

NWACUHO 2019 Annual Conference

E Exhibitors & Vendors **F** Facilities Management **O** Operations **R** Residence Life **U** Universal Practice

N Universal Practice: Diversity / Social Justice

FEBRUARY 12 • TUESDAY

8:00am – 9:00am	Welcome and Breakfast Good morning! During breakfast this morning, we will be announcing our scholarship winners and introducing you to some important guests at our conference. For breakfast, we will be serving: Country Scrambled Eggs served with Applewood Smoked Bacon Strips, Breakfast Potatoes and Grilled Walla Walla Onions. Breakfast will also include Terraza Bold Coffee and Hot Breakfast Tea Selection, Orange Juice and Seasonal Pastries	Grand Ballroom
8:00am – 11:25am	Registration Welcome to Portland! Check into the conference and receive your name tag and other conference items and information. You can also make membership payments, add meal packages, and get answers to any of your questions regarding the conference activities.	Ballroom Foyer
9:00am – 9:45am	E Time with Exhibitors Circulate and get to know our exhibitors! Even if you don't currently make purchasing decisions for your department, it's never too early to start cultivating relationships with these industry experts. See what the latest products and services are out there that can enhance the student experience.	Grand Ballroom
9:45am – 11:20am	Case Study Presentations <i>Facilitator: Brian Kerrick</i> Please join us for the Case Study presentations and watch new professionals tackle unique approaches to a complex problem. All are welcome to observe, but please be mindful of entering and exiting the room during this session so as to not disturb the presenters.	Galleria 1
9:45am – 11:20am	E Mid-Level Challenge Open to all members not participating in the Case Study Challenge. No preparation required. Mid-level professionals and professionals aspiring to obtain a mid-level position will be presented with a hypothetical situation in which they will be asked to create a housing program, including the renovation of a residential facility. Participants will be asked to select products and services showcased by our exhibitors during the conference. The goal of this program is two-fold: To facilitate a greater level of engagement between our exhibitors and institutional member delegates; and to help our mid-level professionals learn about interacting with vendors and contractors to procure goods and services that support college and university housing programs.	Grand Ballroom
11:30am – 12:20pm	O Find Superstar Employees - Innovative and Inclusive Interviewing Techniques <i>Presenters: Julia Nicholson</i> Ready to refresh your hiring process? During this interactive session, we will workshop interview processes and techniques beyond "tell me about your strengths and weaknesses" questions. These techniques will help you hire rockstar employees year after year. This session is meant for professionals who work with hiring processes (student or staff) at every institution type and size, and each participant will walk away with new ideas to eliminate bias and increase effectiveness of their hiring process.	Galleria 2
11:30am – 12:20pm	O Shifting Professional Staff Recruitment to Attract Generation Z <i>Presenters: Alex Matiash</i> Generation Z, those born between 1995 and 2010, like those before them, have been shaped by major events, technological advances and cultural shifts. As Gen Z (or iGen) starts to graduate, more entry-level candidates will identify with Gen Z. One way to be competitive in recruiting these candidates is to shift our recruitment practices to appeal to the iGen. This session will discuss iGen and highlight successful recruitment practices that appeal to the next generation of candidates.	Forum

11:30am – 12:20pm

- R Faculty in Residence + Community Director Panel: What Works, What Doesn't, and Everything in Between** Galleria 1
Facilitator: Olivia Stankey, Matthias Vogel, Dr. Debra Thompson, Miles Marrow
- Faculty in Residence (FIR) programs have been promoted as a best practice in the realm of housing for years. As a result, many residence life and housing programs have, are in progress of, or are thinking about implementing a FIR program within their departments. Join our session to hear from current Faculty in Residence and Community Director partners in a panel environment about what works well, what causes challenges, and what best practices we have learned as a result of these partnerships. Time for Q&A provided. Designed for anyone interested in learning more about this topic.

11:30am – 12:20pm

- R From Overwhelmed to Sustainable: A Hands on Exercise in Essentialism for RA Training Programs** Directors
Presenters: Matt Cox
- Using a simple committee-based planning exercise, Seattle Pacific University reduced over 18 hours of sessions and activities from its Fall RA training program. The resulting training was more effective and more sustainable. In this session, participants will walk through the planning exercise and walk away with insights concerning their programs. Attendees will also benefit from the lessons learned and mistakes made during Seattle Pacific's journey towards a simple and effective training.

11:30am – 12:20pm

- U Powering potential: Strategies to boost individual and team success** Studio
Facilitator: Jackie Duc
Presenters: Austin Wetherbee, Fiona Corner
- The practice of pursuing success in isolation limits our potential in serving students. In this presentation we will introduce the research of Shawn Achor using his new book, "Big Potential". We will share our experiences of influencing our staff teams through multiple dimensions of human potential including performance, creativity, and leadership ability as well as exploring the five stages of potential and how participants might employ them with their own teams.

11:30am – 12:20pm

- N Say My Name, Say My Name** Council
Facilitator: Jonece Tallant
Presenters: Sam Harwood
- Recognizing, addressing, and preventing a lesser noticed form discrimination, microaggressions.

12:30pm – 1:20pm

- E Lunch with Exhibitors** Grand Ballroom
- Serving: "IT'S A FIESTA!"
Tortilla Soup
Black Bean and Roasted Corn Salad
Beef Barbacoa braised with Chipotle Chilies, Garlic, Oregano, Cumin, and Cloves
Tequila Lime Cilantro Chicken
Fajita Vegetables - Bell Peppers, Onions sautéed in oregano
Flour Tortillas & Tortilla Chips
Assorted Toppings to include Sour Cream, Guacamole, Pico de Gallo, Tomatillo Salsa (Medium), Red Chili Salsa (Hot), Queso Fresco
Cilantro Lime Brown Rice and Refried Beans
Sopapilla dusted with Cinnamon

1:20pm – 2:20pm

- Sprint Sessions** Grand Ballroom
- This well received offering from last year is coming back! Known as the "Sprint Session" at ACE, features 5 current Senior Housing Officers in a general session providing rapid-fire presentations over lunch! Each speaker is limited to 21 slides that auto-advance every 20 seconds. These incredible presenters have carefully chosen their own topics and will be condensing their most important takeaways into seven minutes, leaving you with a power-packed lunch!

2:20pm – 3:20pm

- E Time with Exhibitors** Grand Ballroom
- Circulate and get to know our exhibitors! Even if you don't currently make purchasing decisions for your department, it's never too early to start cultivating relationships with these industry experts. See what the latest products and services are out there that can enhance the student experience. During this break, we'll also be announcing the winners of our mid-level challenge!

3:30pm – 4:20pm

F University of Washington's Center Table Dining Hall: Lessons on Food and Student Experience

Galleria 2

Presenters: Brian Jonas, Josh Gana, Rob Lubin

The fundamental act of gathering around food is vital to social life and civic discourse; yet we often lack intentionality in how we teach young adults about this experience. This session will explore the relationship between food and residence life using a new dining facility as a case study. We will look at current trends, how these can be applied to the design and operation of food service in a campus setting, and the implications for student learning and residence life. Attendees will leave armed with new perspectives for advancing student learning through dining on their own campuses.

3:30pm – 4:20pm

O From Smart to Brilliant: take your housing and dining program to the next level with collaboration

Council

Presenters: Lindsey Gibson, Tina Fuchs, Rachel Rhodes

The University Housing and Campus Dining Directors at Western Oregon University rely on a small group of students and professional staff members to advise in evaluating programs and services, reviewing budgets and setting rates for the following year. Each year the Housing and Dining Advisory Committee (HDAC) has provided ideas and feedback on every major change, addition, and reduction to the housing and dining program. In this session we will explain our current HDAC structure, flow of the year, and give the framework to implement a similar committee at your institution.

3:30pm – 4:20pm

O Restructuring Training to meet your and the needs of your Gen Z Residence Life Staff

Forum

Presenters: Linzi Wong, Amy Stewart

Does your advisor training no longer meet your and your staff's needs? Are you finding your advisors unable to grasp important applications of the role and find them and yourselves burnt out after staff training? We've all been there. After moving our Advisor Orientation from the Okanagan to Vancouver, we found that the principles we used beforehand weren't working. A new generation and a new location, lead us to create new principles to base our training off of. Come to this session to learn how you can restructure your training to meet the needs of Gen Z Residence Life Staff.

3:30pm – 4:20pm

O The Elephant in the Roommate Agreement: Navigating Animals in Residence Part I

Galleria 1

Presenters: Kathryn Magura, Jill Childress

Many of us have experienced an increase in the number of approved animals living in our residence halls to support students with disabilities. In Part I of this two-part session, we will provide a primer in the differences between a Service Animal and an Emotional Support Animal, the laws in the United States and two Provinces in Canada that guide our work on campus, and how Oregon State University developed a process to proactively educate and support students with SAs and ESAs in the residence halls.

3:30pm – 4:20pm

R thank u, next: Our journey from Programming Model to the Curricular Approach

Galleria 3

Presenters: Erick Lacayo, Katie Horowitz

After attending ACPA Institute on the Curricular Approach (Formally Residential Curriculum Institute) in 2014, 2017, and 2018, the Residential Life team at the University of Washington Bothell has made the shift from a programming model to a curricular approach. This approach revolutionized our approach to the work we do and how we talk about our work with campus partners. In this session, we will talk about our journey through this transition, explain the essential elements, how it has changed our program in terms of student success, and how this can be applied to your residential program.

3:30pm – 4:20pm

U Unsolicited Advice from a New Professional to Grads beginning their Job Search

Directors

Presenters: Larysa Cohee

During this program, come learn about how a new professional navigated the first 100 days of their position but still kept professional development in mind. Transition is tough and often times we think of it from our students' perspective but what about grad students? You're in a pseudo professional role and then BAM a brand new professional is born!

3:30pm – 4:20pm

N Recruitment & ReTENSION

Studio

Presenters: Melinda Gilliam, Kirsten Aranas

The push to recruit diverse candidate pools is something many of us are familiar with. We've gone through trainings, revamped recruiting materials, and invested in potentially increasing the strength of our programs by bringing in "diversity". Don't pat yourself on the back quite yet, because the responsibility doesn't stop there. Welcome to reTENSION, an area that many institutions pay little attention to while it is equally important as the recruitment process itself. Join us as we share narratives from professional staff of Color and identify promising practices for successful retention.

4:30pm – 5:20pm

F Enhancing Comfort and Safety in Living Communities through Environmental Design

Forum

Presenters: Patrick Robinson, Jeremy Rear

Have you considered the way in which the physical environment affects behavior and comfort in living communities? This session will explore principles of environmental design through architecture, focusing on the concept of Defensible Space theory. Presenters will use case studies to reinforce design concepts and provide practical ways in which advancing professionals can discover opportunities of engagement at their own institutions, enhancing comfort and safety within their communities. Participants will be able to share their own experiences and strategies in applying these theories.

4:30pm – 5:20pm

O Integrating Career Readiness & Employability in Student Leadership Positions

Galleria 2

Presenters: Karolyn Ismay

This session looks outside of residence life and into the world of career services to find the growing trend of Career Readiness and Employability. Our student leaders gain important skills that serve them well in their first destinations after graduating. However, they can struggle to articulate their experiences to potential employers. We will use the National Association of College and Employers' framework of Career Readiness and examples from colleagues in different functional areas to explore how we can better prepare our student leaders.

4:30pm – 5:20pm

O The Elephant in the Roommate Agreement: Navigating Animals in Residence Part II

Galleria 1

Presenters: Kathryn Magura, Jill Childress

Many of us have experienced an increase in the number of animals living in our halls to support students with disabilities. Part II of this two-part session will detail the process Oregon State University has put into place around proactive meetings, educating animal owners about their responsibilities, and notification to others in the community. We will briefly review some challenges that have come up in our process that attendees should consider when establishing their own process. We will conclude with a practical application of strategies using case study examples with participants.

4:30pm – 5:20pm

R Housing and Residence Life's Multifaceted Role in Campus Suicide Prevention

Directors

Presenters: Luke Poole

Suicide is one of the leading causes of college student death, and while it's a campus-wide responsibility to mitigate risk and enhance protective factors, Housing and Residence Life exists at a vital crossroads. We have the capacity to promote social connectedness and life skills; identify students at risk and encourage help-seeking behavior; and reduce access to lethal means in our communities. Through this session you'll be introduced to the JED Foundation's model for mental health promotion and suicide prevention, then challenged to examine your own department's work through that lens.

4:30pm – 5:20pm

U NWACUHO Town Hall

Council

Presenters: Shelly Clark, Janie Sacco

Join us for our annual town hall. Presenters will be reviewing progress on the 2017-2021 master plan, providing an overview on a proposal board restructuring, and answering questions from the membership.

4:30pm – 5:20pm

U The Untapped Potential of an MBA

Studio

Presenters: Drew Satter

Is using the untapped potential of an MBA something that would enhance your work in the current and future times of change? Many of us have access to varying levels of tuition remission, so come learn what an MBA can do for your work and career in student affairs including leadership, managing people and performance, economics, operations, marketing, managerial accounting (which is better than it sounds), plus more.

4:30pm – 5:20pm

N Social Justice and Inclusion Initiatives Around the Region

Galleria 3

Presenters: Michael Zangl

Join colleagues from around the region to learn about the different initiatives related to diversity, inclusion, and social justice taking place at different institutions. What interventions, programs, or policies have been effective? How were challenges addressed? Tap into a network across the region to explore how we can more effectively create inclusive communities.

Facilitator: Simone Staley, Tiffany Firestone, Janie Sacco

The Affinity Social is an opportunity for members of underrepresented identities to have a space to interact and connect. The Diversity and Inclusion committee will be hosting this event. There will be opportunity for facilitated discussion.

Serving:

Fresh Winter Vegetables (Vegan and Gluten Free)

Artisan Cheeses (Vegetarian and Gluten Free)

Stuffed Mushrooms with Cheese (Vegetarian)

Vegan Egg Rolls (Vegan)

Steak bites with horseradish (Gluten Free)

The NWACUHO Local Arrangements Committee looks forward to hosting you at Ground Kontrol, the West Coast's premier classic arcade. Ground Kontrol preserves and celebrates video gaming's "golden age" by operating over 100 classic video games and 40.5 pinball machines, features a full-service bar serving from noon until late (usually 2AM), hosts DJs, comedy shows, high score competitions, game tournaments, and Rock Band karaoke, and are available for public and private event rentals. See more at <https://groundkontrol.com>

Arrive at Ground Kontrol's old entrance - directly into the **blue** side at 511 NW Couch Street. This door is typically locked, but they will have a staff member stationed at it throughout the duration of the event to welcome NWACUHO guests and check IDs / distribute event wristbands. Ground Kontrol will also have a staff member situated in the short hallway between the blue side and red side to keep the public from entering the blue side while also allowing your guests who are 21+ to freely check out the red side of the arcade.

- Door staff will ask for a password: use "NWACUHO" for entry

- Please bring valid ID for bar service. Ground Kontrol will have another color of wristband for minors and guests who don't have ID for bar service.

Refreshments provided include:

- 4 regular hummus and veggie platters
- Nacho bar
- Cookies