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Greetings SEAHO Colleagues!

As I type this letter to you, I am weather-locked and iced-in at my house in South Carolina. It is a cozy and reflective environment to be writing my last Presidential letter for the SEAHO Report.

We are just 31 days out from the 2016 Conference in Raleigh and our annual gathering of the SEAHO Family. Dr. Donna McGalliard and the EXECPTIONAL Host Team have been hard at work wrangling the details and logistics that it takes to make vision a reality. The conference program is solidly educational and our Corporate Partners have filled their spaces with offerings both new and tried & true. The Host team has also been thoughtful and intentional in their creation of pre-conference events & tours, service offerings and opportunities for delegates to socialize and network together. For those who will not be traveling to the conference, remember that there will be program sessions live-streaming at www.seaho.org. Please do join in and leave the presenters some comments so that they know you were there, and benefit from your feedback as well.

Over the past year I feel as though I have learned, again and again, that there is a necessary and delicate balance between Innovation and Constancy. Your association leadership has done our best to provide you with the SEAHO experiences that you have come to expect, count upon and treasure - while also stretching our horizons to the new and different, the cutting edge and the leading trend. For a full summary of 2016 conference innovations, click here: http://www.seaho.org/?page=SEAHO2016.

Many are not aware that there are literally HUNDREDS of individuals who make our Association run throughout the year. From the Committee chairs to the State Representatives, from those Elected to those Appointed, from the webmaster team to the program reviewers – there are literally too many to mention. Each is essential to the whole. During the Opening Session of the conference, and shortly after on seaho.org, we will be sharing a photo slide show highlighting many of these dedicated volunteers – each holding a sign that indicates what their role has been. Mine is below as an example of the entertainment to come. Please take a moment to recognize and appreciate their efforts!

As I close out this year of service, I would be greatly remiss if I did not thank my Clemson Home family for their endless support. In particular I owe a debt of gratitude to Dr. Doug Hallenbeck, Dr. Almeda Jacks and my rock-star Administrative Coordinator, the exceptional Mrs. Dionne Holt. On a more personal note, I would not have been able to dedicate the time I did to SEAHO without the constancy of my amazing partner, my mother’s endless cheerleading and the snuggles and hugs provided by my super-cute kiddo when days were long. I count myself lucky indeed!

You may recall that at ceremonial moments during the conference you see the Two Step Blanket and the Cromag on stage. They preside over formal gatherings of the Association and symbolize the transition of the “care and feeding” of SEAHO as they are passed from one President to the next. They have been my constant company, as well as a fun conversation starter, in my office over this past year. On days when the to-do list was long and my day job was pressing it may have felt like they were saying, “Psst…. Sister, what have you done for SEAHO lately?”

MOST days, though, they were a comforting reminder that I, and you my friends, have the blessing of being part of something larger than ourselves. SEAHO is a world-class association of professionals and it has been my honor to serve you over the past year.

Thank you for your dedication to the field and I look forward to seeing you in Raleigh!

Kathy Bush Hobgood
SEAHO President 2015-16
khhob@clemson.edu
#SEAOAllYear
Hello SEAHO!

I find myself in the midst of transition, change, and progress. I left a wonderful position and professional family at the University of Tennessee, Knoxville after 10 professional years of service and now find myself surrounded by new challenges and sources of motivation and excitement at the University of Mississippi. This move, while the perfect decision both personally and professionally, was downright scary, and I found myself leaning on my SEAHO colleagues more than ever before. I am delighted to find myself amidst professionals and students dedicated to moving our departments and universities forward and sharing resources and knowledge with each other along the way.

The SEAHO region is one defined by collaboration. Rarely does a day go by when we do not seek each other out for advice, research, support, or to share the latest crazy story. When I attended my first SEAHO annual conference back in 2006, I did not realize the significance of the interactions I was making. I had no idea the program sessions I sat in and the people I met would guide my way for years to come. Whether this 2016 conference is your twentieth or your first, take the time to learn, interact, reflect, and (you guessed it) capitalize on the opportunities before you. Take notes, keep business cards, ask questions of presenters, take advantage of the seasoned voices, and actually follow-through on the ideas that are sparked when you return to your home campus.

In this edition of the SEAHO Report, we have five feature articles ranging from topics on personal professional development to personality traits to smart goal setting. As usual, our mix of scholarly research and opinion pieces offer something for everyone. I am particularly pleased to draw your attention to the Committee section of the Report, as now is the time to get involved in what SEAHO has to offer. For our Graduate Assistants out there, the Grad Issues Committee created a wonderful “GA Guide to SEAHO” you must check out. We have 6 states sharing staffing changes and exciting initiatives as well, so be sure to see what your colleagues are up to across the region.

The goal of each SEAHO Report is to inspire the Housing professionals in our region to share their stories, bring new ideas to the table, and always keep the professional conversation moving – we are basically a year-round conference! Once you have read through this edition, please take the time to visit seaho.org to submit your own ideas for our next installment. The submission deadline for the conference edition of the Report is March 29th, so go ahead and add time to your calendar to join in the SEAHO conversation!

Thanks and, as always, a huge shout out to our amazing SEAHO Report editorial team: Krista, Carolyn, and Kristen as well as my phenomenal colleagues both at UT and Ole Miss for your help and support!

Jeannie Hopper
SEAHO Report Editor
seahoreport@seaho.org
#SEAHOAllYear
CAPITALIZE on SEAHO 2016!

This year’s annual conference incorporates some great new ideas for SEAHO while enhancing traditional avenues of engagement. Here are some highlights of a few new opportunities to check out in this year’s conference schedule:

- **SEAHO Recognition** - We have created a new Awards Ceremony that will centralize our recognition efforts and provide an appropriate celebratory venue for honoring our award winners. Plan to attend on Wednesday, February 24 at 5:30pm and then to enjoy the “Taste of Raleigh” social event directly afterwards.

- **SEAHO Connections Track** - This new grouping of events will highlight SEAHO’s commitment and dedication to the mentorship and networking that are so close to our core. These events are each designed for professional growth, network expansion and ensuring that our membership is finding opportunities to reflect and share. Our hope is that this new track allows us to maximize the existing structure of the conference schedule, while ensuring dedicated time for one on one and small group conversations.

- **As a companion to more traditional educational program presentations, members will find options that include various speed mentoring sessions, as well as two specialized programs:**
  - The Fireside Chats program, which is returning from our 50th-anniversary conference in Louisville. We will match interested participants with a senior-level professional (Past-President, CHO or Program Director) from the region to have a 1-on-1 conversation at some point during the conference in Raleigh.
  - Dialogue Circles is a new event this year. This program will take place during Program Session #1 (Wednesday, February 24, 2016 - 2:00pm to 3:00pm). Small groups that include individuals with different views on our work will gather for conversation. Each group will include: a seasoned leader, a mid-level professional, a graduate student and an entry level professional. Groups will be encouraged to remain in contact with one another throughout the conference.

- **Our graduate students and new professionals will continue to enjoy our signature mentoring program now known as SEAHONext. Thanks to the hard work of the Graduate Issues and Involvement committee, Pro/Am has found a new name and renewed focus on new professionals offering valuable mentorship for graduate students.**

- **Career Support Services** - As we move into our first conference without placement, the Career Support Services committee has increased its offerings for mock interviews and resume review. Both services will now be available both in advance of the conference as well as in person at the conference.

Join SEAHO on LinkedIn

LinkedIn has become a relevant professional networking site for people from all walks of life for more than a decade. As a professional organization, SEAHO affirms that being connected as housing and residence life professionals is valuable in that it allows us to share “ideas, knowledge, and resources.” It is for those reasons that SEAHO has decided to develop a presence on the LinkedIn site. The group page can be found under the title “Southeastern Association of Housing Officers (SEAHO) or by using this link: https://www.linkedin.com/groups/8390507. We hope that the SEAHO family will connect through this platform and share your ideas, programs, projects, and even job postings on a regular basis. SEAHO has thousands of members, and we hope that many of you will take advantage of our group just as you have likely taken advantage of LinkedIn for yourself.
Regional Entry Level Institute

June 1-4, 2016
Emory University
Atlanta

RELI participants will:

• Attend sessions facilitated by experienced professionals in housing and residence life
• Assess current skill levels and devise a professional development plan
• Learn practical information designed to help survive and thrive as a mid-level professional
• Participate in one-on-one mentoring sessions for in-depth conversations with a cluster leader

Registration is $200.00 and includes all materials, lodging and most meals.

For more information, please contact:

Calvin Mosley
Associate Director
Housing and Residence Education
University of Florida
352-392-2171
calvinms@housing.ufl.edu

Curt Erwin
Executive Director, Residential Life & Housing
Virginia Commonwealth University
804-828-7666
cgerwin@vcu.edu

Application Available:
January 8, 2016
www.seaho.org/reli

Application Deadline:
March 16, 2016

Status Notification:
April 16, 2016 by 11pm

Registration and Travel Scholarships are available
SEAHO Committee Updates

Something for everyone in 2016 – Immerse yourself in SEAHO

During my involvement in SEAHO, I have found that one of the fantastic qualities of our Association is the opportunities for professionals at all levels to get involved in some capacity or on some level. So, my challenge to you this year is to find that way, whether you’re entering your first full year as a professional or if you have mentored and supervised those help to lead SEAHO.

New Professionals – Sure, you might be a little green, but you have tons to offer.
  • Find a committee to join. Whether you come to Raleigh and attend the Involvement Fair or if you submit an interest form and connect through the website (http://www.seaho.org/default.asp?page=involvement_form).
  • Apply to RELI. We have one of the strongest Entry-Level Institutes in the country and can boast over a decade of alums. If you’re in Raleigh find someone with a RELI ribbon or attend the session on last year’s institute. If you can’t be with us, check out information on RELI, in its last year at Emory University, on the SEAHO website (http://www.seaho.org/?page=reli_application).
  • Write for the SEAHO Report. If you’re reading this, you have a good idea of the content that can fill these pages. If you’re not sure what to write about, you can contact the editorial board for suggestions. You can also turn your program proposal into an article with just a little bit of work.

Mid-Level Colleagues – Career purgatory? I think not, it’s time to diversify your experiences!
  • Find a new capacity in which to serve. Join a committee you perhaps have not served on. Apply to serve as a faculty member (STARS College, RELI). Put yourself up for a leadership position whether that’s in SEAHO, your state, or in some other capacity.
  • Write, collaborate, present. You know you’ve had the itch to write on your favorite topic. Perhaps you have an original idea you would like to present on. Chances are you’ve been there or done that – do it again, or better yet, find a colleague who may be interested in collaborating on an article or a program idea.
  • Mentor a new professional. Share your knowledge, establish a new connection, and help someone along their path as others helped you.

Senior-Level Folks & CHO’s – Your CV is robust… your experience is showing…
  • Serve on a committee you have never served on before. You will undoubtedly have much to offer this group, will get to meet some folks who maybe you wouldn’t normally associate with, and there’s a good chance you’ll learn something while doing it.
  • Write… Something. How does it go? “You’ve likely forgotten more about ___ (housing & residence life), than some have experienced collectively.” Write and share what you have learned.
  • Invest time in a colleague at the mid-level or upper-mid-level experience stage – especially someone not at your home institution. If they can work up the courage to ask, or if there’s someone you have noticed potential in, seriously consider making yourself available to them.

Those are all just my suggestions, and there are a myriad of other ways you can engage with SEAHO or with your colleagues. I’m looking forward to seeing you in Raleigh, and hope that you’ll take advantage of this
great conference that has been planned for us. If you cannot make it, I hope that you will still realize that there is a way for you to participate in our Association. You’ve undoubtedly heard this, but SEAHO truly does have so much to offer.

Happy 2016, SEAHO Family! Here’s to great things in the coming weeks and months.

Ben Wicker
Director of Committees
#SEAHOimmersed

Career Support Services Committee Update

Matt Lindenberg is the Career Support Services Committee Chair-Select! Matt works as the Assistant Director for Residential Learning Initiatives at the University of South Carolina. Matt has been an active member of this committee for some time, including for the last few years when we were the called the Placement Committee. He will do a great job with this new committee as it moves forward into its second year!

There were a few new initiatives taking place at the SEAHO conference this year:

- **Fireside Chats** – This is a relaunch of a program that occurred during the SEAHO conference in Louisville. Participants will be matched with legends of SEAHO (past presidents, CHO, etc.) and have an opportunity to bond over a “fireside chat” during the conference. Sign-ups were included in the registration form, and space is limited to those who signed up in advance.

- **Dialogue Circles** – This new program is part of a new “SEAHO Connections” program along with Fireside Chats. This will take place during program session #1 at the conference. Seasoned, mid-level professionals and above will lead small group discussions with graduate students, entry-level professionals, or newer mid-level professionals. These circles will also enable informal interaction throughout the conference. Sign-ups were also included in the registration, and space is limited to those who signed up in advance.

- **Mock Interview & Resume Review** – This may not be new… but we now have dedicated time during program session #4 at the conference for those interested in having their resume reviewed or in a mock interview. We have also had the opportunity for pre-conference resume reviews and mock interviews.

We extend a big “thank you” to the subcommittee chairs and all members of the Career Support Services committee for a great year!

- **Competency & Professional Development, Subcommittee Chairs:** Jameson Sellers & Jill Zalewski
- **Mock Interviews/Resume Review, Subcommittee Chairs:** Matt Lindenberg & Jacquelyn Deptula
- **SPE/TPE Support, Subcommittee Chair:** Lindsey Johns
- **Technology & Online Presence, Subcommittee Chair:** Becky Pritchett

Please contact Andy Petters at petters@virginia.edu if you are interested in being involved with the Career Support Services committee.
HELLO SEAHO!

The Educational Programs Committee is excited for SEAHO in Raleigh this year. We have planned some exciting things for the conference and we hope you are able to participate. Here are some of the points you should be on the lookout for heading into the conference:

• Our Scholar-in-Residence is J. Diane “DP” Porter-Roberts of the University of Florida. DP currently serves as Clinical Assistant Professor and Coordinator of the Student Personnel in Higher Education Graduate Program at the University of Florida. She has rich SEAHO experience and is eager to share her knowledge and expertise. Check out the Scholar-in-Residence Office Hours as well as her presentations throughout the conference. You can find more information about her here: https://education.ufl.edu/faculty/porter-roberts-j-diane-dp/.

• Educational Grant winners have been selected and will be announced during the Awards Ceremony; therefore, if you submitted a grant proposal make sure you’re there.

• Case Study Competition is for those graduate students and entry-level professionals who are interested in getting to know each other but also focus on solving a critical issue facing housing professionals. If you’re interested, then come by the Case Study Orientation on Wednesday to get paired and informed.

• We are working on compiling and disseminating model programs for the SEAHO organization from its member institutions. We are hoping to have this project started and solidified by the end of SEAHO 2016. If you’re interested in being part of creating an online resource bank for SEAHO members, then swing by our Committee Meeting on Thursday!

We are doing some amazing things in the Educational Programs Committee and we would love for you to be a part of it for the upcoming year. If you’re interested in helping with or improving initiatives for next year, then you should come by the Educational Programs Committee meeting on Thursday at 4PM. Trust me, you won’t be disappointed.

I hope to see you there!

Michael Jones, Chair of the Educational Programs Committee
Conference Attendance and Fees

Planning to attend SEAHO 2016 in Raleigh, NC? Registration for the conference is now open. Here’s some information to help you register for the conference:

- **Conference dates:** February 23-26, 2016
- **Conference location:** Raleigh Convention Center

**Conference registration fees and dates:**
- Graduate Student Early/Regular registration (ends on January 6, 2016) = $150.00
- Graduate Student Late registration (ends February 12, 2016) = $175.00

Make sure to register early in order to get the best rate!

**Want to know where to stay?**
- **Conference hotel:** Raleigh Marriott City Center
  500 Fayetteville Street
  Raleigh, NC 27601
  $169.00/night (mention you are with SEAHO when making the reservation)

- **Other hotel option:** Sheraton Raleigh Hotel
  421 S Salisbury Street
  Raleigh, NC 27601
  $179.00/night (mention you are with SEAHO when making the reservation)

To register for the conference: http://www.seaho.org/?page=SEAHO2016

Graduate Assistants of the Month

The Recognition and Partnerships Subcommittee of the Graduate Issues and Involvement Committee were charged with creating a way to recognize our amazing graduate students throughout the year. From this charge the Graduate Assistant of the Month award was born. The Graduate Assistant of the Month Award is designed to showcase the important contributions and achievements of our graduate students. Each month, this award is given to an outstanding graduate student who has demonstrated dedicated service to their department and home institution while excelling academically, professionally and remaining committed to the students they serve.

The following Graduate Assistants have been awarded the Graduate Assistant of the Month:

- **May 2015:** Jasmine Harris – East Carolina University
- **June 2015:** Alexandra Garney – University of Central Florida
- **July 2015:** Chris Anderson – University of Florida
- **August 2015:** Trevor Sutton – University of South Carolina
  
  “I was quickly moved into a new position with less than a week before Resident Mentor training and it was overwhelming. It was easy to get caught up in the many administrative aspects of being a building supervisor and building a relationship with my faculty principal. Before I knew it, it was already September. When I saw the email that I had been nominated, I was shocked. When I saw that I had won, it was affirming to see that through all of the administrative tasks, I had not lost sight of the purpose of student affairs and impacting students’ lives. It gave me the boost of energy to keep going. It challenged me to work harder. It reminded me that I love what I do.” – Trevor Sutton

- **September 2015:** Timothy Frederick – Valdosta State University
- **October 2015:** Amanda Martin – Jacksonville State University

Graduate students can be nominated for this award by completing the nomination form found here at https://seahograd.az1.qualtrics.com/jfe/form/SV_9uGaCvZBJT44SqN. Please take time to recognize and nominate your outstanding graduate students! #SEAHOAllYear

Helpful Links

- **Fall 2015 SEAHO Report**— [http://www.nxtbook.com/nxtbooks/seaho/2015fall/#/2](http://www.nxtbook.com/nxtbooks/seaho/2015fall/#/2) (This has very helpful information about this year’s conference and shows you what SEAHO is all about!)

When registering for SEAHO, make sure you sign-up to participate in **SEAHONext** (see page 2 for more information) and the **Case Study** for graduate students or new professionals! These are excellent opportunities to expand your professional network and meet new people.
Advice from current SEAHO professionals who were SEAHO graduate students

In what ways did SEAHO help you as a graduate student?

“I met other grads from different areas who’ve become friends and colleagues today. Those people I can call when I have a tricky work situation, bounce training ideas off of them, or meet up at a coffee shop should we happen to be in the same city at the same time. That to me has been one of the greatest joys and is something overlooked. In another 10ish years, we will be CHOs and senior Student Affairs officers but these relationships began back in grad school, at SEAHO, so we get to celebrate each other on our way up and keep each other motivated when times are tough. I was also able to meet more experienced professionals, the benefits of which are endless.”

Holly Stewart, Residence Life Coordinator at Louisiana State University

What advice do you have for current graduate students who are considering joining SEAHO?

“Get involved with association work. Find the topics you are passionate about and get connected. Utilize the conference as a chance to network and learn from others. This is also a great chance to see if this is the right region for you and which part of the region is most attractive for your needs.”

Travis Smith, Residence Life Coordinator at Jacksonville State University

“SEAHO is a great place to build your professional networking as a young professional. The seasoned professionals are ready and waiting to take you under their wing & teach you all they can about the field.”

Katie Kolkmeier, Assistant Director of Housing at Florida State University

“...networking can be overwhelming or intimidating, especially for those of us who are introverts. As one of those strong introverts, it’s about being strategic with your interactions. Find the ways in which you can feel confident. Maybe attend a committee meeting to learn more, participate in SEAHONext so you get paired with someone for a more intimate conversation rather than large group settings, commit to exchanging business cards with someone you sit next to at a session, or ask a presenter a follow-up question. There are countless options and everyone will SEAHO differently so use the advice that speaks to your heart and allow yourself the vulnerability to do something that scares you a bit.”

Holly Stewart, Residence Life Coordinator at Louisiana State University

SEAHONext: Starting Your Professional Network

When it comes to job searching, we’ve all heard the phrase, “It’s all in who you know.” While I think we in student affairs are better than many professions at hiring candidates based on their skills, qualifications, and personality, one should never underestimate the power of a strong professional network. While personal connections rarely guarantee a job, they do open you to a wide swath of opportunities, information, and informal recommendations.

This year, the Graduate Issues and Involvement Committee is excited to unveil SEAHONext. Formerly known as Pro/Am, this mentoring program has been re-envisioned with a focus on graduate students and new professionals. All current graduate students working in residence life are eligible to be mentees, while mentors will consist of new professionals (1-3 years). Participants who sign up during registration will be matched with a mentor or mentee and notified of their match prior to the annual conference in Raleigh. During the conference, there will be several opportunities to connect with your match, including the SEAHONext Social, Business Meeting, and Associate/Vendor Time.

Now you may be thinking – I want to network with the SEAHO Celebrities! I want to connect with Chief Housing Officers (CHOs)! Past Presidents! Governing Council Members! Women of Higher Office (WOHOs)! While those connections are certainly wonderful and inspiring (and there will be opportunities for them as well), never underestimate the value of a mentor who is only a couple of years ahead of you. New professional mentors can provide great perspective for the job search process, given that they are not too far removed from it. What questions should I ask? What are the salient issues of the day that might come up in an interview? What are the “hidden cues” that might give me an idea of what it is really like to work for a particular department? And the million-dollar question, how do I know if an institution is the right “fit?” New professionals can provide a current and authentic perspective on all these questions.

In addition, new professionals are often the ones with whom you spend the most time during interviews. New professionals typically conduct first and second round interviews, and while you may get 30 minutes with the CHO during an on-campus interview, the majority of your time will be spent with your future peers. Furthermore, consider this: depending on the size of the institution, there may be anywhere from 4 to 20+ entry-level professionals in a typical housing department, but just one CHO. Those same 4 to 20+ professionals will go on to become assistant and associate directors, directors, vice presidents, and perhaps even presidents. So the connections you make with those folks now will not only set you up for success in your first job search, but also build a powerful network throughout your career.

So whether you are a first or second-year graduate student, aspire to be a CHO or want nothing more to do with residence life after you graduate, I invite you to “capitalize” on your networking opportunities by participating in SEAHONext. See you in Raleigh!

“If you want to go fast, go alone. If you want to go far, go with others.” – African Proverb
Ambiversion: The Lost Personality Type

By Maggie Gillespie, The University of North Carolina at Greensboro

Carl Jung, initiator of the Myers-Briggs Type Indicator test, said, “there is no such thing as a pure introvert or extrovert. Such a person would be in the lunatic asylum” (Mielke, 2015). Enter: ambiverts. Self-identified ambivert and leadership coach Denise Green attributes ambiversion, the “middle ground” between introversion and extroversion, to the fact that “humans are more complex than any automatic assessment can capture.” Although assessments are not conclusive and exhaustive, it is particularly important in Student Affairs to distinguish and arrange different personalities for certain roles and teams in order to capitalize on our strengths and maximize innovation. By discerning types and working towards closing gaps in communication and leadership styles, we can better provide a productive and positive residential experience for each other and our students.

The MBTI tool has a long and prestigious history, and is known today as the world’s most widely used and recognized personality tool. The MBTI questionnaire was originally developed in the United States by Katharine Cook Briggs and her daughter Isabel Briggs Myers, based on the typological theory, proposed by Jung, who speculated that there are four principal psychological functions by which humans experience the world – sensation, intuition, feeling, and thinking – and that one of these four functions is dominant for a person most of the time. The underlying assumption of the MBTI is that we all have specific preferences in the way we construe our experiences, and these preferences underlie our interests, needs, values, and motivation (The Myers & Briggs Foundation). The visual below provides an overview for each of the eight dichotomies (Feloni, Gould, & Tieger, 2014). Todd Hurst also provides a thorough overview, including history of the assessment in his TED Talk “Intro to the Myers-Briggs Personality Test” (Hurst, 2013).

![MBTI Visual Overview](image-url)
Purpose of MBTI

The objective of the Myers-Briggs Type Indicator personality inventory is to make the theory of Jung’s psychological types understandable and useful in life. The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, due to basic differences in the ways individuals prefer to use their perception and judgment (The Myers & Briggs Foundation). After taking the assessment, we may believe that our entire emotional and mental functions as a human beings perfectly correlate with this well thought out, 4 letter description of who we are. Introspection and self-analysis become a whole lot easier – all you have to do is take a short 70 question survey in order to discover who you really are….or that’s the theory.

If you have ever taken the Myers Briggs Type Inventory (MBTI), then you probably know whether you are an extrovert (E) or an introvert (I). The E-I dichotomy indicates direction of one’s energy flow. Jung felt this dimension was one of the most substantial personality differences.

Interaction with the World

Common thought holds that there are two types of social personalities. Extroverts tend to draw energy from their physical and social environment, and interactions in highly social situations. Energy is drawn from the people, places and things around them, and energy is externally directed. “Extroverts like surrounding themselves with people and being the center of attention. They often get bored or restless when left on their own. On the other hand, introverts prefer being alone, or with just one other person or a small group of people. They find being around crowds draining” (Lewis, 2015). Introverts have been getting more attention recently, as characterized by Susan Cain in her book *Quiet: the Power of Introverts in a World That Can’t Stop Talking,* and also in her TED Talk, “The power of introverts.” Not surprisingly, introverts draw energy from their inner world – their ideas, thoughts, and concepts – and energy is internally directed. Ambiverts have introverted and extroverted traits, but neither trait is dominant.

Ambiversion

Extraversion and introversion are not labels, instead, they lie on a spectrum. Some people score far to one side with a higher number, some closer to the middle with a low number, neither of which are “better.” For those who score a low number on either the “E” or “I” side, you may not fully resonated with the descriptors for that type, or you may identify with select descriptors on both sides. While we mostly hear about the extremes, a study published in the journal Psychological Science suggests that there is an entirely different personality type – ambiversion (DiSalvo, 2013). Some research suggests that as many as two-thirds of us fall into this category, which is not actually new. After popularizing the concepts of extroversion and introversion in the early 1920s, he later identified a third group, but didn’t give it a name. Psychologists didn’t start using the term “ambivert” until the 1940s (Lewis, 2015).

This new category helps those who do not fit neatly into the “E” or “I” dichotomy, like the introvert with an extensive social networks, or the extrovert who has an overwhelming fear of public speaking, no matter how small the audience. Ambiverts are those who fall somewhere between an introvert and an extrovert.

According to author Daniel Pink, “It is like they’re bilingual. They have a wider range of skills and can connect with a wider range of people in the same way someone who speaks English and Spanish can” (Bernstein, 2015).

“Ambiverts can take the best of both,” psychologist Brian Little, author of *Me, Myself and Us: The Science of Personality and the Art of Well-Being.* “Those who are ambiverts have rather more degrees of freedom to shape their lives than those who are at extremes of other ends” (Weingus, 2015).

Adam Grant, an organizational psychologist and professor at the University of Pennsylvania’s Wharton School
who conducted the study published in the Psychological Science journal, says that ambiverts may also be better at introverts and extroverts at understanding other people’s emotions. “The ambivert advantage stems from the tendency to be assertive and enthusiastic enough to persuade and close, but at the same time, listening carefully to customers and avoiding the appearance of being overly confident or excited,” Grant said. “Ambiverts are like Goldilocks—they offer neither too much nor too little.” According to Grant, two-thirds of people are ambiverts (DiSalvo, 2013).

The article “Not an Introvert? Not an Extrovert? You May Be an Ambivert” in the Wall Street Journal describes the ambivert as knowing when to listen and when to talk, moderating mood by not being overly expressive or reserved, being socially flexible and being adaptable to situations. They tend to identify with characteristics of both personality traits and can even adapt depending on the situation.

Grant also said that ambiverts sometimes find it hard to know which side of their personality to follow, which can leave them feeling stuck. If an ambivert gets stuck in an extroverted role (constantly surrounding themselves with people and spending very little time alone) or introverted role (lots of time in quiet, low key environments) for too long, they can feel bored or burnt out (Lewis, 2015).

**Working with Ambiverts**

When working with an ambivert, there are a few things to note:

• Ambiverts sit on the spectrum of social interaction right in between the introverts and extroverts; they enjoy spending time with people, but get tired after spending too much time around people. Ambiverts are very capable of doing things alone, but spending an entire day alone can suck them into a depressed, unproductive mood.

• Ambiverts enjoy interacting with people, but in a very purposeful way; they can have extremely animated and interactive conversations, or mellow and meditative ones. Ambiverts will defend both their personal time as well as their social time.

• Ambiverts process information best when they process internally and externally; they need time and space to process things on their own, but they also need people who they can trust to process things with externally. In order for ambiverts to fully process information, they usually need both.

• Ambiverts seek breadth of knowledge and influence, but dive deep when they are truly passionate; they can be thought or action oriented, depending on the situation, but they are also oftentimes both.

• The challenge for ambiverts is finding one thing to stick with. Because ambiverts do well socially and individually, it’s easy for an ambivert to become the jack of all trades, having knowledge in many different areas but not necessarily an expert on any of them.

• Ambiverts tend to do well adapting to any situation that they are placed in, whether it be a loud social scene or a secluded environment (Kao, 2013).

Since ambiverts do not lean too heavily in towards extroversion or introversion, they have a much easier time adjusting their approach to people and circumstances based on the environment and situation, which allows them to connect more easily, and more deeply, with a wider variety of people. Given that an ambivert can adapt in different worlds with equal comfort, supervisors can help by paying attention to the work being done, and how - what approaches are taken, and which are the most productive? An ambivert may be comfortable in multiple settings, but where is the most, and best, work being done? While we should all pay attention to where, and how, our best work gets done, supervisors can provide additional perspective.
Conclusion

If you’re an ambivert, be mindful of it, says Dr. Laurie Helgoe, author of “Introvert Power: Why Your Inner Life is Your Hidden Strength” and assistant professor in the department of psychology and human services at Davis & Elkins College in Elkins, West Virginia. She says, “If you are aware that you can go both ways, then you can look at a situation and see what behaviors are going to be most effective and rewarding. An introvert and an extrovert know pretty quickly what they crave” (Bernstein, 2015). She says introverts generally want to pull away from stimulation or interaction and regroup, while extroverts want to seek out people and activity. Ambiverts could go either way, based on the situation, she says.

To the majority of us who fall into this middle category, Grant offered this advice: “Read each situation more carefully, and ask yourself, ‘What do I need to do right now to be most happy or successful?’” (Weingus, 2015).

Personality is not an unalterable, consistent force. Instead, it is an expression of behavioral traits which tend to be relatively stable over time, but with occasional fluctuation, for most people. People tend to believe being label as one type over another means they must act accordingly. Don’t let a personality test define how you think about yourself, no matter what test scores say, or how you identify. What’s important is figuring out how you work best for yourself. Knowing that is much more valuable than any test.

References


New Year, New You: Making S.M.A.R.T Goals

By Amanda Kuster, University of Alabama at Birmingham

“Where do you see yourself in 5 years?” I would always answer the same way, “I don’t have any concrete plans because I go with the flow. I love continuous learning, so wherever I’m at, I know I’ll be learning.” I knew I would graduate from University of Wisconsin-Whitewater with a Chemistry degree, but I as an undergrad I wasn’t certain about my future. During my undergrad, that was my honest response. I wanted a career I would love. To quote Confucius, “Choose a job you love, and you will never have to work a day in your life.”

That interview question was kind of asking, “Do you have GOALS?” I didn’t back then, and over time that changed. My undergrad was laid back, and I wasn’t challenged in a way that made me evaluate myself. I had a rude awakening when I graduated from undergrad. Three weeks after summer camp counseling, I contemplated what I wanted to do with the rest of my life. When you job search, self-doubt creeps in. I felt that. I began a search not only for a job, but also for who I really was. I accepted a position as a middle school math teacher. Love the students. Love to teach. Not a good fit, but I learned a lot.

My self-evaluation continued throughout that year, and then it clicked. I need to go back to Higher Ed. My grad assistantship at University of Central Arkansas gave me an opportunity to explore my true self; who I was and what really made me happy. I felt accomplished and joy with what I was doing. I gained confidence. I learned how to set goals, the S.M.A.R.T way. S.M.A.R.T is an acronym that stands for specific, measurable, attainable, relevant, and time-bound. This tool helped me set my goals. At the end of my assistantship, I discovered what I wanted do for the rest of my life: Student Affairs-specifically Housing and Residence Life!

After I graduated with my masters, I learned evaluating my life didn’t end at graduation. One of the greatest life lessons that I’ve learned after a year into my professional position is: you determine how you spend your extra time. I had so much freedom and responsibly. Your future can be shaped by how you use that time.

Nowadays, I’m working with students that are constantly thinking about their future. I wanted to advise them the best I can. I wanted to connect with them, and stay relevant. I decided to read books; fun books, like fiction or biographies. I wasn’t able to do that during my college years, and truthfully, reading hasn’t been the most fun activity for me; #dyslexia. However, I wanted to challenge myself and connect more with students and my colleagues. I started conversations with, “I’m reading this book, and it’s about…” It was amazing the conversations you can start when you are literally telling a story.

My goal was to complete 50 books before 2016. I didn’t make that goal. I changed my goal. I’m allowed myself to do that because it was my goal. That’s what you can do with your goals. I was proud that I didn’t make myself feel defeated. My goal taught me a valuable lesson: goals can change, and you, yourself can change. Change is good. I lowered my goal from reading 50 books to 25 half way through the year. There are not many things we have control over. I had complete control over my goal, so I lowered it. I’m proud to say I met my goal and surpassed it. I read 28 books before 2016.

I’m glad I started 2016 on a happy note. Life is too short to be unhappy, or fill yourself with self-defeat. I learned more than what types of books I like to read. I learned a lot about myself. It was great to take a step back from work, and enter into a whole another world. I challenge anyone reading this article to set a goal for yourself; an honest, personal, selfish goal. It doesn’t have to be reading books; it can be about anything that changes you for the better. Take time for yourself in 2016, and remember, you can always change your goals because they are YOUR GOALS! Be S.M.A.R.T!
Collaboration: Being a Louisville Cardinal

By Bryan Shelangoski, University of Louisville

As I sit in the back of the Floyd Theater on the campus of the University of Louisville (UofL), watching the 2015 Fall Resident Assistant Leader (RAL) Training take place, I am astonished. We have almost 80 RALs, along with a litany of graduate and professional Residence Education staff, participating in a cohesive two-week intensive training program. Who would have thought we would be here today…

In 2000, EdR Collegiate Housing (formerly known as Allen & O’Hara, Inc.) collaborated with the UofL to help develop an apartment-style building, Bettie Johnson Hall (Phase I), as part of a major shift on campus to transition it from a commuter campus to one that would be residential. Over the next five years, EdR and the UofL made every effort to work together to meet the needs of the students. However, despite all the dedication and commitment which the staff on both sides put forth, there were still several areas of disconnect. For example, if a student wanted to switch halls from a university owned and managed hall to Bettie Johnson, under the management of EdR, they would need to cancel their university housing, which involved a cancellation penalty, and sign up for housing in the new residence hall. As if that wasn’t enough, the lease for the new EdR residence hall was a 12-month landlord/tenant lease as opposed to a nine month housing license the university utilized, which obviously is most common at universities and colleges to fall in line with the academic calendars.

After Bettie Johnson Hall opened in 2000, the university wished to continue building more on-campus residence hall facilities and, despite the inescapable growing pains of working with a new company on a very new, unfamiliar, and relatively uncharted venture, they decided to move forward with Phase II of their new construction plan: Kurz Hall. Since Bettie Johnson was apartment-style living, with 490 beds (various unit types ranging from 1 bed/1 bath to 4 bed/2 bath), the UofL had a desire for another unique living environment: suites. Thus, Kurz Hall opened in 2003 with another 402 beds. Both Bettie Johnson and Kurz Halls were quickly helping the development of the west side of campus, at least in terms of campus housing. But the UofL and EdR were not finished with their plans. Part three of the overall development was to build an additional suite-style building, Community Park (CP), and to work in conjunction with the UofL Athletics to build a smaller residence hall where many student-athletes would reside. As such, in 2006, CP opened with 358 suite-style beds and Billy Minardi Hall opened with 38 hybrid-style (suite/apartment-style) beds; both halls would be managed by EdR.

Around 2007, despite having a very successful contractual and working relationship, EdR and the UofL realized operations within campus housing were not as efficient or as effective as they needed to be. Thus, both sets of staff worked to get a combined housing license, no cancellation fees, combined professional and student-staff trainings, etc. These efforts, though exhausting and extremely labor intense, brought UofL to a place where it could much better serve the diverse needs of its students. Since around 2008, the campus housing operation has been a seamless one at the UofL. The students residing on campus see both “sides of the street” as one streamlined campus housing program. Of course, there are still some business and administrative functions, which take place behind the scenes, which are still separate. But the staff for both EdR and university campus housing take pride in how cohesive our program functions on a day to day basis.

What makes the UofL’s relationship with EdR so unique isn’t necessarily the fact that a private public partnership (PPP or P3) exists. Rather, it is the level of involvement and collaboration that is unique compared to that of other colleges and universities. For example, not only do the EdR live-in professional residence education staff (i.e., full-time hall directors) train alongside the university professional residence education staff. But in fact, the EdR staff actually chair various committees for the entire group, such as RAL Training, RAL Selection, campus-wide programming, etc. This is the level of collaboration, trust, and cohesion that exists between the University of Lou-
isville and EdR as a company. (Sidenote: one thing many student affairs practitioners outside the UofL do not realize is that EdR actually has full-time Residence Life staff who work from the home office in Memphis but travel all over the country to train all EdR property staff on everything that is residence life. This company truly cares about the student experience and strives to positively impact the holistic development of all the students it serves). What’s more, I as the community manager for the EdR residence halls actually have a working title at the UofL of Associate Director and serve on the core campus housing leadership team. Taking it even one step farther, I serve on university-wide committees, appointed by the Provost (e.g., Sustainable Operations).

From a broader perspective, the EdR residence halls are part of a very complex campus housing program at the UofL. As those who work here like to claim, the UofL is a three-tier campus housing system:
1. University owned and managed residence halls;
2. UofL Foundation owned and privately managed residence halls;
3. And privately owned and managed but affiliated with the university.

What’s more, campus housing at the UofL will be adding a fourth tier (privately owned, privately managed, but on-campus) to its repertoire beginning fall 2016 when another private student housing company opens an apartment-style building, with about 530 beds. Details of how this new facility will fold into the current campus housing operations are still being finalized. But if the relationship the UofL has with EdR is any indication, the new residence hall will most assuredly be a success, and the UofL students will have yet another unique living environment from which to choose (which, coincidentally, is included in our departmental mission statement: http://louisville.edu/housing/info/mission).

The University of Louisville isn’t the only successful partnership between EdR and an institution of higher education. Below is an excerpt from a publication written about the incredible partnership EdR has with the University of Kentucky:

Shortly after Dr. Eli Capilouto became the president of the University of Kentucky (UK) in 2011, he and the Board of Trustees launched an ambitious plan to enhance the university on all fronts — academic, research, housing, student experience, and community service and impact.

President Capilouto’s initiative to secure UK a spot in the top echelon of America’s universities and revitalize the campus became known as “The Kentucky Promise.” To attract the best and brightest students and provide the most highly regarded education, UK leadership realized that it needed modern, state-of-the-art, living-learning facilities. After a competitive selection process, UK selected EdR as its partner to systematically build and replace 6,000 beds [now up to 9,000] of on-campus housing and enlarge the housing capacity even more. The $500 million project is being funded 100% by EdR through its On-Campus Equity financing plan — The “ONE Plan.” Since December 2011, EdR development, construction and management team members have worked in tandem with UK team members in financing, facilities, housing, residence life and academics. They meet weekly to ensure goals are aligned and that the results are delivered on time and on budget.

Admittedly, not all private public partnerships are successful ventures. Furthermore, not all privatized housing companies are good partners with which to build a foundation. There are some stories in which universities made effort to partner with various companies and for one reason or another and regretted doing so quickly after signing on the dotted line. That said, the University of Louisville and the University of Kentucky are certainly thrilled with the collaboration and positive impact our partnerships with EdR have set forth for the thousands of students we serve every day. With a grim outlook for many state economies, private public partnerships may very well be the future of new construction on hundreds of college campus-
es across the country. It is refreshing to know there are examples of success, such as the University of Louisville and University of Kentucky, from which to model, because in the end, successful PPPs help lead to successful students. Truly, I do not believe I would be sitting here today, watching almost100 residence education staff train, learn, develop, and grow together, if it hadn’t been for the dedication, commitment, and passion from both EdR and the University of Louisville over the past 15 years. I am proud to say I am both an employee of EdR and a University of Louisville Cardinal at heart.
When I Became a Silver Dawg: NHTI 2015 Reflections

By Steven C. Sweat, M.Ed., Florida International University

This summer I had the opportunity to partake in the 25th annual National Housing Training Institute (or NHTI for short). Many have stumbled upon this week-long professional development retreat either through a supervisor, mentor, or even through personal research for their own growth. Many attended for a multitude of reasons within the goals and aspirations. But let’s step back a bit and answer the question, “What is NHTI?” NHTI, created and initially hosted by the University of Florida more than 20 years ago, is a program geared towards providing professionals within the Housing and Residence Life profession the tools, skills, and competency development needed to enhance their knowledge of working within the profession, all the while doing so within an engaging community of enthusiastic peers and insightful faculty from within the profession. In this article for the SEAHO Report, I will share with you a glimpse of one of the most prestigious professional development opportunities available to interested Residence Life professionals.

Now, why did I personally want to partake in this intense, week-long learning experience? Within my first few months as a growing residence life graduate professional, a previous supervisor of mine spoke about the possibility of attending the National Housing Training Institute (NHTI) in the future. I heard a number of positive comments about NHTI over the years since then. From its intentional mentoring relationships, to the rigorous and enriching curriculum, NHTI continued to be one of the most advantageous professional development opportunities for growing residence life and housing professionals. As time went on, I further pondered my next step within the profession, but more importantly how to effectively make Residence Life not just my job but my career. NHTI was part of that next step.

I can think of three words to describe my NHTI experience: challenging, thought-provoking, and inspiring. My time with NHTI was challenging in that what I thought I knew about a career in Residence Life was completely revamped from the foundation up. My niche in the overall profession is Residence Life, but specifically Residential Leadership (working with the Residence Hall Association or RHA, National Residence Hall Honorary or NRHH, and Resident Assistants development). I figured a centralized functional focus was appropriate in maintaining a career in the profession. However, that was challenged by the realization that all the more important was augmenting that niche with essential skills, such as navigating department politics, budget management, strategic thinking, and assessment, to bolster a complete package for my career to unfold. When working with student leadership, it’s more than recruitment, retention, programming, and recognition. It’s about finding their place within the overall departmental plan, answering questions like “How does RHA help the department with its community development and service learning goals?” or “How can we further support NRHH within our programming budget line expansion?”

What was thought-provoking was the various perspectives given during our cluster break-out sessions. You could say, as we listened and learned from one another, that we became a little family for the week we had together. We even continue to give shout-outs everyone once in a while on Facebook after major news or positive changes on our feeds. Everyone will say they had the best cluster during NHTI (and rightfully so, because all clusters are the best clusters); however, I found that my cluster was very focused, driven, and ambitious, yet open to new ideas, taking necessary detours in our own professional journeys, and allowing as much time for reflection and debriefing as possible to make sure we all had that all-important bigger picture. I can honestly say that my time with my cluster was very welcoming, engaging, and one of the best parts of the overall experience as a participant by far.

I simply cannot conclude speaking about my NHTI experience without mentioning how inspiring it was as a whole. Think about it! A large group of diverse peers coming together from all corners of the globe, to meet, discuss, and learn about being better and stronger members of the Housing and Residence Life profession. It’s
quite humbling to be chosen to join others on this journey! I’m a firm believer that we are all teachers and learners, and I can attest to the fact that we’ve all learned from one another in some way, shape, or form, as well as taught something new to everyone in our clusters. I’m sure even our faculty learning a thing or two from us!

I’m sure many of you are wondering, “Gee, Steven! What tips do you have those who want to be part of NHTI in the future?” Well, I do have a few tips to impart on you. First, go into this with an open mind. There will be impactful, engaging, and knowledgeable faculty, peers, and special guests from various functional areas within the profession, coming together to learn from one another and enhance one another in their diverse journeys into Housing and Residence Life careers. Take the time to listen, ask questions, be inquisitive, be challenged, work with and not against that cognitive dissonance, and come out a better professional when it’s all said and done. Second, be prepared to make new friends! Well, more professionally speaking, new colleagues. This is an opportune time to meet someone similar and different from you in terms of professional background, expertise, and career aspiration in order to create mentoring relationships and above all a stronger community within the profession. Lastly, if at first you don’t succeed, try, try again. I wasn’t extended an offer to attend NHTI until my second chance in application. Many can attest to that feeling of disappointment when you aspire for something so great, only to not obtain it in the end. I’d say, welcome the feedback, take a year to focus on additional experiences to enhance your candidacy, and reapply! We are all well aware that NHTI is a great experience for those who seek it, so if you really want to join in on the NHTI fun, don’t let a “Thank you for your application; however…” get you down. It just might not have been the right time for you yet.

As I close, please note that I am only the reflection of one participant from the most recent NHTI meeting. I’m sure many of my new NHTI friends are reading my thoughts in this reflection, reminiscing on the fun that was had, the memories we created, and the intense yet engaging learning that took place from beginning to end. Our time of growth could become your own as NHTI further expands to reach more participants, connect with more faculty, and further build upon the future of our field that is Housing and Residence Life. Thank you, Dr. Gerry Kowalski, Dr. Keener Scott, and the University of Georgia, for hosting us for these past few years. Thank you, University of Florida and University of Maryland-College Park for paving the way for those before us since NHTI’s inception. Thank you, University of South Florida & Michigan State University, for continuing in this legacy as the next two host institutions for future NHTI participants and faculty. Finally, thank you to all faculty members past and present who took their time to share their knowledge with us, and those who desire to do so in the near and distant future. The Silver Dawgs of 2015 are ever grateful. I’m sure that one day some of us would aspire to become faculty members and impact the minds of future “ResLifers.”

For more information on NHTI, be sure to visit the NHTI webpage on the ACUHO-I website: http://www.acuho-i.org/events/nhti
What is life 2 ½ years later? Reflection of a New #SApro

By Mirlesna Azor, University of North Carolina Asheville

I began my journey as a Student Affairs professional in June of 2013. I was both excited and nervous. Leaving family behind in another state, moving to a new state, and “adulting” were quite scary, but I did it.

So, now what? How did it go?

The first few months on the job – or as others like to call it, the “honeymoon stage” – are all about learning, meeting new colleagues and students, and navigating both a new institution and a new town. It is definitely possible to have tons of questions that will go unanswered until you have hands-on experience or until you ask the right questions to the right people. I challenged myself to turn to other veteran colleagues and made sure if something crossed my mind that I was raising my hand or staying behind to get it answered or talked through. When you have amazing colleagues who are willing to show you the ropes, their assistance goes a long way and significantly helps with the transition process. You start feeling empowered to keep pushing through and doing your work when you have a better understanding of processes and become more familiar with the job. I have learned that it takes time, and I should trust the process. I also found that I should embrace the moments of uncertainty that inevitably arise, because they do not last long and are necessary parts of the process.

For me, Year One went by fast, and Year Two definitely flew by even more quickly. After that second whirlwind year, I received an amazing opportunity to participate in the SACSA & NASPA Region III New Professionals Institute in Huntsville, Alabama. What a life changing experience! And, of course, I continue to reflect back on it and share some new perspectives I gained as a participant. I have always been a thoughtful person and have considered myself a life-long learner, which is good because I came to understand that there is a lot to be learned at all stages of a Student Affairs career. One of my mentors constantly reminds me to take advantage of professional development opportunities, and I have every intention to continue to do so because I find ways to identify strengths, limitations, and opportunities for continued growth in my primary work responsibilities. I always leave a workshop or conference feeling rejuvenated and with other perspectives to consider or explore. I feel like I have learned so much. I think it will be useful to identify allies that genuinely care for me both as a person and as professional and for my growth. I have now realized that every opportunity teaches a lesson that is valuable towards the future.

Get involved.

Take risks and create opportunities.

And know you are not suffering from the imposter syndrome (where what you actually know is minimal to what others think you know). You are finding your niche and are moving slowly but surely.
Alabama Updates

Auburn University

Auburn University is pleased to announce that Dr. Kevin Hoult joined us in September, 2015 as the Director of University Housing and Residence Life. Dr. Hoult comes to Auburn from Jacksonville State University where he was the Director of Housing and Residence Life for 12 years. Also new to Auburn’s Residence Life department is Administrative Assistant Abigail Brown. Abigail is a recent graduate of Troy University.

At the fall Alabama Association of Housing Officers (ALAHO) meeting, our Assistant Director Maureen Young was elected President-elect. Congratulations Maureen!

Congratulations to our Director of Residence Life, Dr. Virginia Koch, who was selected to serve as a faculty member for the 2016 ACUHO-I National Housing Training Institute (NHTI). Dr. Koch will serve at the NHTI to be held in Tampa, Florida this June.

Auburn looks forward to hosting the 2016 ALAHO conference this fall.

Florida Updates

University of Florida

New Staff

Hannah Black joined staff as the Residence Entrepreneurial Director for Infinity Hall. She received her Master’s Degree in Higher Education from the University of Denver. Prior to coming to the University of Florida, she worked at Florida International University as a Residence Life Coordinator.

Douglas Ashcroft joined staff as the new Area Coordinator for the Graham/Hume Area. Doug received his Master’s Degree in Higher Education from Florida State University. Prior to coming to the University of Florida, he worked at Vanderbilt University as an Area Coordinator.

Kaitlyn Hostica joined staff as the Community Coordinator for the Continuum. She received her Master’s Degree in Student Personnel in Higher Education from the University of Florida. Prior to coming to the University of Florida, she worked at Santa Fe College as a Graduate Assistant for Student Life Activities.

Erika Heffernan joined staff as a Student Engagement Specialist. She received her Master’s Degree in Fine Arts from Rochester Institute of Technology. Prior to coming to the University of Florida, she worked at Stony Brook University as a Residence Hall Director.

Chad Doering joined staff as an Assistant Director of Housing for Energy Management. He received his Bachelor of Science degree in Mechanical Engineering from the University of Florida. Prior to coming to the University of Florida, he worked at Moses & Associates Engineering as a Mechanical Engineer with a focus on HVAC Design and MEP&FP Project Management and Construction Administration for both fast paced and multi-phased projects including Building Automation Systems, Energy Management Control Systems and Commissioning.

Staffing Updates

Sean Johnson was promoted from Residence Director for Springs Complex to Area Coordinator for the Tolbert/Keys Areas.

David Rowe was promoted from Residence Director for Lakeside Complex to Area Coordinator for Lakeside Complex and the Springs Area.

Mary Jordan was promoted from Academic Initiatives Specialist to Student Engagement Specialist.

Patricia Jordan was promoted from Residence Director for Corry Village to Area Coordinator for Corry Village, University Village South, and Maguire Village.

Jason Fraser Nash was promoted from Residence Director for Diamond and Tanglewood Villages to Area Coordinator for Diamond and Tanglewood Villages.

Rob Ostrow, Assistant Director for Conference Services, was promoted to Associate Director for Conference Services.

Christine Winget moved from Assistant Director of Residence Life to Assistant Director of Housing for Human Resources. In Christine’s new role, she is responsible for the department’s learning and development program, departmental recognition, departmental new employee orientation, payroll, and serving on the Division of Student Affairs Employee Enrichment and Development Committee.

Staff Departures

Jeremy Williamson, Area Coordinator for the Graham/
Hume Areas, left to be the Director of Operations for the Continuum.

Dr. Jon Coleman, Associate Director for Student Learning and Engagement, left to pursue other opportunities.

Dr. Cliff Haynes, Academic Initiatives Specialist, left to be Clinical Assistant Professor School of Human Development & Organizational Studies in Education with the College of Education at the University of Florida.

Joe Sammons, Assistant Director for Conference Services, left to pursue other opportunities.

Mississippi Updates

University of Mississippi
Ole Miss would like to congratulate three staff members on their new positions:

- **Jack Harris**, former Associate Director for Residential Learning, is now serving as the Associate Director of Campus Living at Lewis and Clark College.
- **Dr. Patience Bryant**, former Student Conduct Coordinator, is currently serving as the new Associate Director for Campus Life and Student Development at Texas A&M – Commerce.
- **Margot Carter**, former Associate Director for Operations, has recently relocated as the new Assistant Director of Assignments for EdR at the University of Kentucky.

Congratulations to you all on your exciting new positions within the field!

We would also like to welcome **Jeannie Hopper**, from the University of Tennessee, Knoxville, as our new Associate Director for Residential Learning. We are happy to have you!

Finally, the University of Mississippi is excited to be hosting MAHO in the fall as the initial phase of a new hosting structure voted on at this past year’s annual conference!

North Carolina Updates

**Guilford College**
In fall 2015 the Department of Residential Education & Housing implemented Gender Inclusive Housing for all of campus housing. We are excited as we move forward in making our residential experience as inclusive as it can be.

**Winston-Salem State University**
Matt Clifford, Director of Residence Life was named one of the twenty 2015 Winston under 40 Leadership Award Winners by the Winston Salem Chamber of Commerce.

**Johnson & Wales University**
Monica McGuire joined the Johnson & Wales University team as the Residence Director for Cedar Hall South. Monica holds a M.Ed. in College Student Personnel from Western Carolina University. She joins Tyler Elliott and Stephanie Heupel as the residential education professional staff at the Charlotte Campus of Johnson & Wales University, with 1,300 undergraduate residential students.

**State Conferences**
- Guilford College hosted the NCHO RA Drive-in 10/24/15
- UNCW hosted SAACURH 2015
- UNC at Chapel Hill will host NCARH 2016
- Mars Hill will be hosting the annual drive-in for TIPS Alcohol Training Program (Train the Training)
- East Carolina University hosted our state conference October 12-14. Below are some highlights:
  - Elected a full board:
    - President: Chris Gregory
    - President-Elect: Pete Blutreich
  - 159 Attendees (Really good for being all the way East in the state)
  - 31 School registered
  - 2016 Conference will be in Winston Salem
- Awards:
  - Al Calarco Commitment to Excellence Award, **Barbara Morgan** (Methodist University)
  - Bob Dunnigan Lifetime Service and Achievement Award, **Keith Corzine** (Western Carolina University)
  - Outstanding Mid-Level Professional Award, **Jeremi Cheeks** (Winston-Salem State University)
  - Scott Braswell Housing Function Award,
Rita Dills (Western Carolina University)
• Outstanding New Professional Award,
Trent Mortimer (Western Carolina University)
• Graduate Student of the Year Award,
Terry Chavis (Mars Hill University)
• Faculty Partnership and Academic Collaboration Award, Carola Dwyer (University of North Carolina at Greensboro)
• Alexis “Lexie” Kamerman Dedication to Social Justice and Peace Award, Nikiah Barnes (University of North Carolina at Greensboro)
• BEST OF: Best of Program: 20/20 Vision: The Res Life Experience – Queens University of Charlotte (Small School)

NCHO
• Incorporation and Constitution Changes
  - We are proceeding with incorporating NCHO as a 501c6 incorporated entity.
  - The Constitution was changed to allow the Executive Board to make changes for the sake of pursuing Incorporation. As the Executive Board makes changes to the constitution, those changes are forwarded to CHO’s for feedback.
  - Article VIII of constitution allowing the Executive Board to amend the constitution by a 2/3 majority vote of the members of the Executive Board in office at the time was adopted.

Tennessee Updates
University of Tennessee, Knoxville
UT would like to welcome two new professional staff members to the Department of University Housing:
• Steve Syoen, joining us from Florida Gulf Coast University, serves as the new Assistant Director for the West Area.
• Jared Grimsley, a Higher Education PhD candidate at UT, has stepped into the role of North Carrick Hall Director.

Virginia Updates
Virginia Commonwealth University
Staffing Updates
Virginia Commonwealth University (VCU) welcomed Ashley Gaddy, Assistant Director of Residential Life for Multicultural Affairs this January 2016. This is a new collaborative position between Residential Life & Housing and the Office of Multicultural Student Affairs. Ashley is joining us from George Mason University with several years of experience in Residential Life.

Tarra Thomas, Assistant Director of Residential Life will be transitioning to serve as the Assistant Director of Residential Life for Selection and Development in February 2016. We are very excited for Tarra to continue her leadership within our department.

VCU is actively recruiting for a number of Hall Director positions to be filled this summer. Residential Life & Housing is excited for the new experiences and talents that will be added to the team in the coming months.

Program Updates
RLH has successfully opened a new residence hall, Grace and Broad Residence Center (GBRC) which is home to our newest Living & Learning Communities. VCU LEAD and VCU INNOVATE are ever growing programs, created to better serve the needs of our students, something that both VCU and RLH are thrilled to see. In addition, we are looking to open 12 new Themed Housing communities and Program-In-Residences in our freshmen residence halls to better cater to the first year experience that VCU students are receiving. Learn more about our exciting Living Learning Communities by visiting http://www.housing.vcu.edu/living-learning-communities/living-learning-programs/.

In an effort to create meaningful programming here at VCU, we have successfully implemented theme...
programmatic weeks that have offered an array of programs to our residents. During this past fall semester, we successfully held a Rams Wellness week focusing on all aspects of well-being, ranging from mental health to physical health. We facilitated a late night recreation center event, which had over 400 students attend. This spring semester, we plan to implement a VCU RAMs Scholars week focused on academic achievement, I Heart Diversity and Virginia is for Lovers weeks focused on different aspects of diversity and inclusio