



THE MACUHO NEWSLETTER

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MACUHO 2005 Conference Preview



MACUHO 2005 Host Committee Chair
Gretchen Yeninas

Get ready for MACUHO 2005!

The Northeast region has been busily preparing for the 35th annual fall conference and we can't wait for you to join us! The theme for this year is "*Your Pocono Getaway* for Personal Reflection, Professional Harmony." Your host schools include Bloomsburg University, Bucknell University, DeSales University, East Stroudsburg University, the University of Scranton and Wilkes University.

The conference promises to be an exciting one. The Programming Committee has worked hard to secure our Keynote speaker and Consultants in Residence (CIR). Dr. Maura Cullen will serve as our Keynote speaker. She is best known for her interactive and motivating presentations on the topics of diversity and leadership. Our CIRs are equally experienced. Dr. Denise Collins has extensive experience in leadership in Student Affairs and George Brelsford has worked in Student Affairs for more than 25 years. In all, they have much to share with us!

Split Rock Resort itself offers us a wide variety of activities. The Resort has indoor tennis courts, a sauna and spa area. Outdoor walking trails are also available. The game room has bowling lanes and video games so you can connect with your inner child. Take a break at the ice cream parlor or take in a first-run movie in the theater. Located just off Route 80 and the Northeast extension of the turnpike, Split Rock is

easy to get to from all areas of the MACUHO region.

This year's 5th annual basket raffle will support the Andretti Foundation. The Andretti family has a long history of racecar driving and since Split Rock is just miles from the Long Pond Racetrack, we couldn't find a better connection! This Foundation promotes programs for better health, education and welfare of America's children and citizen's, so bring your dollar bills and help support a worthy cause.

New for this year is a day pass option for your purchasing staff. We want to make sure that the vendors are talking to the right people, so if you aren't the one who makes the final decision on purchases on your campus, bring that person along! The day pass includes lunch and plenty of time for your Purchasing Agents to talk with vendors. And Split Rock Resort has a huge space for vendors, so the more the merrier.

For more information on the conference, check out the MACUHO website at www.macuho.org and check out the "conference info" link. More questions? Email me at yeninasg@wilkes.edu.

On behalf of the entire committee, we can't wait to see you all in November! I'm sure by then we will all need a little time for some personal reflection and what better place than at beautiful Split Rock Resort!?

Potential Nightmares of Possible Heroes?

Reflections from Mid-Atlantic Placement Conference (Part 1 of 3)
By Collette Shaw

It's every employer's nightmare – filling a staff vacancy with a candidate who just doesn't fit in the organization. Ask any supervisor, and you'll hear of a staff member who was negative, unprepared or misinformed about expectations. While the next Mid-Atlantic Placement Conference is months away, its impact on the present should not be underestimated. For the countless employers and candidates who use MAP-C each spring, the results can make or break a department. For the past two years, I have served as the Candidate Coach for the MAP-C hopefuls doing their best to find the right fit for themselves in higher education administration. My experience caused me to question how we can best prepare everyone from the candidates, to their institutions in order to strengthen the field of student personnel itself.

Mentorship of future student affairs professionals plays a vital role in successful career searches. In talking to candidates at MAP-C, it is rare to encounter a single person who does not name an administrator at her institution who asked, "Have you ever considered a career in higher education?" At the very least, a MACUHO professional had somehow communicated to the candidate that MAP-C existed as a cost-effective resource in the job search process.

In looking at the big picture of our roles as mentors, there are important details we should consider when discussing career options with our students.

Leaders Aren't Followers

Makes sense right? We have don't praise historical figures or heroes because they were polite or obedient. Why is it, then, that we often try to recruit students into our field because they followed all our rules and didn't question authority? What do you define as a "good RA?" When you think about

identifying students who might be good leaders, consider some of the squeaky wheels in your student body (notice I didn't say on your staff). There is a distinct difference between complainers and challengers, and although the challengers can require more attention or push the boundaries of our patience, they may be the exact type of individuals we need to help higher education grow to meet the needs of future students.

Good Student Affairs Practice Has a Foundation of Scholarship

When talking to students about careers in higher education, I hear many say, "It was fun being a student leader. Student personnel will also be fun." I know personally that I would never give up the relationships I have built or the times I've laughed until I cried at a staff meeting, but I also remember the 3:00 a.m. floods and trips to the hospital to see whether a student's alcohol overdose would kill him. What the good and the bad experiences have in common is a thread of wanting to help students learn and develop into active, honest citizens. If we do a thorough enough job as mentors, our recruits in the field will understand that the wonderful and awful world of college administration is not just fun, but meaningful to society. If we help future candidates envision realistic expectations, we'll retain strong staff members for full careers in higher education. Introduce mentees to articles about big-picture issues and discuss learning theories and national trends in higher education with enthusiasm as a reminder that housing administration centers on people, not buildings.

Viva la Difference

Each college and colleague has a different approach to higher education. Help expose your mentees to as many as possible. Invite students to attend the fall MACUHO conference or other professional meetings in the area in order to expose them to new ideas and approaches. Send your mentees to different offices on campus to conduct information interviews with other staff members. Show them articles about interesting practices at other college and ask for their opinions.

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Make It Easy

Students don't know about MAP-C, higherjobs.com, or the *Chronicle of Higher Education*. These and many other free or low-cost resources are available to students, but they need someone like you to point them there. Show your students the list of questions you ask candidates at MAP-C, or – even better! – let them sit in on some of your interviews during their down time at the conference. Don't assume they know *anything* (including what the letters of MAP-C stand for).

If we all take responsibility for mentoring, the impact of your efforts will be felt not just among your students, but by every employer who hires one of your stars.

Information about the Mid-Atlantic Placement Conference is available http://www.macuho.org/placement_conference/job.htm

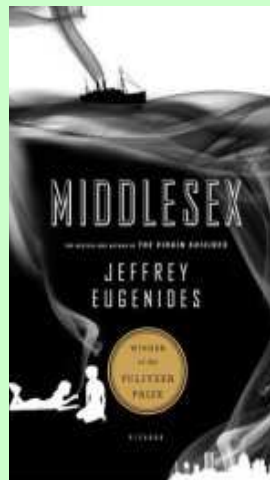
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Watch for the next two issues of the MACUHO newsletter to learn how recruiters and candidates can optimize their MAP-C success.

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Colette Shaw has twelve years of experience in housing administration. She has been the Candidate Coach for the Mid-Atlantic Placement Conference for two years, and her "It's a Wonderful Job Search" workshops have been conducted across the country. Shaw's first novel, *Won't Get Fooled Again*® was published in 2005. She maintains a personal website at www.ColetteShaw.com.

Diversity Committee Common Read 2005 "Middlesex"



The MACUHO Diversity Committee will host its second annual "Common Read in the Common Ground" at MACUHO 2005 in the beautiful Pocono Mountains! This is a superb opportunity for residence life professionals to unite and chat about issues that may be affecting our students and campuses; issues related to diversity.

After some discussion, the Diversity Committee chose the book Middlesex by Jeffrey Eugenides as our common read for this year's conference. Below you will find a brief synopsis from the book. Middlesex is available on Amazon and at many campus and local libraries. It is also available in audio format. The book read will be held this year during a regular programming session. Keep posted for further information.

I look forward to seeing everyone at MACUHO 2005!

Reviews:

"Part Tristram Shandy, part Ishmael, part Holden Caulfield, Cal is a wonderfully engaging narrator. . . A deeply affecting portrait of one family's tumultuous engagement with the American twentieth century." --"The New York Times

"Wildly imaginative. . . frequently hilarious and touching." --"USA Today

"A big, cheeky, splendid novel. . . it goes places few narrators would dare to tread. . . lyrical and fine." --"The Boston Globe

Key Note Speaker Information

Key Note Speaker Dr. Maura J Cullen

Dr. Maura J. Cullen is a nationally recognized speaker known for her motivating and engaging seminars on the topics of diversity and leadership. After receiving her Bachelor of Science in Sociology and Psychology at Bridgewater State College and her Master of Education degree in Counseling and Psychological Services/ College Student Personnel degree at Springfield College, Maura served as a Residence Director at Stonehill College and later at the University of Massachusetts at Amherst. In 1995 she earned her Doctor of Education degree in Social Justice and Diversity Education at University of Massachusetts at Amherst.

At Stonehill College, Maura served as Head Coach of the Division II volleyball program and Assistant Coach of the basketball program. While at UMass, Maura taught seminars in Social Issues, with a primary focus on gays, lesbians and bisexuals in American society, and took part in four independent seminars regarding anti-Semitism, gender roles, whites working on racism, and heterosexism. She was also responsible for the Resident Assistant



Training Course, prepared RA's for crisis intervention, confrontation, listening skills, programming, and drug education. She is the Co-creator of *Collidascope*, a game that addresses issues of Ableism, Heterosexism, Racism, Jewish Oppression, AIDS/STD's, eating disorders, drug abuse, and environmental concerns.

Since 1987, Maura has traveled the country as an Educational Consultant, designing and implementing effective seminars and workshops for public and private industry. She has presented at many national and regional conferences, and has consulted for over 300 colleges and universities. MACUHO is pleased to welcome Maura to our 2005 conference, where she will not only serve as our Keynote Speaker, but will also remain with us as a consultant and presenter throughout the conference.

Key Note Presentation:
Wednesday (11/9) Afternoon