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One Last Welcome from the Chair! *by Kristan Cilente*

I find this time of year to be bittersweet; it is a time for celebration, but also a time for endings. As the completion of finals and graduation approaches, as residence halls close, and as people begin to transition to the calm of summer (well, for some of us), it provides an opportunity for reflection. While I am not graduating, I have completed the first year of my doctoral program (and as one of my cohort members has said, I'm a quarter of a doctor!) and am wrapping up my term as the Chair of the Standing Committee for Graduate Students and New Professionals (SCGSNP).

When I was elected to be Chair of SCGSNP back in

January of 2005, I never could have imagined the amazing two years that were in front of me. The success of the committee over the past 2 years has been inspiring and is the result of the hard work of the many committed directorate members who have been part of the organization. Since 2005, SCGSNP has implemented a by-law change removing the time limit on ACPA student membership, advocated for a lower cost graduate student membership, and worked with the International Office on the creation of an undergraduate member category. The Standing Committee also sponsored the first 2 graduate student scholarships at the 2007 Joint Meeting

(congratulations Danielle and Staci!) as a result of the many t-shirts we sold in Indianapolis. Additionally, the great work of the committee has expanded and improved traditional programs and services like Roommate Network Services, Awards, Case Study, and even this newsletter! We have also expanded in size and scope, with many more individuals involved with the Standing Committee and a new position on the directorate (Coordinator for Undergraduate Research). All of this was accomplished in the midst of ACPA's governance re-structure! Thank you to all current, former, and future directorate members and liaisons for a terrific *(continued on page 2)*



Kristan Cilente and Melissa Bemus at the 2007 Joint Meeting in Orlando, Florida



Kristan Cilente, Staci Hersh and Danielle Morgan (the 2007 SCGSNP Scholarship Recipients)

Welcome From the 2007-2009 SCGSNP Chair! *by Melissa Bemus*

As the new Chair of the Standing Committee for Graduate Students and New Professionals, I am thrilled to be representing this group during a time of change and growth. Not only is SCGSNP continuing to change and grow, but with ACPA's new governance structure this is a new era for the association as well. Some of these changes have already been put into place but we will see other changes over the course of this next year and into the 2008 Convention. The brand new Assembly of ACPA will have its first meeting at Summer Leadership in July and

the whole association will have the opportunity to attend an Assembly meeting at next year's convention. Many parts of this year's Joint Meeting were new and unfamiliar for everyone involved in the SCGSNP, but it was still a great time to connect with fellow colleagues from around the country and the world.

Our annual meetings are always a good chance to review the current projects of the SCGSNP and to look for new endeavors – here are a couple of highlights. At the Joint Meeting we were excited to debut the scholarship

for two graduate students who were first-time attendees. Staci Hersh (New York University) and Danielle Morgan (Salem State College) were selected from nearly 90 applicants and were awarded registration to the Joint Meeting as well as a travel stipend. You can read more about their experiences in this issue of the *Eighth Vector*. This year we voted to add a brand new position on the directorate – Undergraduate Outreach will be a way for us to work with the students who are looking into the field, attended the Next Generation Conference, or joined *(continued on page 3)*

One Last Welcome from the Chair! (continued from page 1)

two years!

It seems with every national gathering, there is more to report on the goings on of the committee. This year in Orlando was no different! The Case Study competition had a record number of participants, our socials were packed (even though I'm pretty sure we threw away wings at Champs!), the Joint Meeting Orientation was a huge success, and our elections drew in tons of talented new and future directorate members. Two highlights of Orlando for me were our scholarship recipients and the creation of a new directorate position, Coordinator of Undergraduate Outreach.

As I begin to transition out of my role as Chair, I know the committee is in great hands! Please join me in welcoming our new Chair, Melissa Bemus and please say hello in Atlanta in 2008!

Kristan Cilente, the outgoing chair of the SCGSNP, is a PhD student and the Program Coordinator in the Office of Community Service-Learning at the University of Maryland.

Reflections from the Joint Meeting by Staci Hersh

As an emerging Student Affairs professional, I was thrilled and honored to receive the Standing Committee for Graduate Students and New Professionals' (SCGSNP) Joint Conference Scholarship. With a convention mentor and an invitation to SCGSNP leadership meetings, I looked forward to my first National Conference.

Within the four months between my scholarship application submission and the National ACPA/NASPA Joint Meeting, I had completed the coursework for my M.A. degree within NYU's Higher Education & Student Personnel Administration program, accepted my first full-time job in Student Affairs, and had been elected to the ACPA Directorate Board for Admissions, Orientation, and the First-Year Experience. In addition, I was proud to have had three programs accepted for co-presentation at the National Joint Conference. Thus, with these opportunities before me, I was thankful to have the support from the SCGSNP members and my fantastic Convention Mentor, Sherry Early. With an anticipated attendance of 9,000+ Student Affairs professionals, over 550 workshop programs, and my own demanding schedule of meetings, receptions, and presentations, Sherry and the SCGSNP made certain that I was prepared to get the most out of what could easily become an overwhelming experience.

Upon arrival at the hotel in Orlando, I was immediately struck by an incredibly contagious energy that can only be found when thousands of talented and passionate professionals come together to share, enhance, and celebrate unique, yet common experiences. Around every corner was a bright smile, an open ear, and a colleague to learn from. Without question, Student Affairs is a remarkable profession to be a part of.

On the first day of the Conference, SCGSNP Chair, Kristan Cilente, and the Standing Committee Leadership warmly welcomed me into their meet-

ing. I was tremendously impressed with every professional in the room, and I felt so lucky to have been invited to participate in the discussions and deliberations of the day. Later, when I attended the Opening Ceremonies and Keynote Speech given by Al Gore, I was reminded of the importance of our roles in the future of education and the power of our influence on the students of today.

Regarding my Co-Presentations, I was pleased to find our attendees actively engaged in our topic with insightful knowledge and experiences that supported our research and theories, contributed to our discussion, and enhanced the quality of the take-away for all those in attendance. Each of the presentations I attended were met with enthusiasm and excitement for the topics as well, and it was a true pleasure to make so many meaningful connections with professionals from across the globe.

I found the Conference to be inspiring and rejuvenating—as the phenomenal presentations I attended and extraordinary professionals I encountered helped to reinforce my commitment to this work, and sparked the belief that each of us can truly make a difference in the world, if only we embrace “Our Power and Responsibility to Shape Education.” And so, when it came time to pack my bags after an exhausting yet exhilarating five days, I found myself reflecting upon this Conference as the first of many opportunities to extend my professional development as I establish myself as an emerging professional; passionate, driven, focused, and eager to make a difference in the future of higher education.

Staci Hersh was a recipient of the 2007 SCGSNP Scholarship. She serves the Associate Director of Orientation at New York University's College of Arts and Sciences.

“Upon arrival at the hotel in Orlando, I was immediately struck by an incredibly contagious energy that can only be found when thousands of talented and passionate professionals come together to share, enhance, and celebrate unique, yet common experiences.”
—Staci Hersh



Sherry Early (left) and Staci Hersh (right) — Sherry served as Staci's convention mentor during the 2007 Joint Meeting.

Welcome from the 2007-2009 SCGSNP Chair! (continued from page 1)

ACPA through the new Undergraduate Member category. We are also looking for ways to become more involved with our state divisions and higher education associations at graduate prep programs. Be on the lookout for exciting opportunities in the year ahead!

I would like to take this opportunity to thank those who are moving out of positions on the directorate. None of the successes of this standing committee would be possible without all the work that has taken place over the past few years – this committee has come a long way and we are now challenged to keep that momentum going. Thank you

to all of you and please don't plan on going too far – we will continue to need your support. Finally, a big thank you goes out to Kristan for her leadership over the past 2 years. You have been an amazing chair and we are all truly grateful for your dedication to this committee and the profession. I look forward to another amazing year ahead. See you in Atlanta!

Melissa Bemus is the incoming chair of the Standing Committee of Graduate Students and New Professionals. She is the Director of Student Activities & Orientation at Ripon College.



Photo from the 2007 Joint Meeting

Bottom Row (from left to right):
Kristan Cilente and Dennis Hicks;
Top Row (from left to right):
Dean Kennedy, Erika Cosentino,
Melissa Bemus, and
Suzette Escobar

Is This Seat Taken?

From Bus Rides to Sessions: My First Experience at ACPA

by Danielle Morgan

As a graduate student, I knew that the ACPA/NASPA Joint Conference would be a great experience for me. I would be able to see what a national professional conference is like. I could see Placement and be more prepared for my job search next year. I'd attend program sessions and bring something back to my campus. I would get to do all these things with colleagues I knew would help me maneuver my way through 9000 student affairs professionals and get the most out of my trip. I thought I was prepared for everything that I would experience.

Funny thing is, as much as I thought I would be getting out of the conference, I walked away with so much more. The SCGSNP Scholarship made it possible for me to sit in on Directorate meetings, gave me the confidence to run for a Directorate position, to network with individuals from across the country, to go to sessions by people whose research has sculpted the field, and attend other sessions about current trends and the future of higher education. I went to excellent programming sessions, speakers, and presentations that rejuvenated my love of higher education and compelled me to do more.

There is just something to be said about riding in a bus and eavesdropping as the fellow passengers talk about the importance of learning communities, the necessity of student involvement, and possible ways to make their campus more sustainable.

It was those shuttle rides to and from programming sessions or standing in the dreaded line at Starbucks talking with others in dire need of a caffeine fix that made me realize: the people here *get it*. Whatever truly makes up that *it*, we are on the same page. We do our jobs with a common goal, a desire to help students and make higher education about more than just textbooks, papers, and finals. We understand the importance of life outside the classroom, and value those experiences that students can gain from our expertise. There is a passion that goes into our field, a passion that is really showcased at a conference dedicated to the work that we do everyday.

Maybe it is just that I am drawn to people who are passionate about their work, but I feel like I met a lot of them in Orlando. People who are just as eager to talk about their students and the programs they work on as they are to ask me questions about

my experiences and my students and how they could help me with my professional development. I felt instantly accepted and welcomed at my first committee meeting, and continuously supported throughout the conference thanks to the members of the SCGSNP Directorate. Yes, I think that this may be the only place where icebreakers such as "your favorite student development theorist" go hand in hand with "your favorite pizza toppings," but then again, I'm okay with that.

I was the only person in my cohort to attend ACPA/NASPA, and I continue to realize how fortunate it was that I was able to go, and to bring back so much, not only for myself and for my department, but also for other students in my program. The programming sessions and committee opportunities allotted to me were phenomenal and helped me participate in classroom discussions with a new perspective.

Most importantly, I came back to Massachusetts with more than a handful of business cards, but with a solid understanding of the conference, an amazing experience, and friends and mentors that

I know I will stay connected with and continue to learn from through the years. I can't thank the committee or my the individuals that took the time to talk to me about ACPA, being involved, and student affairs in general, you all truly made my time in Orlando a remarkable experience!

Danielle Morgan was a recipient of the 2007 SCGSNP Scholarship. She is a graduate student and Community Development Specialist in Residence Life at Salem State College.



2007 scholarship recipient Danielle Morgan (left) with her SCGSNP conference mentor, Jen Lelinski (right)



From left to right:
Megan Drangstveit and
Ben Correia

Tips from the field:

*Be engaged in your graduate experience—it's unlike any other you'll ever have! Make the most of every opportunity while doing your best to maintain a healthy, balanced life!" — Amanda Suniti Niskodé

*Get involved in Association activities! There are lots of avenues to become an active part of ACPA. It is a great way to give back to the field of student affairs." —Josh Hiscock

*Make sure to take time to yourself – it's so easy to feel the pressure to be everywhere all of the time. Remember that you're not at your best if you're not making time for you, and that it really is OK to say no every now and then. — Lauren Silverstein

So You Have a Job, Now What? by Megan Drangstveit

Making that transition between grad school and your first big-kid job can be a fairly easy one -- mostly because you don't know what to be afraid of! After you've settled that pesky business of knowing where you'll work, here are some tips on how to make the move and get settled in with your new home and job.

*If you've got a buddy who wants to make the trip with you - great! Having company for the drive makes the day go by faster, and you don't get in trouble for napping in the passenger seat. Find some cheesy tourist destinations along your route.

*Ensure that your new home is ready for you -- do an inspection with the lights, water, etc and let your employer/landlord know what needs to be fixed. It's easier to have things repaired when your belongings aren't strewn all over.

*You most likely met some of your new coworkers when you interviewed. Use those connections to find out about the best grocery stores and shopping centers for those initial shopping outings. People directions are usually a bit better than Map quest.

*Look into any alumni organizations in the area. They can be a great outlet to making off campus friends and finding more activities you may be interested in.

*Sports are a fun way to get your competitive juices flowing. Talk with your coworkers and explore the internet for local leagues, groups, or teams.

*Get your work space set up before the students arrive. I had an office that needed some TLC to whip it back into shape, and once that was done, the office felt more like mine, and it provided a great space that students wanted to use.

*Ask questions. This is a time where questions are highly encouraged. There are bound to be many acronyms and funny terms associated with your new institution, so learn them. You are a resource for the students, and you need to know what's going on to help them. Maybe even set some 1 on 1 time aside with some of your new teammates to get a better idea of who they are and what their challenges were when they first arrived. If there are other new folks in your office make a date to discuss how you're all transitioning.

*Don't get so involved in your work that you forget to take time for yourself. My first year was spent working during the day and in the evening. Sure, I accomplished a lot professionally, but my personal life took a big hit. Balance will be an ongoing lesson.

*If you're familiar with the area or the institution, help out the newcomers with your knowledge.

*Talk with your cohort members. Introduce yourself to campus partners. Get to know your coworkers -- you don't have to hang out outside of work, but find some non-work things to chat about. Ask questions. Stop working at 5.

Good luck & enjoy all of the new adventures!

Megan Drangstveit is the SCGSNP Roommate Network Services Coordinator and will start her new job as a Residence Life Complex Director at Michigan State University this summer.

Moments of Clarity by Denni s Hicks

There are moments as a student affairs practitioner where you want to pull your hair out. There are also moments where you understand your role to be the most ideal career choice you could have ever made. If there were a tangible way to measure these moments as elements with mass and volume, the latter would be the heaviest.

When I entered the field of student affairs I wasn't so much

concerned with affecting change in students lives. I was more concerned with affecting change in my own life. I wanted to make a living by enjoying what I did, which would be event planning and programming. Student Development Theory was low of my list of priorities as I strived to make my grand exit from my graduate school program.

Upon entering my first position as a hall director my new prior-

ity was treading water. I don't suspect that many people wake up one day in their youth and say, "When I grow up I want to be a hall director". It has to be absolutely one of the grimmest positions in the field. Late nights, large student staffs, committee work, and let's not forget the on-call responsibilities. However, having this position allowed me to begin to understand who and what I have become today.

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A Journey Toward Balance: Getting a Life *by Ben Correia*

After four years of working as a student affairs professional, I have many successes and frustrations in my career trying to establish myself professionally. In that time, I have had moments where I felt like my career in student affairs couldn't be going better, but there have also been many days when I wondered whether I could sustain a future in student affairs. Now I have come to the realization that it is my responsibility to take a proactive role in determining my retention in the field. As I begin this journey, I'm asking other graduate students and new professionals to join me while I examine some practices to help me be as successful as I can in the profession and life.

For this inaugural article, I have decided to cover a topic which is now hitting home for me: creating a life outside of work.

Many times when we enter into a new position, we immerse ourselves in the school and job in order to familiarize ourselves with the culture and prove our abilities. Some of us find jobs in cities where we already have established external friendships and communities while others of us move to completely new geographic areas where we may not have any relationships established at all. All of us build friendships with coworkers at the institution and, initially, spend countless hours in the office. A lot of effort goes into building our professional lives, but do we put as much effort into building our personal lives?

As new professionals, the advice I've been given is to "get a life" outside of the institution. To lead balanced lives, we need to take breaks from work. Yes, we may establish social friendships with colleagues, but when out in a social setting with those friends, work is bound to

come up in discussion. To be constantly reminded of work issues, only hinders your ability to cope with them and makes you feel more frustrated about the concerns.

So as I move forward, I as well as other new professionals need to actively seek out or reengage our external social networks. These groups can provide us the necessary mental breaks we need in order to become healthy, successful practitioners. We can find these communities through online tools, religious congregations, recreation groups, book clubs or other resources. Personal hobbies can be effective tools not only to get our minds off work, but they can also bond us with other members of a community. Therefore, it is essential that we continue to foster hobbies and other interests we may have outside of our profession. Hopefully, when we learn to successfully live outside of work, we can become more passionate and effective while at work.

If you would like to help other new professionals in this endeavor, please share your journey or tips for creating a social network outside of work. Feel free to email your story or advice to me at bcorreia@holycross.edu. In the next Eighth Vector issue, I will share the top tips and stories in my column.

I wish you all the best as your journey toward balance.

Ben Correia is the SCGSNP liaison to the National Conference on Graduate Students in Student Affairs and is also as a featured writer for the Eighth Vector. He is the Assistant Director of Student Programs & Involvement at the College of the Holy Cross.

The 2007 ACPA/NASPA Joint Meeting Case Study Competition

by Alan Acosta

The ACPA/NASPA 2007 case study competition was amazing and unlike any other case study competition in recent memory. One of the biggest differences about this year's competition was that it was organized in conjunction with the NASPA case study competition, which is sponsored by the National Panhellenic Council (NPC). Several months ago, participants from both professional associations were invited to enjoy this unique conference experience. This year's ACPA Case Study Co-Coordinators, Suzette Escobar and Paige Haber, worked with NASPA's Logan Hazen to plan and organize the entire case study competition. The 2007 competition set a record for participation, as 75 graduate students and 28 new professionals from around the country signed up to compete. On Sunday of the conference, pre-registered teams attended the case study orientation, which Suzette, Paige, and Logan facilitated along with case study Co-Chair Elects Grace Fama and Alan Acosta. Graduate students and new professionals were given separate student affairs cases to analyze, and on Monday, April 2, each team was given 30 minutes to present their case solution to the judges as well as receive the judges' feedback. The winners were announced at the end of the competition. This year's case study was very successful, with several participants mentioning how much fun they had and what a pleasure it was to participate. Hopefully all qualified ACPA members will consider participating in next year's competition in Atlanta!

Alan Acosta is the Case Study Co-Coordinator. He is a Student Program Coordinator in University Housing at Florida State University.



1st Place Case Study Competition Winners
New Professionals: Tony Ribera and Matt Gray
Graduate Students: Amanda Kalal and Patrick Marino

Moments of Clarity by Dennis Hicks (continued from page 4)

Day in and day out we interact with students. Those interactions might be intentionally developmental, passive, and interactive. While we probably focus more on our intentional interactions it's probably the unintentional interactions that are most often remembered. Those moments when a student realizes that you are an individual who has a life that exists outside of the office; those moments when they begin to understand why you've made the choices you've made; and those moments when they begin to respect you for all that you do in your job. It is these interactions that fuel a student affairs practitioner to continue to do their work.

About 18 months ago I was declaring my departure from my current position. I was sure that it was time for me to move on. I had done everything I needed to do and I thought I was ready for my next adventure. Fast forward to the unintentional interaction with a student that I advise that took place during the fall semester of 2006. I have a comfy couch located directly across from my desk. This student came into my office and sat on the couch confidently and began to have a general conversation about the organization they belong to that I advise. After giving more than an hour of my time to this conversation I began to consider how important the conversation really was. Not only for his sake but for mine as well. I contemplated this conversation and its meaning over the weekend and came to a conclusion. I am not ready to leave because these moments are why I'm here.

This is the time when students across the world are graduating. These are the times where, as an educator, you are purposely reminded why you do what you do each day. The culmination of all interactions with your students and colleagues has resulted in the march of Pomp and

Circumstance and the presence of a new graduate; future leader of our free world.

Last month a student called to ask if I would be interested in attending his graduation dinner with his entire family and friends. He said that I had been influential in his college experience and wanted me to be a part of his celebration. I was honored and accepted his invitation. His appreciation for the work that I do each day and the understanding that it all has a purpose moved me.

More students will pass through my life. More students will sit comfortably on my couch. More students will remember their experiences and hopefully, think positively of them. More students will graduate. For each moment that was intentional and unintentional I will continue to remember why I am here - because I enjoy what I do on a different level. Whether it's developing a program for students, creating opportunities for them to learn or try something new, or providing a venue for open dialogue where we can learn from one another. I am grateful to have followed this path and arrived to this point in my life.

This epiphany of not only understanding why I am here doing the work that I do and having those I am connected to understand and begin to believe in the work that I do is heavy; especially when you consider the impact you are having on the world. I hope to continue to make a difference and I hope you do as well as we plan for a new year.

Dennis Hicks served as the SCGSNP newsletter editor from 2005-2007. He works at the University of Nevada, Las Vegas as the Program Coordinator for Student Development in the Office of Residential Life.

The 2007 ACPA/NASPA Joint Meeting Case Study Competition Winners

New Professional Case Study Competition Winners

- 1st Place: Matt Gray and Tony Ribera (University of Redlands)
- 2nd Place: Nicole Long and Josh Harraman (University of Nevada, Las Vegas)
- 3rd Place: Lisa Niescierenko (Rochester Institute of Technology) and Amber Kosik (SMU)
- 3rd Place: Steve Desir (University of Vermont) and David Pe (NYU)

Graduate Student Case Study Competition

- 1st Place: Amanda Kalal and Patrick Marino (Canisius College)
- 2nd Place: Kevin Kraft and Amanda Mollet (Oklahoma State University)
- 3rd Place: James DeVita and Kristin Ferguson (University of Tennessee, Knoxville)



Some of the new professional case study participants



Some of the graduate student case study participants



2007 Joint Meeting Case Study Judges

Beyond Your First Professional Position -- Advice for the Transitioning Professional

Recommendations for professionals who are looking for, or have just obtained, a new position, from a few of us who have "been there".

The Search. First, when a search committee looks at résumés, they see the same thing from most candidates (especially from within Residence Life/Housing): judicial experience, staff supervision, budgetary, crisis management, etc. One of the biggest mistakes people make when applying for a new position is thinking that their breadth of experience will be a selling point. The question is: What makes you stand out from the rest? When a management position, like an assistant director, becomes available there is usually a national search and you are "competing" with many top people in your field. Our suggestion: Find your unique expertise, gain experience with a certain "hot topic" in the field, or train yourself in a new area that could benefit the institution and its students. For example, if you have spent a lot of time developing "social justice" initiatives within your institution, you need to speak about those experiences, and how they could be implemented within your job responsibilities. If you cannot think of any skills/knowledge that sets you apart, find a new interest and begin developing yourself today! Go to a conference, start reading a book, or find a mentor on campus to help you jump start this process. Please be intentional, pick something you care about and can "sink your teeth into", not something that you feel would impress people. When it's time to apply for positions, you will have something more to talk about than just your daily responsibilities. More importantly, though, you will be helping your current institution in the process. Your new position may come with less student contact. You need to decide in advance if that is what is right for you. Do you want to be management? Would a different type of position better fit your strengths and interests? It is OK to change your area of expertise within student/academic affairs.

The new job. Once you have found that new job avoid the age old trap of "At my old school we" syndrome – we know you have heard this before, but a helpful reminder cannot hurt. Other reminders: treat everyone like they are the President of the University/College, carry your self with confidence and maturity, listen more than you talk, ask questions of those around you, and utilize all your new colleagues as resources. Be prepared to earn the trust of your new colleagues and supervisors – it may not be given freely.

Finding your balance. Seek to find balance when you begin your new job; set boundaries with your staff – know who they are and their comfort levels and expertise (especially important when working with student staff). If you are an "internal" hire you will need to understand that the dynamics of your relationships may change – there will be a "power" differential that did not previously exist; you will need to work with your colleagues to find a new equilibrium. Maintain a personal balance between your work place and home life and try to not let those two worlds collide. (We promise, from full time working parents, this can be done.) Time management will become more important than in the past as you will have the ability to set your priorities. You may find certain times to be busier than others and will need to find a new balance. Develop your own self drive and motivation. Your new supervisor expects that you know what you are doing and that you will move forward. There will be less structure in your new position (and possibly little to no training).

Be an architect of appropriate change. Each new employee feels that they want to make an impact; especially if you are now a "mid-level" manager. Stop and first learn why systems, processes, procedures are in place. You will have good ideas for change but even in your new position you may not "change the world". You may need to shift your view and begin to think more "globally", your decisions will go beyond the day-to-day – you will be expected to see the "big picture". At the same time, keep in contact with students. As student and academic affairs professionals our role is to educate students. If you no longer work with students directly, take the time and make the commitment to interact with students on a weekly basis (informal meetings, lunch gatherings, etc). It is important that you understand students needs.

Be yourself. Be honest – with everyone, at all times, but with a filter. Do not lie to anyone, ever. Be honest in a diplomatic manner and know the appropriate time to give honest feedback (this will be key if you are managing other professionals). Be true to yourself. Usually, your head tells you one thing, your heart tells you another and then there is your gut – when it comes to ethical decisions, listen to your gut! It is important to maintain your relationships with colleagues, even as you move throughout the country. Your colleagues will be your resource, your sounding board, your strength. A strong support system can make all the difference.

Final thoughts. One final bit of advice is to design your own professional development plan – where have you been, and where do you intend to go? What are the necessary pieces to make this goal a reality? Research competencies, assess your skills, and see where you need to improve. Utilize conferences, new books, journal articles, and training sessions on your campus to develop yourself. Also, understand what you do well and use those strengths to develop your knowledge. Remember, we never stop learning.

Contributors:

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The 2007-2008 SCG SNP Directorate Board



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<http://convention.myacpa.org/>

We know that many of you are eager to begin working on your program proposals for the 2008 Convention in Atlanta. The theme, Professionalism with Purpose-Advancing Inclusion and Expertise was extremely well received in Orlando. So we anticipate many excellent program submissions by the deadline--Friday, September 14th.

If you'd like to get an early start writing the proposals, please visit <http://convention.myacpa.org/program/program.html> to download the call for programs brochure. It contains detailed information about the convention theme, the types of programs sought, submission deadlines, selection criteria, and the program submission process.

Online submissions will begin in a few weeks. You will be notified by email when the site is active.

The guidelines provided in the available document will enable you to draft your program submission now. When the site is active, you will simply need to cut and paste into the online program submission site.

We hope you have a wonderful summer.

Sincerely,

Sue Saunders, Convention Chair, ACPA Atlanta 2008
Dan Morrison, Program Chair, ACPA Atlanta 2008

Tips from the Field... *(continued from page 4)*

Professional development is more than a conference...make the most of ALL of your opportunities for growth and development!
–Nicole Long

Save up money all year for the Annual Conference! –Jeff Grim

Get involved! Pursue your interests! –Sherri Ihle

Don't forget to take time for yourself. If you're a live-in staff member, get off-campus. Get involved outside of your job and develop your hobbies. Creating balance can be so difficult, but also so vital to being the best staff member you can be.
–Kelly Lough

Try your hardest to attend your state and national conferences, get out of your comfort zone and

meet people. We are friendly, and you will get so much more out of the experience! Oh...and write an article for the 8th Vector!
–Danielle Morgan

“What you do speaks so loudly others cannot hear what you say.”
–Henry Adams (submitted by Meagan Hagerty)

Take the initiative to make the most of your time and experiences. Get involved, be committed not only to making a difference in the lives of students you work with but also to your own department. –Amanda Mollet

You are not in it alone; there is always some one who is feeling the same way and everyone has been there – you will make it through! It is key to find someone

who is a solid support system!
–Jenni Lindberg

Experience all that you can without extending yourself too far. The earlier in your career that you can branch out and be a part of different areas, the more successful you will be during your first professional position.
–Moirra Priven

Work hard at getting a wealth of experiences while you are in grad school. You're in an environment with built in challenge and support, use it! –Jean Garcia

Don't underestimate the value of each relationship you form. You never know when a friend of a friend is your interviewer.
–Megan Drangstveit

Love your job and yourself.
–Annie Russell

Seek out and take advantage of opportunities to stretch yourself and learn new skills, both on-campus and off-campus. Get involved in professional organizations; if you're not sure where to start, just ask internship supervisors, mentors, professors, or people on the directorate.
–Mark Nakamoto

It seems as if folks are always looking for the next step – things will be great once I'm out of grad school, once I have that perfect job, etc. Make sure to stop and enjoy what is going on around you now or you might miss something wonderful.
–Melissa Bemus



Photos from the SCGSNP Awards Reception during the 2007 ACPA/NASPA Joint Meeting



Would you like to submit an article for the next edition of the Eighth Vector?
Contact the Newsletter Editor and SCGSNP Communications Coordinator, Suzette Escobar (sescobar@princeton.edu)



ACPA
STANDING COMMITTEE FOR
Graduate Students & New Professionals

ACPA Standing Committee for Graduate Students & New Professionals

Website: <http://www.myacpa.org/sc/scgsnp/>

The Eighth Vector

Welcome from the Chair

By Melissa Bemus

Can you believe the summer is already over? Summer and fall orientations have come and gone and classes are underway. Before you know it we will be meeting in Atlanta.

I hope that summer brought much needed rest and rejuvenation for you. I was able to take a bit of vacation and I also traveled to Washington University in St. Louis for Summer Leadership. This was a historic event since the first ever Assembly Meeting was held this year. This meeting is part of the new governance structure and will be held at the Convention in Atlanta as well. As with any new process there are some bugs to be worked out but I can see how this will be a very useful way for voices within ACPA to be heard.

Many of the conversations we had at our meetings in Orlando have turned into new initiatives or sub-committees that are already working on further ideas and plans. We also continue to receive inquiries from new members of ACPA who are interested in becoming more involved. Be on the

Changing the World in Six Days – A Cluster Facilitator’s Story

By Sherry Early

This past May, 42 University of Nevada, Las Vegas (UNLV) students and 5 faculty/staff members had the opportunity to take part in a life-altering experience at the UNLV LeaderShape Institute in Utah. LeaderShape is a highly interactive six-day program challenging student participants and the cluster facilitators (UNLV staff) to reflect on their values and develop a vision focusing on creating position change. (www.leadershape.org)



Melissa Bemus (in the middle of the 2nd to the top row) and her Orientation Committee members at Ripon College

lookout for opportunities on our listserv, especially as we get closer to the 2008 Convention. Opportunity #1 is to be a program reviewer for SCGSNP – watch for an email soon. Don’t forget that program submissions are due by Friday, September 14. I’m looking forward to Atlanta!

Melissa Bemus, the ACPA SCGSNP chair, is in her third year as the Director of Student Activities & Orientation Programs at Ripon College.

As a Cluster Facilitator, I had the opportunity to work with 8 amazing student leaders with a diverse array of experiences and visions unique to their passions. Each group comes up with a “Family Cluster” name. We became “The Makers” which is a combination of *movers and shakers* because each member of our family cluster has made their way to Las Vegas from different parts of the nation, yet we all commit to (continued on page 2)

August 2007

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The Editor’s Corner:

Thank you for your feedback on the Summer 2007 newsletter. I’m glad you enjoyed the articles and pictures from the Joint Meeting. Based on your feedback, I’ve started a new section of the newsletter titled “Updates from the Field” – please feel free to send me your exciting news and job updates and I will include it in the next edition of the Eighth Vector!

Finally, thank you to those of you who contributed articles for this edition. I appreciate the time and effort you put into writing reflective and thought-provoking pieces.

Sincerely,
Suzette Escobar
SCGSNP Communications
Coordinator

Changing the World in Six Days – A Cluster Facilitator’s Story

(continued from page 1) intentionally create positive change for the UNLV and Las Vegas communities.

Being a cluster facilitator was such a rewarding experience! I knew firsthand how much time, effort, and intent occurred behind the scenes to host a successful inaugural campus-based LeaderShape Institute because of my position. Additionally, I started at UNLV in February, so I welcomed the opportunity to engage in meaningful dialogue with students from a starting point as opposed to mid-semester. On a more personal note, being a part of the LeaderShape

faculty, seeing the transformation among participants, having authentic, challenging discussions, and witnessing everyone (including myself) step out of their comfort zone and build friendships that will stand the test of time is amazing. If you are considering becoming a cluster facilitator, I encourage you to apply for the national or your campus’ institute. This experience has restored and rejuvenated my faith that each of us has the potential to *change the world*.

Sherry Early is the Associate Director of Leadership & Service at the University of Nevada, Las Vegas.

Get Involved with ACPA

By John Summerlot

Getting involved with ACPA is a lot easier than you think, but don’t worry it was easier than I thought it would be too. All too often as graduate students and new professionals, we think “I don’t know enough to do that” or “I don’t have enough experience to do that” or “I’m not qualified”. Then we miss out on great opportunities to get involved in some meaningful way. When opportunity knocks, don’t be afraid to open the door.

My first year as a graduate student, I had been an ACPA member for about five minutes when I got involved. I signed up to be on the Standing Committee for LGBTA. I had always considered myself an ally but I knew I had lots of room for growth. I probably would have just stayed at that level of participation, but a few days later an email went out with a list of state’s that still didn’t have state representatives. I was curious about moving out of my comfort zone and inquired about whether or not I even qualified because I was “just a grad student.” I then spent the next nine months getting my horizons expanded, learning about LGBTA issue, and attending my first drag show.

Then the following year, I went into job search mode, placement, and all that stuff, so I feel out of the loop. Then last year a message went out to ACPA members about the new Governing Board positions that were being created. I again assumed that I didn’t know enough to run for a position like that, but thinking towards the future, I read all the details of the email to learn if it was something I might want to do someday. It was then that I learned one of the new positions was a Member-at-Large specifically for “entry-level” professionals. Then I convinced myself that I wasn’t qualified for the position so I looked up the requirements to convince myself that I didn’t qualify. Once again, I was wrong. I did qualify so I hesitantly applied for the position thinking I didn’t stand a chance. I was blown away a few months later when I got an email from Greg Blimling saying

that I was a finalist for the position. I promptly set about convincing myself that I wouldn’t win anyway. (I need to follow my own advice sometimes.)

So now, here I am, my third year as a professional, my fifth in ACPA, and a member of the ACPA Governing Board. Do I know everything there is to know about ACPA? No, but it turns out I don’t have to know all that. I have learned and experienced a thing or two about being a grad student and an entry-level professional. I’ve learned to make some contacts and resources in order to learn about the experiences of others at my level. I’m still a little intimidated in the Governing Board meetings –especially with those whose names that are on our text books, journal articles, etc. And so far I haven’t been asked to solve world hunger or develop a new theory of student development.

Start repeating this mantra to yourself: “I am qualified. I know enough to do this.” Then start looking for chances to get involved. Sign up for a commission or standing committee position. If you aren’t sure you’ll make it to the conference, get involved your state’s ACPA division. Don’t pass up on the opportunity to get involved early on. After all, those are the resume builders to get you involved later on. And remember, the Governing Board Member-At-Large (Entry-level) position is currently held by someone who just took a chance.

John Summerlot serves on the ACPA Governing Board as the Member-at-Large, Entry Level professional’s representative. John is also a Residence Manager at The McNutt Center at Indiana University in Bloomington, Indiana.

“When opportunity knocks, don’t be afraid to open the door”

Supervising Seniors: Another Challenge for New Supervisors

By Michele Sampson

It's August 2005, and I'm sitting at a table running my first staff meeting as a new professional with ten pairs of eyes looking back at me. We do some introductions, I explain my plan for the next two weeks of training, and I go over some expectations. One of my senior RA's hands pops up: "We didn't do that last year." Over the next few months I will hear those words a lot. During winter break I decide to do something to change the way seniors work as members of our team. I hope Iona's Senior Plan will help save you a semester full of "We didn't do that last year."

As graduate assistants and new professionals we are often faced with the opportunity and challenge of supervising senior resident assistants. Senior RAs offer a wealth of knowledge to help acclimate us to the college or university, division, and buildings we work with. It's important to recognize this. However, they also offer some special challenges.

While we are excited in our new positions and ready to define and practice our developing leadership style, seniors are not nearly as excited about the change. Housing and residential life offices tend to have many personnel changes, but RAs may not be familiar with the trend. Our hire might be the first personnel change our seniors have seen. And they might have been happy with their old supervisor. Or maybe this is the second big change seniors have seen. They know what change is like, and do not want another big adjustment. We see change as a great developmental opportunity for our seniors, but they might disagree. When everything else in their lives is about to change, they may just want their school family to be a constant.

Supervisors must be sensitive to senior developmental issues, like finding a job, applying to graduate school, taking entrance exams, looking for

apartments, changing relationships, meeting academic requirements, managing other leadership positions, and fulfilling the obligations of the RA job. I want my seniors to know I support them, but they still have a job to do.

I also recognize that new professionals can utilize and recognize the strengths of senior RAs. For instance, seniors can seriously affect our staff dynamics and our experience as supervisors. Seniors can affect how quickly we bond as a group. Seniors have been at the institution longer than we have and may feel like they know more. They may feel more comfortable publicly challenging new ideas. Seniors can spread negative or positive energy by resisting or complying. Seniors can teach new professionals the institution's cultural climate and best practices. And seniors can set standards for our staff's performance and overall attitude. I benefited from seniors who shortened my learning curve by teaching me about my buildings and who stepped up as leaders on my staff.

My objective is to balance my need to "win over" seniors and help create a positive staff dynamic and to challenge seniors to adapt to a new supervisory style, to motivate seniors to stay engaged and grow in the position, to provide a strong level of support for personal needs, and to keep the RA responsibilities on top of their responsibility heap.

To help meet these goals my colleagues and I pieced together Iona's Senior Plan:

Summer Training: After listening to seniors complain about training in the summer and again in the winter, my colleagues took action. All returning and senior RAs take turns running a daily energizer activity and calling roll call after each break. These are two

easy ways to give seniors the opportunity to take ownership over their second or third summer training. Also, many schools allow seniors to provide the acting or advising portion of crisis training scenarios. Iona now even offers returning RAs the opportunity to sit on our RA training committee or help a professional staff member present a training topic. And as a very important part of summer training, seniors have a special session to address their needs.

In this session I help senior RAs review their senior year, remind seniors of their additional time obligations such as job searching or applying to graduate schools, and encourage them to book time into their weekly schedule for these obligations. My colleague provides them with some valuable time management tools. And I remind seniors of one particularly important point: the RA position is a JOB! To help make this point hall directors present seniors with a "Senior Discount Coupon." The coupon allows seniors to be late on ONE deadline per semester due to a senior related obligation. I clearly define what a senior can use his or her coupon for, but most importantly I emphasize that a senior must ask permission to use the coupon in advance. I want to encourage seniors to keep supervisors in the loop, to plan ahead, and to be responsible. I also want to emphasize that senior obligations do not trump job-related obligations.

Secret Seniors: I assign each professional staff members a few seniors. They leave notes, candy, or small gifts in RA mailboxes signed "From your Secret Senior." This inexpensive program helps motivate seniors and makes it special to be a senior. We reveal "Secret Seniors" with a small gift at the end of the year. Underclass RAs can also serve as secret seniors. *(continued on page 4)*

Supervising Seniors: Another Challenge for New Supervisors

(continued from page 3) In addition to these “secret” notes, each professional staff member takes a turn sending a note of encouragement via email or mailboxes to all seniors every few weeks. This note helps to keep seniors motivated and feeling special. It is also a fun way to make sure seniors check their mailboxes or visit the central office regularly.

Senior Gatherings: Seniors need to get together to relax and share their unique senior RA experiences. To keep these informal sessions positive, I host a residential life sponsored “Senior Brunch” in the fall and “Senior Sundae” in the spring. Professional staff members and senior RAs relax together, discuss future plans, and enjoy the company of those who know their unique challenges. The response to this part of the “Senior Plan” has been overwhelmingly positive from all involved. Hosting the event in an RHD apartment adds a cozy, relaxed touch.

Career Support: Have you had a senior break down in your office yet because he or she does not know what to do next year? A few of my seniors do not even have a resume. To address the career planning needs of senior RAs, I work with our career development office to encourage RAs to attend a resume workshop designed to help seniors prepare for the job placement process. If one plans early enough and has a cooperative career services department he or she can create a specialized in-service to help RAs utilize their experiences to design a detailed resume and answer interview questions.

Winter Training: How do we keep seniors motivated for their LAST training? I once again separate seniors for a special training session to help them begin the reflection process. I ask them questions: which RAs from your past do you most admire and why? What skills do you still want to acquire

before you leave? What role do you play on your staff? And how do you want to be remembered? While some seniors are more ready to start the reflection process than others, most comment that it is the most useful training session they attend. The goal of this session is to make sure seniors start reflecting on their experiences, to help them set goals one last time, and to ensure they realize there is one important semester left.

The Exit Interview: One thing I learned as a supervisor is that seniors have a lot to say. We need to give them time to say it. In the first two weeks of May my colleagues invite seniors to make an appointment with either the assistant director or the director of residential life to answer some questions the professional staff developed to get honest feedback about the RA experience. We tell seniors about the opportunity in January as a reminder that we value their input and will listen to their feedback. Sometimes what we view as “negative energy” is really just a senior passionate about the department and wanting the best for it. More than half of last year’s graduating seniors took advantage of this opportunity and provided valuable feedback.

Senior In-Service: During the last in-service of the year I separate returning and senior RAs. Returners discuss summer training plans. Seniors listen to a presenter on financial planning, budgeting, benefits, and negotiating a job offer. While this session scares seniors a bit, they need it and appreciate the reality check and helpful information.

Gifts and Recognition: Most departments do staff wide recognition. Iona’s residential life team asks RAs to nominate and vote on awards for their peers. We have found this is meaningful for the whole staff. All RAs have input, and winners pride themselves on the nominations. In

addition to end of the year gifts given to all staff members, Iona’s seniors get small gifts including key chain picture frames with “ORL” written on them (Office of Residential Life). Seniors truly dedicate themselves to our department, and we want to recognize their dedication as truly more than just job related. It is also important for each supervisor to clearly help seniors symbolically make the next step. We are closest to them and know their individual strengths and struggles. To help seniors make this step I make a cook book entitled “Recipes for Success.” Every non-senior RA on my staff writes a good luck note to each senior and shares their favorite recipe.

We have identified the strengths and needs of our seniors. My colleagues and I have tried to meet these needs. Our primary goals for our Senior Plan include keeping seniors involved, helping them stay positive and productive members of our staff, providing them better support and preparation for their next steps, and learning from their valuable experiences. While we cannot guarantee this plan will change the attitudes of every senior, it has gone a long way to help us work better with ours. We now have outlets for seniors to express themselves and try to make them feel valued. I have often heard non-senior RAs say, “I can’t wait to be a senior.” And it feels great as a supervisor because seniors truly appreciate the effort you are making on their behalf. This plan includes just a few of some easy and inexpensive steps to get the most from our seniors and ourselves.

This plan includes just a few of some easy and inexpensive steps to get the most from our seniors and ourselves!

Michele Sampson is in her third year as a Residence Hall Director at Iona College in New Rochelle, New York.

Making Professional Development a Healthy Habit

By Jason Bergeron, Danielle Kuglin, and Teniell Trolan

In the busy world of student affairs, there are weekend programs, late night meetings with students, piles of paperwork, and many people and priorities that demand your time. It is easy for a new professional or graduate student to become consumed with work in their busy corner of campus; however it is critical to take time to be intentional in creating a professional development plan, in order to continue your growth and development as a new professional in student affairs. At an early place in your career, you have the opportunity to make professional development a healthy habit; keeping in mind that a commitment to professional involvement can set you apart from other candidates as you search for your next position or establish yourself within your current position.

DETERMINING YOUR PROFESSIONAL DEVELOPMENT GOALS

It is important to identify your own professional development goals and priorities, as well as the goals and priorities of your university or student affairs division, before deciding on which professional development activities in which to engage. Are you hoping to:

- Engage in professional learning about your current position or functional area?
- Create professional networks within your functional area?
- Engage in skill-based or job-specific training?
- Contribute to or volunteer with a professional association?
- Prepare for graduate or doctoral work?
- Prepare yourself for a future position or career?
- Challenge yourself to step outside of your comfort zone or strengths?

Determining your goals and priorities for professional development will help you to select the most appropriate opportunities for yourself, ensuring that limited time and monetary resources are best utilized and that your professional learning is maximized.

IDENTIFYING PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Beginning constructive relationships with professional associations in higher education is incredibly important as a new student affairs professional. These associations provide a challenge to stay involved in the profession on a broader level and offer meaningful ways to help create a support group for both new and seasoned professionals. Professional involvement beyond your campus is an excellent way to develop a strong professional identity and to contribute to the profession as a whole. Further involvement in an association through a volunteer role or elected office, assists in understanding the behind-the-scenes operations of the association, allows new professionals to find more specific ways to advance the profession, and shows a commitment to the profession above and beyond the work done at a campus level.

Attendance at conferences, including those sponsored by the American College Personnel Association (ACPA) and the National Association of Student Personnel Administrators (NASPA), can assist new professionals in creating professional networks, learning more about current theory and research related to their work, and generating new ideas and initiatives for their campuses. As many new professionals begin their first positions, they are often considered by their colleagues on campus to be “experts” in their fields. Finding a venue that allows new professionals to create relationships with other colleagues within their functional area may help them to feel more confident about their new “expert” role, and can help new professionals find ways to get questions answered related to their work with students; questions they may or may not have a venue to address while on campus.

Additionally, it is important to identify conferences and training programs that will support learning and networking within your functional area, as well as those that support the vision of your student affairs division. Associations such as the Association of College and University Housing Officers International

(ACUHO-I), the Association of Fraternity Advisors (AFA), and the National Orientation Directors Association (NODA), sponsor national and regional conferences annually that offer opportunities for professionals to learn more about their specific functional areas on campus. Professionals may also choose to look beyond their own functional areas in finding conferences or training programs to attend. For example, the professional opportunity offered by the Association of Student Judicial Affairs (ASJA) through its Gehring Campus Judicial Affairs Training Institute can be very valuable to professionals working in functional areas outside of student judicial affairs.

Another way to facilitate your professional development is by engaging regularly in professional scholarship. Professional scholarship can include regularly reviewing current literature related to your functional area or other areas of professional interest, contributing articles to professional magazine or newsletter publications, or conducting and publishing research. Regularly reviewing current literature can enable new professionals to become familiar with current trends and research related to their specific job responsibilities, and can help new professionals better inform their daily practice. Setting aside one to two hours per week for professional reading can help new professionals stay on top of what’s happening in the literature and generate ideas for applied practice. Contributing articles or engaging in research also offers an outstanding development opportunity for new professionals, and can contribute to the body of literature available to other professionals in the field.

By stepping outside of the gates of your campus and professional responsibilities, community involvement provides another avenue for professional development. Many agencies are looking for community members to support their services; providing a unique local opportunity for professional development. Direct meaningful service at *(continued on page 6)*

Making Professional Development a Healthy Habit

(continued from page 5) a local agency can mean weekly on-site volunteering, assisting with annual events, offering special services, or planning and supporting fundraising efforts. Another way to become connected to the community is by serving on a board of directors for a community organization – you may find opportunities to serve on the board for local chapters of service agencies, such as the United Way or Big Brothers/ Big Sisters, or for a business, like a local bank. If you are unable or unsure of committing your time to one or just a few organizations, there are groups that are committed to giving to the entire community, such as the Lions Club, Kiwanis, Jaycees, Rotary, or your local Chamber of Commerce. By being involved in the community you will have the opportunity to network, develop new or enhance existing skill sets, find intrinsic value in giving back to the community, build partnerships, and be a role model for your students as an active and involved citizen.

There are also several ways to engage with other colleagues as you identify professional development opportunities. As you consider your next research project or conference presentation, connect with colleagues on your campus or at other institutions to submit or complete work together. This will enable you to network and develop a professional connection with other student affairs colleagues while engaging in your own professional development. You may also consider connecting with other new or senior colleagues on your campus to begin a new professionals group, a colleague mentoring program, or professional reading/book club.

DEVELOPING A PROFESSIONAL IDENTITY

Developing a professional identity and communication style is tantamount to your knowledge and skills in your specific functional area. As a significant amount of our effect on students is our ability to converse with them and find the nuances in the ways they think and act through those conversations, developing an engaging style of conversation that can

challenge and support students at the right times is a great asset. Having conversations with a seasoned professional in the field on a consistent basis can help to develop this style, as they can help to reinforce good conversational behaviors or pinpoint areas of growth to ensure that communication with students, other staff, and faculty are always clear. Facilitating small group leadership experiences with students can serve as an accelerated learning experience in finding the right style. Serving as a facilitator for LeaderShape, the Undergraduate Interfraternity Institute, or other like programs that connect conversation to curriculum can serve as resources in finding a style that connects with a variety of student populations.

Developing a fluid style of writing will also strengthen a new professional's credibility in the field. Finding opportunities to write for your institution or professional association is very important, whether it is something as local as a divisional newsletter or as large-scale as an intensive research article. Be prepared to open yourself to feedback on your style as well. This feedback will help in determining how to structure pieces with the appropriate balance of humor and seriousness, opinion and fact, and when the use of each is appropriate.

BALANCING PROFESSIONAL DEVELOPMENT WITH CURRENT JOB RESPONSIBILITIES



In the sea of exciting potential involvement opportunities within the profession, it is important not to allow off-campus professional development to overshadow your on-campus responsibilities, especially if those opportunities may take professionals away from campus. Identifying development opportunities early on can assist new professionals in having ample time to have a conversation

with their supervisor regarding time commitments. Developing a plan for professional development early in the year can assist new professionals in evaluating responsibilities they may have off-campus (association involvement, conference attendance, facilitating student leadership institutes) and assist with managing time and responsibilities related to their current position. Keep in mind that professionals are paid employees of their institutions, which can definitely affect decision making when taking on additional volunteer or development opportunities.

By creating your professional development plan, you will have taken the time to establish your development goals and identified opportunities, considered the balance of your work responsibilities with professional development responsibilities, begun formulating your professional identity, and have been intentional in the planning of your development as a new student affairs professional. Now it is time to take your plan and turn it into action. It is up to you to make professional development an integral part of your professional career and to continually re-evaluate your plan and make it relevant to you and your work. While we may find ourselves consumed by the demands of our daily work responsibilities, through professional development, new professionals and graduate students have an opportunity to intentionally plan how they choose to enhance their abilities and make professional development a healthy habit.

Jason Bergeron is the Assistant Director of Student Activities for Greek Life and Leadership at Michigan Technological University in Houghton, Michigan.

Danielle Kuglin is the Director of Fraternity and Sorority Life at Illinois Wesleyan University in Bloomington, Illinois.

Teniell Trolan is the Director of Fraternity and Sorority Life at Bradley University in Peoria, Illinois.



2008 Convention News

Educational program submission is now open! We encourage you to browse the ACPA Atlanta 2008 site at <http://convention.myacpa.org> to learn more about the convention theme, professional outcomes, sponsorship opportunities and...Atlanta!

Be Challenged. Be Purposeful. Atlanta Awaits.

Important Dates and Notices:

- **September 14, 2007:** Program submissions are due
- **November 15, 2007:** Convention registration opens
- **Ongoing:** Volunteer to be a Program Reviewer
- **Ongoing:** Sign-up to volunteer at the Annual Convention at <http://convention.myacpa.org/volunteer/>
- **March 29-April 2, 2008:** ACPA Convention in Atlanta!

UPDATES FROM THE FIELD

- **Erica Cosentino** accepted a position as the Director of Student Leadership and Engagement at Guilford College.
- **Megan Drangstveit** accepted a position as the Holmes Complex Director at Michigan State University.
- **Grace Fama** accepted a position as the Program Coordinator for Leadership Development and Campus Activities at SUNY Binghamton.
- **Paige Haber** is now a Teaching/Research Assistant in Leadership Studies at the University of San Diego—School of Leadership and Education Sciences.
- **Meagan Hagerty** accepted a position as the Assistant Director of Student Life for Semester at Sea.
- **Sarah Hermsmeier** accepted a position as the Program Director—Service Learning at Penn State University's Center for Student Engagement.
- **Dennis Hicks** recently started a student affairs blog titled "The Real World of Maslow" — check it out! <http://therealworldofmaslow.blogspot.com>
- **Josh Hiscock** was promoted from Assistant Director to Associate Director of Student Programs and Leadership at Roger Williams University.
- **Jen Lelinski** accepted a position as a Complex Director at Northern Illinois University.
- **Nicole Long** started her Ph.D. program in College Student Personnel at the University of Maryland.
- **Danielle Morgan** accepted a position as the Bowditch Hall Resident Director at Salem State College.
- **Mark Nakamoto** accepted a new position at New York University's Stern School of Business as an Academic Adviser (Freshmen/Sophomore Team).
- **Annie Russell** started her Ph.D. program in Higher Education at Bowling Green State University.



Would you like to submit an article for the next edition of the Eighth Vector?

Contact the Newsletter Editor and
SCGSNP Communications Coordinator,
Suzette Escobar (sescobar@princeton.edu)

ACPA Standing Committee for Graduate Students and New Professionals

Website: <http://www.myacpa.org/sc/scgsnp/>



The Eighth Vector

SCGSNP Chair Update—Winter 2008

Melissa Hrovatin-Bemus



The Standing Committee for Graduate Students and New Professionals would like to announce the recipients of the 2008 Convention Scholarship

- Ashley Weets, Western Illinois University
- Cynthia Fulford, Bowling Green State University

Each of these individuals will receive financial assistance to attend the 2008 Convention in Atlanta in addition to other benefits.

Please join us in congratulating Ashley & Cynthia on their receipt of this scholarship!

Would you like to submit an article for the next edition of the Eighth Vector?

Contact Suzette Escobar, the SCGSNP Communications Coordinator at sescobar@princeton.edu

Happy New Year! I hope that all of you were able to enjoy what I'm sure was a much needed break. The New Year always signals for me the start of a busy, crazy time of year. It seems that the time between the start of second semester and commencement gets shorter every year. Between job searches, conferences, and end-of-the-year activities, the semester is going to fly.

The ACPA Annual Convention in Atlanta is right around the corner and SCGSNP is working to make sure that we are ready. Our programs have been chosen, award and scholarship submissions are being

reviewed, and final preparations are going to be in full swing quite soon.

If you are looking for ways to get more involved with ACPA and SCGSNP we have some opportunities that will soon be available. We typically do elections at the annual convention but because of career or life changes, we sometimes find ourselves needing to fill positions mid-year. I will send an email to the listserv later this month with the available positions as well as the election process we will use. I am also in the final stages of finalizing our list of liaisons and will have positions open in that area as

well. Look for more information on this soon!

The Annual Convention is always a great way for us to connect and generate new ideas for the standing committee and how we can best serve our constituents. Watch your email for all the programs that we will be sponsoring at the convention – we look forward to seeing lots of new faces.

See you in Atlanta!

Melissa Bemus, the ACPA SCGSNP chair, is in her third year as the Director of Student Activities & Orientation Programs at Ripon College.

ACPA Convention—March 29-April 2, 2008

Professionalism with Purpose—Advancing Inclusion and Expertise

We hope to see you in Atlanta in 2008, as we evaluate *Professionalism with Purpose—Advancing Inclusion and Expertise*.

Major Speakers:

- Reverend Peter Gomes
- Nikki Giovanni
- Carol Gilligan

Registration Deadlines

- Early: January 31st
- Regular: February 28th

Next Generation Conference

Registration due—Feb. 28th

Convention Colleagues Program/Establishing Your Relationship with ACPA

Sunday, March 30th
4:00-5:30 PM

First time at ACPA? Join us for a comprehensive orientation to ACPA and to the Annual Convention. We

will introduce you to ACPA, cover the various components of the Convention, and provide an opportunity to network with seasoned professionals in the organization. The orientation is sponsored by the Standing Committee for Graduate Students and New Professionals. For more information, please visit <http://www.myacpa.org/sc/scgsnp/>

Meet the Standing Committees: Mentoring & Networking for New Members

Sunday, March 30, 3:30 PM-4:00 PM (Location TBA)

Come meet and network with the ACPA Standing Committees right before the **Convention Colleagues Program!** Standing Committees are subdivisions of ACPA designed to represent the various interests of ACPA members. This time will enable you to get to know members from various Standing Committees and learn about opportunities for involvement. You are welcome to attend more

than one session. Leaders from the following Standing Committees look forward to meeting you:

- *Standing Committee on Disability*
- *Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness*
- *Standing Committee for Men*
- *Standing Committee for Multicultural Affairs*
- *Standing Committee for Women*

Members of the *Standing Committee for Graduate Students and New Professionals* will be available to meet you at the **Convention Colleagues Program** immediately following this program. For more information, contact Amanda Suniti Niskodé at aniskode@indiana.edu or visit the Standing Committees' Web pages: http://www.myacpa.org/sc/sc_index.cfm

SCGSNP ANNOUNCEMENTS

Roommate Network Services

The Standing Committee for Graduate Students and New Professionals (SCGSNP) provides a venue for conference attendees to find roommates for the annual conference in Atlanta. The Google group (<http://groups.google.com/group/acpa2008>) provides discussion boards for individuals to post their hotel preferences, roommate needs, contact information, and search other listings for roommates. If you have not yet finalized your hotel plans, check it out! Contact Megan Drangstveit, SCGSNP Roommate Network Services Coordinator, for more information (Email address: mdrangst@mail.hfs.msu.edu)

Conference on Multiracial & Multiple Identities – Stepping Inside & Outside the Box

February 6-9, 2008

St. Louis, Missouri

<http://www.myacpa.org/pd/identities/>

ACPA Next Generation Conference

The Next Generation Conference will be held Saturday and Sunday, March 29-30, 2008 prior to the start

of the 2008 ACPA Convention in Atlanta. The conference is a unique opportunity for about 100 undergraduates from across the nation to learn about careers in student affairs. Please encourage the undergraduate students that you know to attend the conference! For more information on the Next Generation Conference, check out: <http://convention.myacpa.org/program/next-gen.html>

2008 ACPA Case Study Competition

The Standing Committee for Graduate Students and New Professionals is pleased to present the 2008 Case Study Competition!

Each year at the Annual Convention, graduate students and new professionals are able to apply theory to practice by solving a thought-provoking case study relevant to the field of student affairs and higher education.

This year, all participants will sign up as a team. Case studies will be emailed to all participants approximately 2 weeks before the conference, to allow teams ample

time to prepare a presentation AND be able to attend educational sessions at the Annual Convention.

Registration will be available in the beginning of February. To participate, sign up online at the convention website by 5:00pm on Friday, February 29th. Be sure to sign up as soon as possible, as space will be limited. Important Dates:

- Sign up deadline: February 29 at 5:00pm
- Case studies emailed to participating teams: March 15
- Case Study Orientation: Saturday, March 29 at 5:00-7:00pm
- Case Study Competition: Sunday, March 30 at 9:00am-5:00pm
- Case Study Wrap-up session and Results: Sunday, March 30 following the last presentation

For more information or questions regarding the Case Study Competition, please contact Grace Fama (gfama@binghamton.edu) or Alan Acosta (aacosta@admin.fsu.edu)

Social Justice?

By Jane Duffy and Darris Means

Fresh out of graduate school, I was ready to attend some higher education conferences. One conference that caught my attention was the Annual Tools for Social Justice Conference sponsored by ACPA. After being approved to attend the conference, I used my professional development funds to pay for the conference, flight, and hotel. Then, it was time to attend the conference, so I packed my bags and business cards. I went to the conference expecting to know a lot about social justice; however, I learned more than I expected during the three day conference. I realized that I entered the conference with a misconception about social justice. Before, I always considered social justice to be the same as multiculturalism and diversity. I quickly learned that social justice goes beyond those concepts. So what is social justice?

Social justice is based on the concepts of human rights and equality, and is a movement working towards a socially just world. It may help to think of social justice as how society manifests human rights in peoples' everyday lives. What determines how advantages and disadvantages are distributed in society? How does your social group membership affect your experiences? Asking yourself questions such as these is a critical step in becoming more self-aware about social justice.

Social justice education focuses on resources that individuals and communities may utilize to facilitate personal and social change. Social justice educators believe in the transformation of educational

institutions and practices by understanding intergroup relations. Viewing society through the lenses of education, advocacy, and oppression can be useful tools when examining marginalization, powerlessness, violence, and discriminatory structures.

Social justice is not political correctness. Social justice is not merely sensitivity training or speech codes; it is investigating how power and privilege shape our world today. Social justice is educating ourselves and others about how systems of oppression create inequity within society and our educational system. Social justice is something that incorporates attention to fairness and equity across the broad spectrum of sociological dimensions not limited to ethnicity, gender, socioeconomic status, religion, ability, and sexual orientation.

Why should student affairs professionals be interested?

Any educational setting is touched by issues relating to social justice. Understanding the affects of educators on student learning is vital, and educators cannot teach under the assumption that "equal" means "same." Exploring culture, language and values will assist student affairs professionals and college students alike to question ethnocentric frameworks. Being critically conscious and supporting thought-out experiences, retreats, trainings, and conversations will help college students to think about these critical issues as well.

How can I learn more about social justice?

1. Become involved in the ACPA

Commission for Social Justice Educators (CSJE). This commission provides a place for college student educators committed to a broad range of social justice issues to network; share knowledge, tools, and resources; collaborate across institutions and identities; and provides support. This Commission supports those working towards social justice and diversity issues across the wide spectrum of student affairs positions. Join the listserv, become a liaison for another Standing Committee or Commission, or discover another way to become involved. <http://www.myacpa.org/comm/social/pages/member.cfm>

2. Do professional development reading, attend conferences, and look into websites related to social justice. Here are some resources:

- Washington, Rev. J. (2007). *Social justice in higher education: From awareness to action*. NASPA Leadership Exchange.
- Freire, P. (1986). *Pedagogy of the oppressed*. New York, New York: Continuum.
- Writings of Lisa Delpit and Herbert Kohl
- www.diversityweb.org
- www.edchange.org
- White Privilege Conference <http://www.uccs.edu/~wpc/>
- Social Justice Training Institute <http://sjti.org/>
- NCORE Conference <http://www.ncore.ou.edu/>

The authors are Co-Liaisons to the Standing Committee for Graduate Students and New Professionals for the Commission of Social Justice Educators.

SCGSNP Sponsored Programs - 2008 ACPA Conference in Atlanta

Becoming a Purposeful Professional: Results and Recommendations from the NSNPSA

**Monday, March 31, 2008
10:15 AM - 11:30 AM**

The first year as a full-time student affairs professional can be challenging, rewarding, frustrating, and joyful. In this session, we present themes from a longitudinal study of over 100 new professionals from across North America. Graduate students and new professionals are invited to join us as we discuss how to make the most of the transition into the profession and how to deal with common challenges. Participants will engage in a personal action-planning process to navigate their transition.

Coordinating Presenter:

[Eric R Jessup-Anger](#), Michigan State University

Additional Presenters:

[Kristen Renn](#), Michigan State University

Doctoral Student Success: Know Yourself, Know the Program

**Monday, March 31, 2008
1:15 PM - 2:30 PM**

The fit between students and doctoral programs is very important as graduate students interact almost exclusively with the department or program rather than the university as a whole. One way for students to assess the environment of a potential program is through the use of Bolman and Deal's four organizational frameworks. Participants will use the frameworks to identify their own needs and the characteristics of a doctoral program in order to find the best educational fit.

Coordinating Presenter:

[Karen J Haley](#), North Carolina State University

Additional Presenters:

[Audrey Jaeger](#), North Carolina State University

Graduate Students & New Professionals: Developing Professionalism with Purpose

**Monday, March 31, 2008
4:15 PM - 5:30 PM**

Recent literature emphasizes that the most valuable preparation for a career in student affairs engages graduate students in professional development that fosters both personal growth and the professional experience. The presenters will incorporate research, graduate program curricula, and personal experience to outline seven action-oriented elements of meaningful professional engagement that correspond with established standards for preparation in higher education.

Coordinating Presenter:

[Staci Lynne Hersh](#), New York University

Additional Presenters:

[Tracee Johnson](#), New York University

[Ashley Skipwith](#), New York University

The Doctorate: You've Made the Decision, Now Make the Transition

**Tuesday, April 1, 2008
11:45 AM - 1:00 PM**

We know everything about student life, right? What about our own experiences as students? The transition from full-time professional work into life as a student, again, can have unexpected results. Come into the living room of three doctoral student roommates, all of whom had

different professional experiences prior to beginning their studies. In addition to learning about transition theory relating to graduate studies, the presenters and participants will discuss challenges associated with re-entering the classroom after working full-time. Backpacks welcome!

Coordinating Presenter:

[Marybeth J Drechsler](#), University of Maryland, College Park

Additional Presenters:

[Kristan M Cilente](#), The University of Maryland, College Park

[Nicole Long](#), University of Maryland

The Personal Program for Professional People

**Wednesday, April 2, 2008
8:00 AM - 9:15 AM**

Are you a graduate student or new professional thinking, "What about me?" as you create your professional development plan? As graduate students embark on the development of their professional identities and new professionals continue to reflect on and redefine theirs, it is important to consider how personal life and growth impact their professional abilities and development. This interactive program will provide useful information, exercises, and resources for helping graduate students to understand and develop themselves as both persons and professionals.

Coordinating Presenter:

[Sarah L Hermsmeier](#), The Pennsylvania State University

Additional Presenters:

[Nicole Long](#), University of Maryland

[Kelly Lough](#), University of Massachusetts-Amherst

[Danielle Morgan](#), Salem State College



THE EIGHTH VECTOR

Volume 4, Issue 4

March 2008



ACPA
STANDING COMMITTEE FOR
**Graduate Students
& New Professionals**

Welcome from the Chair *by Melissa Bemus*

After a crazy winter in the Midwest, I am thrilled to be heading to Atlanta very soon! The 2008 Annual Convention promises to be a great time for professional development and coming together with friends and colleagues. There are a couple of events that I would like to highlight:

~ If this is your first ACPA Convention, I encourage you to join us on Sunday for the Convention Colleagues program. There is more information on the program included in this newsletter.

~ Please also join us for SCGSNP socials! On Saturday, March 29th, we will meet at the Marriott Marquis (in the lobby near Starbucks) to head

somewhere off-site. We will also have our traditional Awards Reception & Social on Tuesday, April 1 from 7:30-9pm in the Marriott Marquis - A706.

~ Don't forget to bring your \$5 to become the proud owner of an SCGSNP t-shirt. All money benefits our graduate student scholarship. Quantities are limited!

~ Since this year is the first official year of the new governance structure, there will be new features at the convention. One that I would like to highlight is the Town Hall Assembly Meeting. This is a great chance to learn more about what is going on within ACPA. This meeting will

take place on Monday from 3:00-5:00pm in the Marriott Marquis - Imperial Ballroom.

~ If you are interested in becoming more involved with the committee, the convention will be a great time for this to happen. You can learn more about SCGSNP at our Open Meeting on Monday at 5:45pm in the Marriott Marquis - M302 & M303. If you'd like to run for an elected position, please join us on Tuesday at 2:30pm in the Marriott Marquis - M301 for our elections!

I hope to meet many new people and reconnect with old friends. See you soon!

Meet the Standing Committees: Mentoring & Networking for New Members Sunday, March 30th from 3:30-4:00 PM

Come meet and network with the ACPA Standing Committees right before the Convention Colleagues Program! Standing Committees are subdivisions of ACPA designed to represent the various interests of ACPA members. This event will enable you to get to know members from various Standing Committees and learn about opportunities for involvement. You are welcome to attend more than one session. Leaders from the following Standing Committees look forward to meeting you:

Standing Committee on Disability: *Hyatt Regency - Techwood*

Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness: *Hyatt Regency - Edgewood*

Standing Committee for Men: *Hyatt Regency - Roswell*

Standing Committee for Multicultural Affairs: *Marriott Marquis - M104*

Standing Committee for Women: *Hyatt Regency - University*

Members of the Standing Committee for Graduate Students and New Professionals will be available to meet you at the Convention Colleagues Program immediately following this program.

For more information, contact Amanda Suniti Niskodé, Convention Colleagues program chair, at aniskode@indiana.edu or visit the Standing Committee's Web pages: <http://www.myacpa.org/sc/scgsnp/index.cfm>

ALL ARE WELCOME to these ACPA SCGSNP events during Convention!

- **Saturday, March 29: ACPA Leadership Reception & Awards Ceremony from 5:00-7:00 PM** (Marriott Marquis, Imperial Ballroom)
- **Saturday, March 29: SCGSNP Social at 7:00 PM** (Meet in the Marriott Marquis outside Starbucks)
- **Sunday, March 30: Meet the Standing Committees: Mentoring & Networking for New Members from 3:30-4:00 PM** (more details on this page)
- **Sunday, March 30: Convention Colleagues from 4:00-5:30 PM** (Hyatt Regency, Regency Ballroom VII; see page 2 for more details)
- **Monday, March 31: SCGSNP Open Meeting and Elections Interest Meeting at 5:45 PM** (Marriott Marquis—M302 & M303)
- **Monday, March 31—ACPA Convention Showcase** (Hyatt Regency, Centennial Ballroom)
- **Tuesday, April 1—SCGSNP Elections from 2:30-5:00 PM** (Marriott Marquis—M301)
- **Tuesday, April 1—SCGSNP Social from 7:30-9:00 PM** (Marriott Marquis—A706)

Are you a STUDENT or ADVISOR of a grad prep program ASSOCIATION? Are you interested in starting an ASSOCIATION in your grad prep program?

If so, contact Sarah Hermsmeier (slh52@sa.psu.edu) or Annie Russell (erussel@bgnet.bgsu.edu). The SCGSNP is interested in connecting associations across the country to network and share resources both at Convention and throughout the year, but we cannot do it without YOU!

Vice President:
Tom Jackson Jr.
University of Louisville

Director of Equity and Inclusion (Elect):
Susan Johnson
Indiana University—
Bloomington

Member-at-Large—Entry Level (Elect):
Laura Ulmer, Wingate
University (NC)

Member-at-Large—Senior Level (Elect):
Tim Pierson
Longwood University (VA)

Assembly Coordinator for International Divisions (Elect):
Jacqueline Austin
University of the West
Indies, Cave Hill Campus
(Barbados)

Assembly Coordinator for State Divisions (Elect):
Sandra Emerick
Cleveland State University
(OH)

Standing Committee for Women Chair:
Jodie Castanza
University of Illinois —
Urbana/Champaign

Standing Committee for Men Chair:
Paul Brown
American University (DC)

Director of Professional Development:
Dwayne Todd
Columbus College of Art
and Design (OH)

Director for Research and Scholarship:
Robert Reason
Pennsylvania State
University



Congratulations to our 2008 SCGSNP Award Winners:

Alana Hamlett
Indiana University -
Bloomington
Outstanding Master's Student

Kevin Dougherty
The University of Arizona
Outstanding Doctorial Student

Peter Mather
Ohio University
Outstanding Mentor to Graduate Students

Aaron Hart
California State University,
Channel Island
Outstanding Mentor to New Professionals

Kari Taylor
Miami University
Outstanding New Professional

Joshua Hiscock
Roger Williams University
Outstanding Dedication to Professional Service

Awards will be presented at the Leadership Reception and Awards Ceremony on Saturday, March 29, 2008 from 5:00-7:00 PM in the Marriot Marquis, Imperial Ballroom.

Convention Colleagues *Establishing Your Relationship with ACPA*

Sunday, March 30, 2008
Time: 4:00-5:30 PM
Location: Hyatt Regency, Regency Ballroom VII
(no preregistration required)

First time at ACPA? Join us for a comprehensive orientation to ACPA and to the Annual Convention. We will introduce you to ACPA, cover the various components of the Convention, and provide an opportunity to **network with seasoned professionals in the organization.**

The orientation is sponsored by the Standing Committee for Graduate Students and New Professionals.

Come and meet some of ACPA's leaders:

- Greg Roberts, ACPA Executive Director
- Vasti Torres, ACPA President
- Patty Perillo, ACPA Vice President



We hope to see you in Atlanta!

ACPA Assembly Meeting

Monday, March 31, 2008
3:00-5:00 PM
Marriott Marquis, Imperial Ballroom

Your voice matters in ACPA. It is one of our association's distinctive values. The Assembly, an enhancement under our new Governance structure, is designed to hear the

voice of ACPA members and welcomes your involvement at this first-ever Convention Assembly on Monday, March 31, from 3-5pm. You will have an opportunity to learn about and provide input on ACPA's strategic plan and current priorities. Join your elected leaders for this participatory town hall

gathering. Follow-up meeting scheduled for Tuesday, April 1, from 4:15-5:30pm.

We look forward to seeing you at this important event!

ACPA Atlanta 2008 – Annual Convention

SCGSNP Sponsored Programs

Volume 4, Issue 4

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Monday, March 31, 2008

10:15 AM - 11:30 AM

Marriott Marquis, International 6

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Marriott Marquis, International 2

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Marriott Marquis, A708

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