same idea applies to being an Eagle Scout, Silver Feather, athlete, fraternity or sorority member, or charity volunteer. If you have traveled to every continent or hold a record for blindfolded spelunking, let me know. Besides just being the employer across the table, I am involved with activities on my own campus and have hobbies outside of my job. We may have a lot in common and can have a great conversation based around some of those similarities. You are not interesting, you claim? Leave the personal items off of your resume and have something of substance to say about the conference's host city.

Iceberg, Right Ahead!

Sometimes, you just know. The interviewer does not like you for some reason, you bobbled a question, or you just have a bad feeling about the institution. When you know

you are tanking the interview, don't panic, and try to maintain your composure. Answer whatever questions the interviewer is still asking, and then wrap up as quickly and as politely as possible. Do not take time to ask more questions about the institution just for the sake of asking questions- just leave with your dignity

***“Listen to your instincts...
You are a capable and
qualified candidate.”***

intact. The most important thing to remember when this happens is not to let this experience unnerve you for your other interviews. That institution probably would not have been a good fit for you, anyway.

Step Away From the Mailboxes

You need to find a way to refocus and recharge yourself as the conference goes on.

Continued, next page

Take a walk away from the placement area, find a quiet corner and spend some quality time with your mp3 player. Get some fresh air. Do whatever works for you to get away from “conferencing” for a little while. Remember, like the watched pot that won’t boil, the amount of mail in your mailbox is inversely proportional to the amount of time you spend hovering near it.

You like to de-stress by keeping busy? Think about presenting. It is extremely impressive for someone to present nationally. Volunteer. Compete in the case-study competition. Go out and see some of the host city while you are there. I may ask you how the conference is going for you so far. You’ll also need to be able to make some coherent small talk as we begin the interview and at the socials. In short, get out of the interview cave and recharge your soul.

Don’t Make My Grad Students Cry

Be gentle with fellow graduate students who are representing the institutions you like. You may find it a natural inclination to ask them questions about their experience at a particular school, but that may put them in a difficult position. If they are also applying for a vacancy at their home institution, you are essentially asking them to give information to their competition. It is perfectly appropriate for you to ask about their observations of campus life, thoughts about the students, and general themes of their experience on campus. However, do not push for details about the search process itself. Also, remember that as grad students, they will have close relationships with the professional staff at their home institution. They will tell me if you corner them in the latte line at Starbucks. At the end of the day, just remember to be gentle with yourself as you go through this process. Be confident in your skills and abilities, and try not to compare yourself to the progress of others. Be appropriate and professional, try to find some balance to counteract the stress, and do your best. That is all you can ask of yourself. Best of luck with your search process!

Kristin Wodarski Biggins is the Assistant Director of Residence Life at Bryant University. A native New Yorker, she remains a staunch Yankee fan despite being a 5 year resident of Massachusetts. She can be reached at kwodars@bryant.edu.

Congratulations to our Newly Elected Officers!

President Elect: *Jeff Horowitz, Binghamton University*

Secretary: *Keyne Cahoon, Northeastern University*

Massachusetts District Coordinator: *Shelly Keniston, Bridgewater State College*

Eastern New York District Coordinator: *Nancy Smith, The New School*



Be on the lookout for more ways to get involved in NEACUHO!

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*Nominate a
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*It's the most wonderful time of the year!
It is time to recognize the contributions of our membership!*

Nomination forms and an information sheet regarding criteria and past recipients were sent to the membership and are also available on the website. All nominations and applications are due by **April 4, 2008**.

NEACUHO Honors

- *Outstanding Service Award*
- *Lifetime Service Award*
- *James Casey "New Professional" Award*
- *Rising Star Award*
- *Professional Development Award* (this replaces the "Small College Award")
- *NEACURH Award* (New this year! This was created to help a current NEACURH participant attend the NEACUHO Annual Conference.)
- *Distinguished Service Award*
- *Elizabeth Sinkiewicz Reid New Professional Award*
- *Women's Issues Outstanding Achievement Award*

NEACUHO Awards

ACUHO-I Update

Dear NEACUHO,

I hope you are settled into your spring semester and have student staff selection, the fall room assignment process and the host of other issues that can arise well under control. If a professional staff search is on your plate, or if you are looking to take the next step in your own career, be sure to check out the newest avenue for the student affairs job placement process.



Brand new this year, The Placement Exchange is a joint venture by a number of higher education associations (ACUHO-I, NASPA, NACA, ASJA and NODA) dedicated to providing a state of the art job placement service. With dynamic, online information as well as powerful networking opportunities and a first-class job placement event, The Placement Exchange is dedicated to helping candidates find that perfect job, and helping institutions find that perfect hire.

The NEACUHO region has the distinction of hosting this premier Placement Exchange in Boston on March 6 through 9, immediately preceding this year's NASPA Annual Conference. Both candidates and institutions may register for both events or may choose to just participate in one or the other.

Much more information can be found at the web site www.theplacementexchange.org. Opportunities include:

- Candidates – find out how to create your personal profile and find out more details about the Boston event or how you can do your job search on-line.
- Employers – find out how you can maximize your exposure to the best candidates by participating in both the placement event in Boston and through the on-line services.
- Volunteers – if you are not searching for either yourself or your institution, consider helping out to make this inaugural event a success, especially if you are in the Boston area.

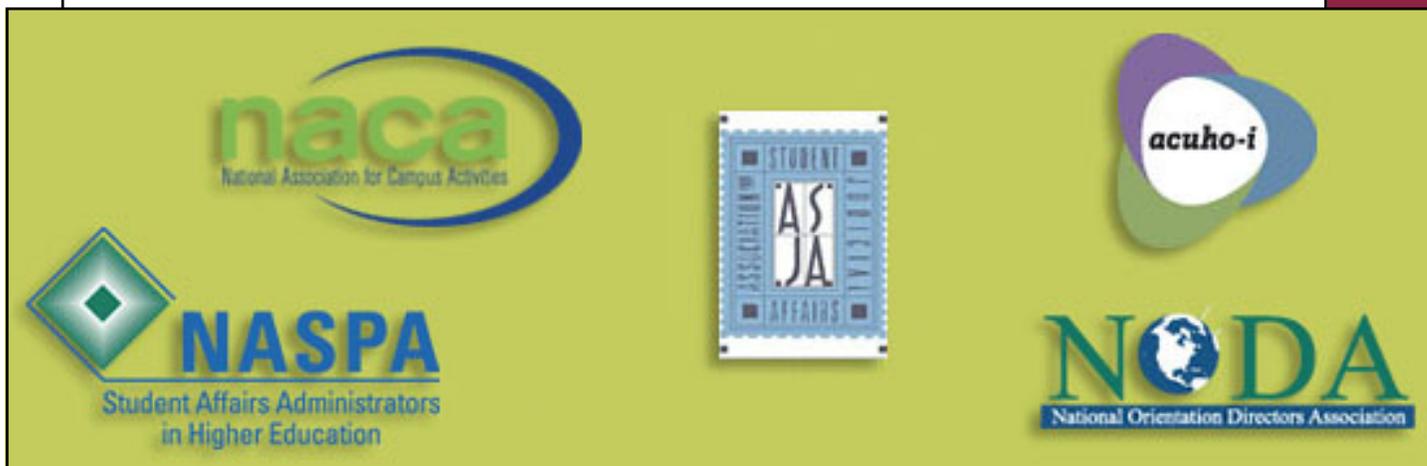
If the web site does not answer all of your questions, look for the 'Contact Us' section and one of the organizations listed will be sure to get you the information that you need.



Images (above and right) courtesy of www.theplacementexchange.org

Thanks to all of the members of ACUHO-I and NASPA who have worked many long hours to bring this service into existence, and thanks also to everyone who has already agreed to volunteer this March, especially our NEACUHO colleagues!

In other ACUHO-I news – in the last edition of the Navigator, I wrote that the proposed Governance changes for ACUHO-I were overwhelmingly approved by the membership. Look for election information to come out soon – if your institution is an ACUHO-I member, please be sure to participate in this important process as the Executive Board transitions to a new structure for the future.



And, of course, this summer will be ACUHO-I's Annual Conference and Exposition (ACE). This year's event, the 60th for the Association, will be held at the Disney Coronado Springs Resort in Lake Buena Vista, Florida from June 21 to 24. Reservations are currently being accepted for the resort and registration for the ACE will begin in March. Join colleagues from around the region, country and globe from all positions, experience levels, and institution types who come together to network, learn, and take part in a full slate of interest sessions.

Good luck with all of the activities you have going on during the spring term, and if there is anything I can assist you with regarding ACUHO-I, please let me know.

Pete Galloway
ACUHO-I Eastern District Representative

Have you registered?

**Do it now at: www.acuho-i.org/conferences/ace2008/
Register before May 7 and save up to \$100!**



As promised in the December issue, here is my article on how to get your students (and yourselves) involved with NEACURH.

Let me begin with a few quotes from current NEACURH students:

“To me, NEACURH means a world of chance and fairness. I get to spend time with people that share similar interest and traits, and the atmosphere is casual and friendly enough that I feel comfortable adjusting with everybody here.”

– Jordan, NYU

NEACURH Regional Board of Directors, Courtesy of Richie Kenney



“RHA at Buff State keeps me in NEACURH. I love my organization and the positive energy that it brings. It makes me happy to see a smile on someone’s face when they leave a program that I had a part in creating.”

– Natalie, Buffalo State College

“NEACURH has provided me with endless opportunities to strengthen my leadership skills and create relationships with students across the region. What’s great is that the connections and ties don’t end

after the conference is over, but due to cell phones and the internet, relationships are sustained between conferences, making everyone that much more accessible to help other schools in times of need.”

– Bri, Ithaca College

See, NEACURH is much more than just a conference each semester. For many, it is a family. Having your school affiliate with NEACURH gives the RHA or NRHH a sense of belonging, and a sense that they are not the only organization of their kind out there. Not only does NEACURH give students multiple ways to communicate with other schools (i.e. AIM, listservs, forums, phone, etc.), it also helps them expand their leadership skills. Some more benefits to joining NEACURH include: 100 free RFI pages (RFI is THE source for programming ideas), the ability to bid for awards so your students receive the recognition they deserve, and- for the advisors reading this- peer training, which in turn helps the students. In addition, NEACURH gives students a sense of feeling a part of something bigger than just their institution and provides a positive role-modeling atmosphere for first-year and more “experienced” leaders to interact.

During your first executive board meeting in the spring, have the conversation with your students. See if NEACURH is something they would be interested in joining. We have a conference coming up in March, hosted by SUNY Geneseo, if you want to come check it out. We would love to have you and your students in attendance.

I highly suggest attending this conference and checking out what NEACURH has to offer in person; I promise you will not be disappointed. I went from an RHA executive board member my sophomore year at UMass Amherst, to holding the RCC Recruitment and Retention position for NEACURH. Do not let your students miss these opportunities. Let them explore the leadership opportunities that exist outside of your home campus.

If you would like more information about our spring conference or about affiliating with NEACURH, I can be reached at mooserecruiter@gmail.com.

Hope to see you at SUNY Geneseo this March!

Richie Kenney
NEACURH, RCC Recruitment and Retention



NEACURH News

2007-2008 Executive Board

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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.

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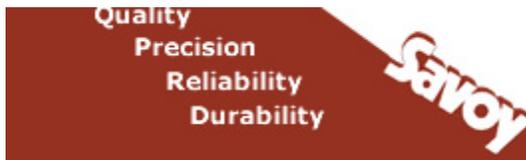
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