Words From Our Chair: Danielle Morgan

It is a great time to be a graduate student or a new professional in Higher Education!

Campuses always reach their peaks midway through the first semester – and by now your campuses and offices are probably bustling with students and midterms, programs and activities. The dust has settled and people have started to get in the swing of things; the freshness of the school year has worn off but the excitement still lingers!

And the SCGSNP has a lot of great things going on for all of you too! This year’s ACPA Convention is sure to be a hit, not to mention it is located in the beloved college-town of Boston – which means cheap eats, a little history and tourist attractions, and a slew of colleges and universities will all be just a few steps away. And if you are local, this year, for the first time, you can purchase a day-pass to attend the events. For those of you job searching, placement has been revitalized and Career Central will be the place to be for interviews and some of the best job opportunities in the field!

Our Committee has been working hard already to prepare for Convention – from our scholarships for graduate students and awards given out for graduate students, new professionals and educators, to the Case Study Competition and our ever-popular professional-development raffle, we are working to ensure that there are services in ACPA catered to your needs. And of course our signature event, Convention Colleagues, will kick-start the conference and prepare you for a great experience!

But SCGSNP isn’t only here for you come March – but every day and month of the year!

Our listserv can bustle with your ideas, as can this newsletter, where we love to hear your thoughts. SCGSNP is working to bring you scholarship, professional development, and networking opportunities while also advocating for your needs in the organization as a whole. Is there something you have noticed is missing, or might not make sense to you about ACPA? A question you have in the back of your mind that your itchin’ to have answered, or just some ideas and thoughts about how we can better serve you? Send them my way by emailing danielleamorgan924@gmail.com. I am interested in what is going on, and will work to make sure the rest of ACPA knows your thoughts too!

I wish you all a great Fall Semester – and whether it’s your first year in the field, or you are just pursuing, remember to let your friends here in SCGSNP know how you are doing and what is going on!
2010 SCGSNP Scholarship: Now Accepting Applications!

By Ashley Weets

It’s that time again – applications are now available for the SCGSNP Graduate Student Scholarship! This year, up to $300 will be awarded to two recipients. Qualified candidates must:

- be current full-time graduate students at the time of the 2010 ACPA Annual Convention.
- be first time (post-bachelors degree) attendees at the 2010 ACPA Annual Convention.
  - *Previous attendance at the Next Generation conference does not disqualify candidates.*
- plan to attend the 2010 ACPA Annual Convention in Boston, MA.
- not participate in Career Central at the 2010 Annual Convention.

The scholarship is a fantastic way to begin your involvement with ACPA as it allows you to meet the Directorate, attend our business meetings at the Convention, and gives you the opportunity to have a Convention Mentor, who will help you navigate the Convention and introduce you to the SCGSNP and ACPA. This will be the fourth year of the Scholarship, and so far it has allowed six graduate students to attend the Convention and become connected with the Standing Committee.

Former recipient and current Chair of the SCGSNP, Danielle Morgan, shared the impact the scholarship had on her. "I doubt that I would be involved in ACPA if it wasn’t for the SCGSNP scholarship... I was immediately greeted by a great group of people that helped me learn the ropes, made me feel like I belonged, and have continued to help me throughout my career. The professional development and networking opportunities the scholarship provided for me have been priceless, I encourage everyone to take a shot and apply!"

I would echo Danielle’s sentiments – as a former recipient of the scholarship I am ever thankful for the opportunity. It has allowed me the space to be involved with the SCGSNP, and helped me to make connections and friendships outside of my graduate school cohort with colleagues from around the United States. I have learned a lot from being involved with ACPA and I overall better understand the structure of this professional organization.

Applications are due by November 27, 2009. The application involves discussing your short and long term goals in the field of student affairs, your current level of involvement with other professional organizations, and what you hope to gain if you receive the scholarship. Applicants also need to submit one letter of reference from a faculty member. After November 27, all applications will be reviewed by a panel of judges from across the country, and the top two will be determined by January 18, 2010. After the Convention, the two recipients each write an article for The Eighth Vector about their experience – a great opportunity!

If you meet the qualifications listed above, I highly encourage you to apply for this scholarship! The benefits beyond the monetary value are incredible, and definitely worth your time. Good luck!
One of my graduate students recently came to me with questions about their job search and it took me back for a moment because it sometimes feels like just the other day I was revising draft, after draft, after draft of my own resume. Yet, here we are once again. The time has come for the job search process.

I’m sure some of you are thinking, “Doing resume drafts now? I’ve been done for weeks!” and others are thinking, “Resume drafts? The convention isn’t until March!” Believe it or not, now is the time to get started if you plan to search in the spring. So, here are some tips to get you on your way:

**Resumes.** Your resume should be unique and representative of you—do not utilize a standard Microsoft template. Often times those of us in student affairs are humble and struggle to fully expand upon the experiences and accomplishments that we have. Don’t sell yourself short by over simplifying or generalizing. In student affairs it is acceptable (and actually typical) to have resumes that are beyond one page—it is ok! If you are searching in several functional areas it is good to have a different resume tailored to each area and a general one to post on job search websites. Save your resume as a .pdf to send it electronically and preserve your formatting. Utilize your career services on campus and continue submitting your resume until they determine there are no errors (mine took at least 10 drafts!).

**Cover Letters.** People often struggle more with the cover letter than with their resume. Do not be scared of the cover letter. Utilize it to demonstrate your writing skills as well as your personality. If you have special skills or interests in a position the cover letter is a great place to highlight those. Try to avoid using a form cover letter for all positions. If you do, make sure to change all of the necessary parts before sending it out (I forgot to change the name of the school and sent it to the wrong school once. Not surprisingly, I did not get an interview with them.). Utilize letterhead/formatting consistent with your cover letter. When sending a resume and cover letter electronically, attach both; the body of the email should generally not be your cover letter. Proofread until there are no errors.

**Know what you want.** While searching for jobs it is easy to become overly involved in trying to impress others and trying to get a job. It is important to remember that you are also interviewing them to find a good fit. Take time now to think about what you want, what is important to you, things you could live with, and things you can’t. When you are looking and when you get to interviews remember your criteria and use those to evaluate institutions.

**Human Resources Websites.** Anyone that has ever participated in an extensive job search will likely echo their distaste for HR websites. After working tirelessly on your resume, institutions then expect you to enter all of your information into little fill-in-the-blank boxes. Much less, they will be very similar at each institution you apply to and yet you are required to type it all in all over again for each school. Pack your patience and consider getting an automatic form completion program to make this a little easier.

Now is the time to start thinking about which conference(s) you plan to attend and making arrangements to do so. In addition to these few suggestions I encourage you to speak with faculty, mentors, and other student affairs professionals. Utilize the resources available to you as you embark on the job search. As with most things in life, the time you put in tends to be a reflection of how your process will go. You have worked hard during graduate school; take the time to make your search reflective of all that you have done.

With all that said, job searching can seem intimidating and even overwhelming. Keep a positive attitude and have a mentor or friend to give you positive encouragement during the process. Last year while I was searching it seemed as though anything that could go wrong did (from luggage getting lost, having laryngitis ACPA week, to spilling things on my suit, and many other things). There came a point where all I could do was to laugh at the situations but, despite everything that happened, I still got a job and so can you!
Looking for Jobs When I Should be Retiring

By Dana Roof

The real question is, should I use the last of my school loans to have some of my "smile lines" removed before I start interviewing? Or would it make sense to drop ten or fifteen years of experience off my resume? These are real topics of discussion when you are about to become a sixty-year-old with a new master's degree. Luckily, I have about six months to contemplate the answers before I need to take action or go for the Botox.

With the economy in its present state, job hunting is hard enough, but the fact that I am far past the "entry level" jobs that most of my cohort of classmates will be vying for presents different kinds of problems. While most of the students in my classes are trying to look more mature and experienced, I'm trying to set the clock back, ten, fifteen, even twenty years. Why should this be true? Isn't experience supposed to be valuable? Doesn't wisdom come with age? Apparently not or I wouldn't be here.

So what am I really selling when I interview? I will have some immediate expertise in my field of study: college administration. I also have about twenty years as a faculty member, and another ten as a marketing and public relations practitioner. So what? Will this help me secure a position as an assistant director of student affairs at a small college, especially when the director is likely to be younger than I am? Where should I even begin looking for a job where I would be a good fit? It is the true conundrum of the adult learner.

On the other hand, the idea of starting fresh is exciting. I know I am ready to take on another area in which to sharpen my skills and become an effective participant. I have a history of always being ahead of the curve, so trying to start a second career after midlife is just another example of leading the pack. The trick is finding some kind of balance between moving into a new life while continuing to borrow the best parts from the old one.

The Art of Mentoring: To Mentor and be Mentored

By Nathan Tallman

The art of mentoring can take many different shapes and sizes. As a new professional or graduate student, relationships and networking are an important part of your professional development and career. Starting the beginning of your career being a mentor or mentee, you can establish lasting personal and professional relationships that can prove to be beneficial over the course of your time within higher education.

For mentees, it is important to initiate these interactions. As younger professionals, you will want to make sure that your mentor(s) serves the role that you are looking for by specifically outlining what you want your mentor to provide guidance and leadership on. By setting up these relationships early in your career, you will show that you are committed to the mentor process and willing to take the first step in forming these relationships.

Commonly, the phrase ‘to be a sponge’ is used in mentoring relationships. While being a sponge and taking in the various points of information that your mentor is giving you, make sure you are clearly communicating to your mentor the growth and transformation that you are undergoing as a result of this process. By showcasing advancements, your mentor will be able to provide further guidance and support in the new skills that you have obtained. Moreover, expecting guidance and support instead of doing the dirty work for you should be expected in the relationship. Remember, you have to know the trade, before the tricks of the trade.

In addition to seeking out mentors in the early stages of your career, you may be called upon to serve as a mentor to other students, younger professionals, or colleagues as well. Although this may feel like an uncomfortable setting for you since you feel as though you are ‘young’ or ‘inexperienced’, embrace the role and the relationship that you will have with your mentee.

While serving as the mentor, it is important to know what to discuss. By having clear expectations of what your mentee wants out of your relationship, not only will the conversation be more constant and consistent, but also beneficial. In addition to knowing what to discuss, make sure you do your homework if you are unfamiliar with a particular question/topic area that your mentee has asked you about; and always, if you feel uncomfortable or don’t know the content area of the topic, then communicate that to your mentee as well.

Regardless of your role (mentor or mentee) in the progression of the relationship, the most important part of the process is evaluating the relationship regularly and setting clear expectations. Regardless if you are a mentor or mentee, these two important steps can set the foundation of your relationship and the impact that your mentor (or mentee) will have in your personal growth as a new professional or graduate student. Start today in developing and maintaining these strong personal and professional relationships!
Balance: What Is It and Where Do I Get it?  By Danielle Morgan

In our profession, we are always talking about balance. Whether we have it or not, how to get it, what it really means, how to find out if our future employer supports it, where to learn more about it... the list goes on and on.

Finding balance is a huge issue - and for good reason. Many of us enter the field having been over-involved student leaders, where planning activities, counseling residents, serving on committees, and completing all of our classroom responsibilities happened through all-nighters, or at least late nights surrounded by friends and a pizza box. Then many of us went to grad school, where, our main goal was taking what you learn in the classroom and applying it to your work on a daily basis – so we lived what we were learning 24 hours a day, 7 days a week. Others chose to begin as a new professional in a position on a campus where we soon discovered that we were never “off the clock.” Truth be told, everything running all together into one conglomerate of life-work-school has become second nature to many of us and seems like the “natural way of the world.”

At some point in our professional lives, we start our first “real” job (as a colleague of mine currently referred to it). It’s that position where we have office time, and out of office time, but ultimately, have some separation – however slight – from our personal lives and our working selves. It’s kind of a shock to realize that life doesn’t revolve around work, and that we suddenly have time for those hobbies and interests that were always put on the back burner previously.

Before we find ourselves in that job though, the question begs: What are we to do now to keep balance in our lives? And how we are to rationalize how we create that balance to our friends and colleagues?

Remember this: we all find and create balance differently. I can’t tell you how many times I have heard others discuss how a colleague of theirs doesn’t know how to balance effectively – whether seemingly taking on too much or not enough – only to find that the individual in fact has a very balanced life where they maintain strong outside relationships and involvements while also doing a great job at work. They’ve learned how, for them, is the best way to separate work and play.

Here are a few tips that can help get you started in developing a balance plan that allows you to love your work, and also allow yourself to find fulfillment outside of work.

**Do something not associated with the institution.** This is especially true for those that live on campus, but everyone can benefit from it too. Leave campus, and find something to be attached to in the community. Join a local fitness center, take a cooking class, join a book club, or volunteer. If you have just moved to the area, this gives you extra opportunities to meet people and separate from the collegiate world, even for just a few hours each week. This can often be difficult for someone who may not view themselves as “outgoing” or “extroverted,” but as professionals we tell our students that they have to do “hard things” all the time. We can certainly take a page from our own lesson plan!

**Have someone in your life who understands Student Affairs but does not work in the field.** It is always good to process things that are happening at work or talk to someone who understands the type of work people in higher education do. One of my greatest confidants and support systems is a co-RA of mine from undergrad who doesn’t work in the field but understands what the heck an occupancy verification report is and why weekend programming is so darn important!

**Have a place to go.** It could be that cute coffee shop you randomly found just out of town, a friend’s house, the bookstore with the comfy couches, a path through the woods, etc. The less members of the institution who go there, the better. Have it be your own little spot for when you need a getaway! Soak in the people watching, catch up on your personal emails, read a magazine - but do it away from campus. Drive to the next town over so that few people you know will be likely to be there.

**Remember they are students, not friends.** Our students tell us lots of things. They make us laugh, and sometimes their stories make us cry. They can be frustrating or just plain brilliant. Sometimes, it seems very easy for us to also share with them as well. The truth is that we are here to help them learn and grow. Share enough with your students so that they feel comfortable coming to you, but not so much to make level the playing field. Sometimes this can be especially difficult for young professionals because students are so close in age and can easily fall into the friendship routine if you don’t draw lines in the beginning, and stick to them.

**Call, meet up, or interact with your friends or family at least once a week.** Sure, they may recap the latest things that have been happening on television, and you may discuss the latest issue at work, but having people-interaction outside of the institution cannot be understated. Our friends and family often know who we are, and can be strong supporters in keeping us grounded and focused.

**Leave something on your desk that isn’t finished – and feel okay with it.** One of the hardest lessons for new professionals to learn is that not everything will be completed at the end of each day. Sometimes there are just too many things to do, and the art of prioritizing becomes our greatest lesson. Sometimes, it is okay to go home, take some time for yourself, get some sleep, and have your tackle-list ready to go for the next day.

Learning to balance work with everything else and life and finding fulfillment outside of the office can be a difficult struggle, but trying new things and challenging yourself to step away is a great lesson that we each must teach ourselves. And utilizing our fellow colleagues, especially other graduate students and new professionals, can be a great asset to all of us because we have a shared experience. Good luck – and remember we do meaningful work but our lives have meaning outside of work too!
In the summer of 2010, students in higher education and student affairs graduate programs will have the opportunity to join Semester at Sea on a voyage to Europe and North Africa.

This experiential program will introduce students to international and comparative aspects of higher education and student affairs. A wide variety of approaches to internationalization and globalization of higher education will be examined through class discussion and faculty-directed practica to international universities.

Students will enroll in “International Perspectives on Student Affairs” (a three-credit course taught by Dr. Kathleen Manning) and may elect to enroll in “Global Studies” (a three-credit course taught by Dr. Gerry Bowler).

A limited number of paid internships are available as “Program Assistants”.

Current student affairs professionals are invited to participate in the program as Lifelong Learners.

Spaces are limited. For more information and to apply, visit www.semesteratsea.org/studentaffairs.

www.semesteratsea.org/studentaffairs
I was raised by a conservative family in a conservative city, went to conservative schools and a conservative church. When I graduated from High School and had the choice to leave my sheltered bubble-of-a-life, I packed all of my things into my car, moved out of parent’s house and moved into a residence hall—ten miles down the road at a private Baptist university. Throughout my time at that university, I continued to feel as though I was being choked daily by ignorance and arrogance. I decided that when I graduated, I was going to move 700 miles away to the inner-city of Memphis, Tennessee—and I did. Until two months later when I decided to go to graduate school—back in my hometown, of course.

In April of 2009, I graduated with a Master of Education in College Student Affairs Leadership. In June, I took a Resident Director position at a private liberal university in one of the most liberal cities there is, San Francisco. I knew I was ready for a change, I just didn’t know how much it would change me.

Though I worked in housing both at my undergraduate and graduate universities, I missed out on many aspects that are in the core being of residence life. One of those aspects is diversity. I graduate with a class of 350 in high school—two students were not white. Throughout my entire undergraduate experience, I only remember seeing about 10 minority students and they usually kept to themselves as a result of continual racial profiling and ignorance from the campus community. In my graduate housing position, I was able to finally begin to tap into the joys of diversity; however my observation and experience was one of mere tolerance.

I have been working in my current position in San Francisco for three months now. Never in my life has the diversity of a residence hall, a university, an entire city made me feel such strong feelings of frustration, delight, helplessness, concern, and usefulness. The first students to move into my residence hall were international students. For two weeks, my building was only international students and I cannot put into words the amount of frustration and helplessness I was feeling. The students hardly spoke English and every time I would try to speak to the students, their family members would step into the conversation and speak for them. I worried how they would absorb their English-speaking professor’s lectures and how they would find friendship among their English-speaking roommates. I was so concerned for their academic and social success. I, their Resident Director, the one person who is supposed to provide support in their new home, felt entirely helpless.

Three months later, the parents have flown back home and the international students won’t stop talking. They are among the most popular students in the hall. They are thriving in their classes and making endless amounts of social connections. I am so delighted when they run into my office and ask me what English words mean. When they understand, they are filled with joy. They are so thirsty to understand the English language and be friends with Americans. In return, I started asking them how to say various words in their languages. I now know how to carry an elevator conversation in Mandarin, Vietnamese, and Spanish.

This is only the beginning. It’s amazing for me to look at what the last three months of my life has meant to my professional and personal development in international diversity. In three months, I have gone from arrogance to admiration, from ignorance to understanding, from tolerance to respect, empathy, and appreciation.

Do you want to submit an article for the next issue of the Eighth Vector? Articles for the Winter issue are due December 11th. E-mail articles to the8thvector@gmail.com or laura.c.denlinger@gmail.com.
Welcome to a New Year! I hope vacations proved to be restful and relaxing, and whether you’ve finished your first semester of grad school, your first semester on the job, or spent your vacation perfecting that resume and pursuing job listings, SCGSNP is the place for you! The New Year always brings us to a place of resolutions, making changes, and growing as individuals (as I have been constantly reminded with gym membership commercials over the past few weeks). As we are back in our offices, welcoming our students back to campus with hopes of a fresh start, and watching second semester fly by as it usually always does, it might be a good time to think about what your resolutions with regards to your professional development may be as well!

RESOLVE to become a better student affairs practitioner. Take a moment to evaluate the work that you did last semester, not for your supervisors or for your formal job evaluation, but just for yourself. What are the things you could improve upon? What are the accomplishments you are really proud of? How can you see yourself growing as a professional? Thinking about these things and reflecting upon our work and ourselves is a great way to challenge ourselves to continually improve. Select three goals for yourself for the upcoming semester, and revisit them every few weeks to see how you are doing!

RESOLVE to become more involved in SCGSNP! If you are attending Convention in Boston, you will see there are many opportunities to work and support your peers throughout ACPA. As we get closer you will learn more about all of SCGSNP – but it will be important to pencil in a few events into your busy schedules now – including the SCGSNP Off-Site Social on Saturday night, and our signature event, Convention Colleagues on Sunday before the main speaker. Both events provide fabulous opportunities to learn more about ACPA, and about your colleagues in the field in a welcoming environment. Throughout Convention you will see SCGSNP meetings, elections, sponsored programs, and our Case Study Competition – be sure to take advantage of these, and the many opportunities to get to know people and learn and grow as practitioners throughout Convention!

If you aren’t attending Convention this year, SCGSNP is still here for you. Participate in our online raffle, (coming to ACPA soon) where you might win the opportunity to chat with a prominent member of our field, classic Student Affairs reading material for your personal collections, or a resume critique by individuals who are interviewing in the field every year! Share your experiences by writing an article for The Eighth Vector, make sure you are on our listserv and utilize your peers, and become a member of our Facebook group to connect with others (just search ACPA SGSNP)! SCGSNP is the largest standing committee within ACPA and at the tip of your fingertips you have access to individuals who are going through the same issues you are – or have been there and can share their experiences with you. Utilize your experiences, and network, network, network!

Finally, if you have a few moments, maybe you could help me with one of my resolutions for this year – to make sure that SCGSNP is serving as the voice of its constituents, and truly meeting all of your needs. If there is something you feel is missing from SCGSNP, have an idea for the future, find that something is confusing, have a concern about ACPA, or want to share how beneficial the organization has been for you – send your thoughts my way – danielleamorgan924@gmail.com. Good luck for a new semester, and I look forward to hearing from you – or meeting you in Boston - soon!
Won’t you be my... Reference? By Leslie Page

**Tips on how to choose your references and make the process as easy on them as possible.**

The job search process can be time consuming and stressful especially if this is your first professional position, but you can lessen the stress for you and others simply by being prepared. Below are ideas for selecting, maintaining, and appreciating your references during this time. Please keep in mind these are merely suggestions and that you need to do what feels right for you throughout this process. The job search seems stressful at first, but you should also take time to enjoy this time of meeting and interacting with people throughout the profession.

**Choosing your references:**

Deciding who to use as your references for a position can be a big decision because you are asking this person to speak about you in a way that is exciting and positive enough to make someone want to spend the next few years working with you. Here are some thoughts on how to pick your references and ensure that you have the support you need during your job search.

*You have to ask:* You can NEVER assume that someone is expecting to be your reference. You must always ask them if they are willing to take on this responsibility. This gives them the opportunity to offer assistance in your job search or to say that they are unable to help at the time.

*Use a current supervisor:* When potential employers are reviewing a resume, they expect to see your current supervisor listed. If this person isn’t listed, it can make an employer question why you are choosing not to use this person. If there is a reason you do not wish to use a current supervisor, do your best to find someone else in the department at a supervisory level that will serve as your reference.

*You can have more than three:* In general a resume lists three references, but this doesn’t mean that you have to use the same three people for every job. Decide who your best references are based on the job you are applying for and use those three (or however many the position requests) for that position. Someone may be your reference for every job and others may be your reference only for jobs in the area they work in.

*Select people that KNOW you:* You want your references to have worked with you enough to be able to really have a conversation about your work style and all of the great skills you bring to a position. Select people that you have worked with on multiple tasks or on projects that have taken a significant amount of time. (cont’d on page 3)
Won’t you be my... Reference?

(cont’d from page 2) Maintaining your references:
Asking someone to be your reference doesn’t end after they agree. You need to work throughout the process to make sure they are informed and ready so that a reference call doesn’t catch them off guard. Keep in mind that these people are doing a favor for you, but it can be stressful for them if they feel uninformed.

Send them your resume: Be sure to email your references your cover letter and resume. If you have standard ones (for example: a resume for housing positions, one for student activities, etc.) be sure to send them a copy of each. This allows them to comment on your work experience with them, but also reference other tasks you have completed or positions you have held during your career.

Tell them where you apply: Try to give an update occasionally of the positions you have applied for. There is no need to email them every time you apply for something, but consider sending a message every two weeks with a current list. Your goal is to inform them without bombarding them. Letting them know where you apply allows references to see your priorities and interests throughout the job search.

Tell them about interviews you schedule: Of course you will be excited every time you are offered an interview and want to share—so make sure to share the great news with your references. This will give them a chance to give you advice and a pep talk, but also to expect that they might be hearing from this school in the near future. (Please be aware that the majority of schools will contact your references after your interview, but there are some out there that call references before the interview.)

Give them an update on how the interview went: Let your reference know about anything you told the institution that they seemed to enjoy so they can mention this as well. If there was an area about yourself you feel you didn’t share enough information, ask your reference to highlight that skill in their conversation with the potential employer.

Appreciating your references:
This area is as easy as you think; simply take time to thank your references for their help. You know your references well and you know what will make them feel appreciated. Your references don’t expect anything from you in return for helping, but there are a few simple ways to make sure they know that you are grateful to them.

Quick messages: Be sure to include quick thank you statements in your updates and messages. Make sure they are honest and heartfelt, but you can easily end every email with a general thank you to all of them.

Share your success: The best feeling for a reference is when you call them ecstatic about the position you’ve just accepted. You know you’ll be dying to share the news, so make sure they hear about your new job from you and not through other people at the institution.

Send a note: These days a handwritten thank you note can mean the world to someone. Take a few moments to express how appreciative you are and you will make the other person’s day when they receive the note.

A quick guide to references:
Choosing: ask, choose a current supervisor, you can have more than three, ask people who truly know you.

Maintain: send them your resume, tell them where you apply, tell them about interviews you schedule, given them updates

Appreciate: send quick messages, share your success, send a thoughtful note

This should cover the basics of assisting your references during your job search. It’s an adventure for them along with you, so take time to enjoy the experience. A little planning ahead of time will help you ensure your references are a well informed part of your job search. Best wishes on your search; may you find a position that brings you great happiness!
Networking 101 By Talisha Lawson

The job market for college graduates has become more competitive and globalized, forcing graduates to work harder to find good jobs. The old adage that it isn’t what you know, but who you know is even more important given the weakened economy. In fact, the University of California-Berkeley Career Center (2009a) reports that over 50% of all jobs are filled through networking. Therefore, it is important for colleges to teach students how to expand and utilize their networks. Student affairs professionals are well positioned to teach students the importance of networking and how to create a thriving network because they interact with students frequently, have experience networking in graduate school and at conferences, and are committed to student development. The purpose of this paper is to define networking and provide specific tips for student affairs professionals to use when advising students on how to expand and nurture their networks.

Defining Networking

A network is “an association of individuals having a common interest formed to provide mutual assistance, helpful information, or the like” (dictionary.com, 2009). Yet, mention the word networking and your audience will likely sigh or roll their eyes. Networking has a negative connotation to it, partially because people find the process intimidating and self-serving. However, “Networking at its best is an opportunity to learn from other people as well as to contribute to their success and knowledge base” (Martin & Bloom, 2003, p. 16). Students need to understand that networking is not just about what others can do for them but equally important is what they can do for the people in their network. Networking is a skill that can be taught and the more people practice their networking skills the better they will become at it.

Building and Nurturing Networks

Martin and Bloom (2003) advise individuals to form a diverse network that does not just include people who may potentially benefit them. Networks need to include people from similar backgrounds as well as from areas outside their current interests. Networks should consist of individuals that a person encountered throughout life. College is a great time for students to become intentional about expanding their networks. Hansen (n.d.) suggests that individuals should start building their network with their family, friends, and neighbors. College students would also want to add classmates, professors, and student affairs professionals to the list. Members of the network can be called upon for a variety of things including, to help with job leads, letters of reference, and advice.

Expanding Networks in Informal and Formal Settings

Students can expand their networks via informal and formal settings. Informal networking opportunities happen each day when students attend classes, meet their roommates’ parents, study in the library, etc. Networking in formal settings happens at career fairs where students have the opportunity to interact with employers. Prior to such formal events, many schools hold training sessions for students that teach students how to dress, shake hands, navigate the room, and talk to potential employers. After these events, students should be encouraged to follow up with employers they met at the fair. A quick email that thanks the employer for their time and sharing their insights is an invaluable opportunity to expand networks.

Attending conferences and/or joining professional organizations are other excellent ways to formally expand students’ networks. At such events, the staff of the University of California at Berkeley’s Career Center (2009a) advises students to have what they call an “elevator speech.” This 30-second speech is one that highlights who students are, their strengths, what they do, and what type of job they are interested in pursuing. Prior to attending conferences, students should be encouraged to purchase business cards to exchange with other conference attendees. However, even if they are not able to obtain business cards, students should still ask people they meet for their cards. They should make notes on the business card about the person they met in order to prompt their memories when writing follow-up emails to those new contacts (Hansen, n.d.).

Tracking Contacts

As students expand their networks, they will need to devise a method for systematically tracking their contacts. Contacts in a network are only relevant if there are ways to follow up with the contacts later. Computer programs like Microsoft Outlook, databases, or spreadsheets can all be used to centrally store contacts’ names and other pertinent information. It is always a good idea to type in when and where the contact was first met. In addition, with emerging social networking websites like LinkedIn and Facebook, when students meet new contacts they can inquire about whether the person is a member of one or more of these social networking sites. If so, students can send friend requests soon after the meeting and remain in contact with those individuals.

Nurturing Networks

This central warehouse for information about contacts is essential because students need to proactively work to communicate with people in their network. Students should not only be in contact with their network when they need something from them. There are several ways for students to stay connected to the people in their network. An easy and common way is via email. If this is the method of choice, students should be encouraged to carefully edit the text of their emails to ensure that there are no grammatical errors and that the information they are sharing is appropriate. Ginsberg (n.d.) suggests that every email includes a signature block with multiple means of contacting you (para. 17). Other options include phone calls, face-to-face meetings, and mail. Hansen (n.d.) encourages students to set up information interviews with people working in the profession they wish to enter. Students should go into those meetings with a list of questions that focuses on the interviewees’ career path, advice the interviewers have for students, general information about the career field, as well as possible job opportunities (Hansen, n.d., para 5; University of California-Berkeley, 2008). (cont’d on pg. 5)
Another popular way to network is via social networking sites like Facebook, LinkedIn, and Twitter. However, if this method is chosen, students should take appropriate precautions. The staff of the University of California at Berkeley’s Career Center reminds students that everything they post to social networking sites is fair game to potential employers as well as to individuals in their network. They offer the following tips for using these sites as networking tools: (1) check to make sure others have not posted incriminating photos or comments (2) use the site as a marketing tool by displaying your resume, accomplishments, and professional skills (3) use the security/privacy settings and (4) remember that what you post now may be on internet for years to come.


References

Look out for these great opportunities from SCGSNP at ACPA!

After your long day of pre-conference activities and interviews come have fun and network with fellow Graduate Students and New Professional during your ACPA experience. This off site social will allow you time to take your experience in from ACPA and meet others that are in the same boat as you! This year’s social will be at The Lir on Bolston Street across from the Hynes Convention Center. We will be meeting at 7:45 pm at the Hynes Convention Center and walk over to the Lir which is right across the street! The social will be on March 20th from 8 to 10 pm.

If you would like to check the location out please go to: http://www.lironboylston.com/

The SCGSNP has another great opportunity, the “Professional Development Free Raffle.” This raffle will allow you the chance to win a resume critique or one-on-one phone call with student affairs V.I.P.’s like Susan Komives, Vernon Wall, John Gardner, and many other leaders in the profession and ACPA! Any graduate student or new professional is eligible to enter for this excellent opportunity to connect with leaders of our profession.

For anyone attending Convention in Boston, stop by the SCGSNP Showcase table to enter for a chance to win a lunch with leaders of ACPA to help you get connected with the organization.

Look out for more details in 2010!

Networking 101
(continued from page 4)

Hansen said it best, “Do not take your network for granted” (Hansen, n.d., para. 5). It is crucial to remind students that the people in their networks are some of their most precious assets. They should always be sure to thank the people that have helped them out throughout their journey. Students should be encouraged to start building their network early. The real value of networking is summed up quite nicely in a statement by Stephanie Speisman, “effective networking is the linking together of individuals who, through trust and relationship building, become walking, talking advertisements for one another (n.d., para. 1).” The role of student affairs professionals is to encourage students to establish and keep in contact with those individuals who are willing to walk and talk for them.

Conclusion


Look out for these great opportunities from SCGSNP at ACPA!

After your long day of pre-conference activities and interviews come have fun and network with fellow Graduate Students and New Professional during your ACPA experience. This off site social will allow you time to take your experience in from ACPA and meet others that are in the same boat as you! This year’s social will be at The Lir on Bolston Street across from the Hynes Convention Center. We will be meeting at 7:45 pm at the Hynes Convention Center and walk over to the Lir which is right across the street! The social will be on March 20th from 8 to 10 pm.

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Look out for more details in 2010!
As a child, when I learned to ride a bicycle, the scariest moment was when I looked behind me and realized that my mother was no longer holding on to the bike to keep me upright. I was on my own. In moments like that, you are left with two options: fight through the initial panic and stay upright or, as I did, panic and fall flat. Admittedly, the only thing that was really hurt was my pride, but it was one of my first lessons about being independent and making decisions on my own, even through pressure.

That being said, I wish that I had kept this particular lesson in mind when I found myself in a very similar situation as I entered doctoral candidacy. After finally completing my coursework and passing my preliminary exam, I found myself with a wide open space in front of me. As I had been taught as an undergraduate and younger grad student, I turned toward my advisors for guidance and direction. However, much like my parents when I learned to ride a bike, they were not there. I had reached the point where I should have been able to move forward on my own, without being told what to do by my advisors. It was the scariest and loneliest moment I experienced since the moment of panic where fell off of my bicycle as a child.

There is a term for what graduate students and professionals feel in situations like this. They call it “imposter syndrome”. There is the feeling that you are not as prepared or educated as you should be and that you are constantly on the edge of failure. Until you fail, you are hiding to prevent others from seeing you as the fraud that you really are. If you are interested in reading more about it, check out http://www.imposter-syndrome.com.

What helped me the most in coping with this sudden lack of self-confidence was the realization that, at this point, I was a professional. Even though I was a student, I had come far enough that I was able to impact my own destiny and help shape my own education and experiences. This knowledge has been crucial to being able to cope with the self-guided nature of the dissertation process and the entrance into the professional field.

What are the practical implications of this understanding? Once you accept responsibility and take power over your career, you begin seeing problems as challenges to be overcome rather than insurmountable obstacles. As Randy Pausch said in “The Last Lecture” (2008), brick walls are there to let you prove how badly you really want something.

For example, do you feel like you do not have enough experience to be successful in your field? Build your own internship! I received this advice from Dr. Mary Howard-Hamilton of the Higher Education Leadership program at Indiana State University. Institutions can be surprisingly interested in hosting an unpaid internship, as long as there is something they can get from the experience. Decide some firm goals for yourself as far as what you want to learn, find a faculty member who will oversee your work, and contact a decision-maker who can help you set things up. Even if you have to put in an extra 20 hours per week of work, the professional experience may be worth it.

Also, if you are facing self-doubt and wondering if you are doing things right, do some research about the topic of being a student or professional. Books like “What They Didn’t Teach You in Graduate School” (2008) by David Drew, Matthew Hall, and Laurie Richlin or “Doing Postgraduate Research” (2006) edited by Stephen Potter have been helpful for me in finding direction, despite their academic bend. Some books can give you direction where you don’t have it and affirmation where you need it. You can also step back and talk to career services offices and student support services to get feedback. Those places are not just for undergraduates. They are there to help you, too.

Back when I was a kid, I eventually got back on my bicycle and tried again. I waited for my parents to let go… and they did. This time, I was scared, but I was ready for it. Before I knew it, I was zooming around the block, terrorizing the neighborhood. Now, as a doctoral candidate, I know that the training wheels are off, I have been let go, and I need to ride on my own. Yes, the journey is tough, and I might crash once in a while, but now that I know that my career is in my hands and that I have control over it, I will be just fine. Look at me now, professors...no hands!
It is Convention time!

I hope everyone is enjoying the sun starting to poke out through the clouds and the speediness of the second semester. SCGSNP has been working on plenty of things to prepare for Convention, as well as to make sure we are voicing the concerns for all of our graduate students and new professionals that we represent – whether you are attending Convention this year or not!

If you will be joining us in Boston, we are excited to see you! If you are job searching and arriving on Saturday, we hope you will attend our off-site social at Lir on Saturday night. Sunday we kick off the festivities with Convention Colleagues – a must-attend event for anyone experiencing ACPA for the first time. Throughout the Convention we have sponsored programs (more information in this newsletter!) that we feel speak to the needs of our constituency: whether beginning your search, thinking about your ethics as a graduate student or new professional, or thinking about your dissertation or thinking about your career goals.

This year we have been privileged to provide three scholarships to graduate students not participating in Convention, as well as help an undergraduate student participate in the NextGen CASE STUDY COMPETITION for both graduate student and new professional teams – giving all of you the ability to work with your peers and challenge those skills that you have to win great prizes and participate in Convention in a different way. Find out about our winners, and even more information about SCGSNP by attending our social on Monday night!

If you are job searching, SCGSNP knows that it can sometimes be difficult to go to events, which is why this year we are excited to say we will have a table at C3. Stop by and take a mint, swap a magazine with your fellow job-hunters or learn about SCGSNP and drop a suggestion in our suggestion box!

Convention is a very exciting time for SCGSNP – not only because we get to come together but also because we coordinate elections for our Directorate. Directorate positions are a two-year commitment: during the first year you serve in an “elect” capacity for your position, and the second year you take on the position completely. This allows us to transition the position and ensure a full board. We hope that you will attend our interest meetings and run for one of the positions on our Directorate – there are 15 vacancies for next year and we would love to see you get involved!

As always, please do not hesitate to contact me at danielleamorgan924@gmail.com and I look forward to meeting many of you soon. Happy job searching, professional development, and spring!
Want to take your SCGSNP involvement to the next level?
Join the directorate!

There are lots of events and sponsored programs occurring at Convention, events that we believe can help graduate students and new professionals connect, network, and challenge themselves at Convention and in the future!

An electronic handout with all of our events will be coming out on Wednesday, but we wanted to highlight our Open Business Meeting (Monday, 5:30PM, Boston Marriott Copley Place - Wellesley) and Elections (Tuesday, 2:30PM, Hynes Convention Center - 206).

SCGSNP is one of the only groups that elect its incoming directorate at Convention! There are approximately 15 positions available for the upcoming year! Directorate members serve SCGSNP for two years. The first year is an "elect"/transitional capacity, the second is at the Chair in your position.

Whether helping us coordinate Awards, the Case Study Competition, our signature Convention Colleagues Program, our Eighth Vector newsletter, Roommate Network Services, our many Scholarships, Socials and Showcase, Sponsored Programs, Sponsorship and Fundraising, Undergraduate Outreach, updating our Website, working with our Membership, or keeping records as our Historian, I'd love to see you get involved this year!

Do you want to submit an article for the next issue of the Eighth Vector?
E-mail articles to the8thvector [at] gmail [dot] com.

Going to Boston?
The Task Force for Spirituality, Faith, and Religion (TFSFR) is sponsoring a quiet space for convention attendees to meditate, reflect, and/or pray while they are in Boston. They need volunteers to help keep track of many people are using the room during its open hours. Just need to stop by, count quickly and without disruption and write it in the log that will be in the room. You can even use this as a convenient excuse to make sure you spend some time in quiet reflection! :) The Prayer, Meditation, and Reflection Room will be located in the Boston Marriott Copley Place, Northeastern Room. Open hours will be Saturday and Sunday, 8am-6pm; Monday and Tuesday, 7am-6pm; and Wednesday, 7am-Noon.

Please sign up to help track the room’s usage by visiting this link:
http://www.wejoinin.com/sheets/efxbx
Standing Committee for Graduate Students and New Professionals:

Sponsored Programs

**Participatory Leadership: Keys to Build Trust in Times of Change**  
Monday, March 22, 2010, 4:15 PM - 5:30 PM, Sheraton Boston Hotel, Liberty B  
This presentation explores the effectiveness of various leadership styles during times of change. The presentation will focus on the following: identifying effective and ineffective leadership qualities exhibited by institutional and departmental leaders, review of applicable leadership theory, and establishing best practices with regard to administrative leadership for graduate students and new professionals. The primary goal of this program is to provide graduate and new professionals with the skills needed to successfully take on leadership roles during very difficult economic times.

**Graduate Students the Gray Area of Ethics in Student Affairs**  
Tuesday, March 23, 2010, 1:15 PM - 2:30 PM, Sheraton Boston Hotel, Fairfax A  
As graduate students we walk a fine line between being a student and a professional. We are often faced with ethical dilemmas that challenge our morals on personal and professional levels. The purpose of this workshop is to support one another in our shared experiences. As a result, we hope to collaboratively develop promising practices that we can use when working with our students.

**Writing the Dissertation: How to Navigate the Final Stretch**  
Tuesday, March 23, 2010, 2:45 PM - 4:00 PM, Sheraton Boston Hotel, Fairfax A  
One of the most challenging aspects of completing a doctoral degree in higher education is the dissertation-writing process. The proposed presentation will include recommendations for strategies that have allowed panel speakers to be successful in writing their own dissertations. Panel speakers will reflect on a diverse set of experiences as current doctoral students and recent graduates who have balanced multiple roles in their academic studies, jobs, and families while navigating “the final stretch.”

**Finding the Right Fit - Being Out in your Search**  
Wednesday, March 24, 2010, 9:30 AM - 10:45 AM, Sheraton Boston Hotel, Berkeley AB  
Are you doing a job search or anticipate one in the near future? Are you a LGBT professional who is looking for an accepting and developmental environment? Through this program we will give you the tools to include your LGBT identity in your next job search. We will show you ways to discover the LGBT friendliness of a campus. Our goal is to help you find the job and environment that will be accepting, encouraging, and affirming for you.

**Graduate Students and New Professionals: Strategic Steps for Professional Success**  
Wednesday, March 24, 2010, 9:30 AM - 10:45 AM, Hynes Convention Center, 203  
Graduate students and new professionals attending this session will be presented with five proactive steps to enhance marketability and advancement in the field of higher education and student affairs. Participants will engage in activities and discussion to gain tools for building competence, confidence, knowledge, and skill valuable for a job search in the current economic climate and beyond.

**Quarter-Life Crisis: Myth or Reality among Student Affairs Professionals?**  
Wednesday, March 24, 2010, 9:30 AM - 10:45 AM, Sheraton Boston Hotel, Fairfax A  
What is a quarter-life crisis? Is it a myth or reality, and (how) does it affect new professionals in student affairs? As the Millennials start to enter their 20s and 30s, there is increased awareness of the identity crisis they may experience. From the point of view of new professionals, this program will explore characteristics of the quarter-life crisis, challenges we may face, and advice for those who supervise and/or advise these new professionals.
The Job Search: A Personal Reflection of Humor and Inspiration

We’ve all been there, or soon will be—the job search *insert Jaws theme music here*. It is often discussed with such ominous tones as though the goal is mere survival. One short year ago I found myself in the midst of the experience and heard the common warnings, “It can be very overwhelming!” or, “Remember you are always on.” I was warned and cautioned of the challenges—despite the potential obstacles I eagerly approached job search season. As the following stories will show, the season served as a reminder, however, that it will all work out and what is meant to be will ultimately be. Enjoy much worse:

**Story 1—Wardrobe Malfunctions.** I was very proud of the nice dress suit I had chosen to wear for day two of interviews. I had done some great interviews during the day and I felt as though things were going well. As I came to the conclusion of one of my interviews I stood up to shake hands with the employers. I suddenly realized that my nylons had somehow mysteriously slid down during the interview and were now resting just above knee level (above 1 inch above the bottom of my skirt). Of course the interview table was one of the farthest away from the door and I had to walk (imagine someone shuffling like a penguin in 3 inch heels) past all of the other interviewers on my way out to fix the issue before it became any more embarrassing. Fortunately, I made it and the employer that escorted me out simply thought I walked slowly in heels.

**Story 2—Luggage Challenge.** I was headed to an on campus interview and the flight schedules required me to take a 6 am flight with multiple layovers and connections before arriving at the school where I was interviewing. I had always been told to travel business casual but decided on this occasion to travel comfortable and to change during my last three hour layover. I packed my nice clothes, makeup, and everything else to get ready in my carry-on and I was good to go. I boarded my first plane and was asked to gate check my bag—no problem, I do it all of the time. When I went to get off of the plane I could not find my bag. Upon asking the flight attendant I was informed that they thought it would be nice to just check all of the bags all the way through for everyone. Standing in my sweatpants, hoodie, and flip flops I quickly acknowledged this was going to be a problem. After being informed that the bag could not be retrieved I conceived to arriving at my on campus as I was.

Upon my arrival my host was waiting near the baggage claim. She gave me an extremely strange look as I approached but then took great humor in the story that I shared. The next morning during the actual interview she commented, “Wow, you can clean up well!” We all had a good laugh and I knew this was the departmental culture I wanted to work in—I am currently employed at this institution.

**Story 3—It Could Always be Worse.** While traveling to placement I again had the joy of being on a 6 am flight. I had to leave home around 3 to make it to the airport and had several Mountain Dews to stay awake on the road. I made it to the airport, no luggage problems, no other issues—things were looking good! I got on my flight and was eager and excited about going to placement, even though I had been sick all week with a bad cough. Unfortunately, our flight was delayed for various reasons. As we sat on the tarmac I looked at my watch and began questioning if I would make my connection flight. We finally got on our way and landed in Salt Lake. Knowing that I only had 30 minutes before my connecting flight left I was concerned and began sprinting as soon as I exited the plane.

I knew if I did not make it that I would miss interviews—I had no choice but to run. I heard my name over the airport speakers... running... running... coughing... running. Stop, take 3 inch heels off... running. Gate! I made it, took my seat on the flight and felt a nice bit of relief despite the fact that I could not stop coughing. The flight attendants brought me some water to try and help but to no avail. Sitting in my seat and coughing uncontrollably, Cont’d on page 5.
Surveys, Raffles and Socials Oh My!
Carrie Martin and Laura Franze
Chair & Chair-Elect of Showcase & Socials

Thank you for everyone who has completed the survey to win a resume critique or one-on-one phone call, we had over 250 participants! Congratulations to you if you have won. We hope that you benefited from the critique or phone call and it was a great experience for you!

If you are attending ACPA in March, another opportunity in connecting with Higher Education leaders is to stop by the SCGSNP Showcase table. There you will be able to enter for a chance to win a lunch with leaders of ACPA to help you get connected with the organization. Also at the Showcase table, you can learn about the different events that SCGNSP will be putting on, along with ways that you can get involved!

SCGSNP is having a social on March 20th from 8pm to 10pm to allow you to network with new professionals and graduate students. Take this time to relax after a long day with interviews and pre-conference events. This off-site social will allow you time to take your experience in from ACPA and meet others that are in the same boat as you! This year’s social will be at The Lir on Boylston Street across from the Hynes Convention Center. We will be meeting at 7:45pm in the Sheraton Lobby and walking over to the Lir which is right across the street! If you would like to check the location out, please go to: [http://www.lironboylston.com/](http://www.lironboylston.com/)

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Cont’d from page 4

feeling like I may get sick from coughing so hard, then suddenly—I lost all control. There I sat, a 25-year old with a Master’s degree, on my way to job interviews and I had peed my pants. (Did I mention that I was wearing white pants?)

Utilizing my problem solving skills and reasoning through my options I wasn’t sure what to do besides to sit and laugh at myself. I was fortunate to have been wearing a cardigan that day. In the end, I chose to tie the cardigan around my waist and look inappropriately dressed in a tank top with 40 degree weather—clearly the better option to being the candidate that peed themselves!

Lessons Learned. It will all work out. Things will go right and things will go wrong. Everyone has attached the wrong cover letter, called an employer by the wrong name, or forgotten the position title. You may get a stain on your suit; your luggage may get lost—roll with it. Student Affairs professionals are developmental at heart and want you to be successful. Don’t take yourself or the experience too seriously that you can’t sit back and have a good laugh about it all. And, if all else fails and things are not going as you’d like just think, “Well, at least I haven’t peed my pants today.”
Things I Wish Someone Would Have Told Me Before Attending ACPA
By Amanda Mollet

I recall my first convention as though it were yesterday. It was an incredible experience and through that time I was able to identify ACPA as my professional home and to build my professional family. Rather this is your first, second, twentieth or anywhere in between, I encourage you to make the most of your convention experience. How to do that you ask?

**Network. Network. Network.** One of the greatest resources at convention is the other attendees present. Take full advantage of everyone that is there and the opportunities to interact with them. It is easy to come in as a new professional and think only about networking with “important” people, but I challenge you to network at your peer level as well—we are the future of student affairs. Talk with those around you at programming sessions, get to know people in the elevators or waiting areas or while walking around. Step out of your comfort zone and eat a meal with people from other institutions or set a daily goal to meet and talk with at least three new people. After convention don’t forget to follow up with the people that you met, keep in touch, and take advantage of the amazing resource of our membership!

**Get Involved.** Yes, everyone says it and it is extremely important and a great way to become connected. If you haven’t already, sign up to volunteer. You can volunteer for the convention, placement, or to help a specific committee or commission. Think about serving in areas where there are multiple volunteers because it provides an instant networking opportunity as well! Attend committee meetings and take an active role. Everyone will say they want you to become involved but bridging that gap requires some personal initiative. Find something you would like to help with and make specific contact to say, “I would like to help with this.” Get the business card of those in charge and follow up post convention. Attend the events, socials, meetings, and showcase tables of committees and commissions that interest you. Talk with the members and leadership to see what you can do and do it! Many of the groups will have “palm cards” that list all of their specific activities. Make sure to pick these up so that you can be in the know about everything going on!

If you are able to network and become involved your experience will be a positive and beneficial one. Go into the convention prepared and with a plan to map out your professional development. The opportunities and experiences are there you simply need to reach for them. I challenge you to not be a passive observer of the convention but to step up and take an active role in your own professional development.

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**Congratulations to our Scholarship Winners!**

We had a great pool of applicants, and I’d like to thank everyone who applied, as well as our review team.

**Recipient of the $600 scholarship:**
Christina Mireles, Seattle University

**Recipients of the $300 scholarships:**
Diontrey Thompson, Michigan State University and
Julie Tieu, California State University, Northridge

If you see our recipients at Convention, be sure to congratulate them!