



February 2022 Newsletter



You Are Invited! - 2022 First Generation Symposium (3/4)

First-Generation Symposium

The Whole Student: Amplifying the First-Generation Student
Experience.

The second Annual First-Generation Symposium “The Whole Student: Amplifying the First-Generation Student Experience” will be held virtually on **March 4, 2022**. The symposium is a collaborative effort between the Center for First-Generation Student Success, NASPA and the North Carolina Community College System. To register, please view the website below. Registration closes March 3, 2022, at 5pm.

<https://cutt.ly/-2022-First-Generation-Symposium--Website>



Contacted by a Search Firm? What You Need to Know!

At some point in your career, you will likely be contacted by one of the many search firms hired by a university or college for a key position in higher education. While that may occur for some director or AVP roles, almost all of the available CSAO positions are recruited through the use of a search firm. I had the great opportunity to work for 42 years as a student affairs professional at five different institutions; 31 of which I served as the Chief Student Affairs officer. When I retired from Davidson in 2017, I joined Academic Search, Inc. as a senior consultant with a primary focus on recruiting for positions in student affairs. What follows are some tips that you may want to consider if you find yourself working with a search firm while seeking a new position. While this is only one opinion, I hope you find these tips useful.

1. Remember first that a search consultant is employed by the institution to find the best candidate pool possible for their position of which the college or university will ultimately choose the finalists and the top candidate. While the consultant will work with you to ensure that your portfolio is as good as it can be, do not forget who their client is.
2. On a related note, while a search consultant may do all they can to assist you in being prepared for the application and interview process, also understand that they are expected to find as many qualified candidates as possible for the Search Committee and/or president to consider. That is the principal reason that they hired us!
3. Make sure that your CV remains up to date and contains the most recent and accurate information. In addition, carefully choose your references to ensure that they can provide information on your specific strengths and talents. A generic, glowing reference does you little good and the position of the person matters less than what they can say about you. If you become a finalist, you can also expect that the search consultant will contact others that may have worked with you that you did not list.
4. If you are a finalist, you can also expect that the search firm will run a thorough background check on you, including a credential review.
5. You can be confident that any search process run by a professional search consultant will assure that your candidacy will remain confidential as best as they are able to control. A great deal of time is spent with the campus search committee and

others to make sure they understand how critically important confidentiality is to the candidates.

6. Pay careful attention to the posted position description. It is not a generic template but is likely developed by the search consultant as a result of numerous campus conversations with key constituents and offers important insights into the priorities they are looking for in considering any potential candidate.
7. Once you have reviewed the position description, don't hesitate to contact the search consultants to discuss the needs expressed by the institution and how your experience and qualifications may or may not meet their needs. This is a crucial step and will help you decide if that particular position makes sense for you to pursue.
8. On a related note, only apply for positions that you are truly qualified for, and you feel like you have a good chance of being competitive. Search consultants are very aware of "serial applicants" and that designation can only hurt you.
9. Finally, your cover letter is hugely important. If done correctly, it should highlight your accomplishments and talents and how they match the position description. It should also address why you are interested in serving at that particular college or university and what experiences you have had that have prepared you to be successful there.

The competition is steep in higher education for talented professionals to assume the critical leadership roles that are available now and in the future. The more prepared and savvy you can be in your search process, the better are your chances to be competitive. Good luck!

[Tom Shandley, Ph. D.](#)

Senior Consultant

Academic Search



Member Spotlight - [Charlotte R. Williams, MAEd, CHC](#)



**Associate Director of Campus Recreation & Wellness for Student Wellness
Elon University**

Where did you grow up?

NC Born and raised. I grew up in Wilson, NC affectionately known as “Wide-Awake Wilson” (approx. 45 minutes from Raleigh) from 3rd grade through High School.

Why did you decide to pursue a career in higher education?

I have always been an educator at heart. My career began as a health educator in the local health department (in my hometown). After that, I had the privilege of being a health teacher and school health administrator in the K-12 setting (10 years total). So, I’ve grown up with my students so to speak.



After public school, I had the experience of being adjunct, instructor and faculty at various universities (including 4 year, community college and theology school). My current role at Elon was my first opportunity to see the “staff side” of higher ed. It is the perfect blend of all my professional health education and wellness experience and I have the chance to cultivate being a life-long learner.

Why did you join NASPA?

NASPA is so well suited for supporting my professional development as a Collegiate Health & Wellness Professional, especially working in Student Life. Additionally, with peer education being one of our main vehicles for health promotion on campus, NASPA’s Certified Peer Educator training supports our student team with the skills and resources they need to develop as peer educators and RecWell employees.

What are you most looking forward to in NASPA NC?

I am looking forward to even more networking and opportunities to exchange best practices and innovative health promotion ideas among colleagues that are right in my backyard.

What is the last book you read?

I am currently reading Tabitha Brown’s debut book – Feeding the Soul (Because It’s My Business).

First concert?

Believe it or not, I can’t remember my 1st concert. My last concert though was in November of last year. I went with a friend to see *Ledisi* at Carolina Theatre in Durham.

What is one thing that not many people know about you?

I am passionate about Family Development and as a coach and consultant, I serve families, churches and organizations as a family life coach engaging the whole family unit to improve family dynamics and relationships. I approach almost all of my work through a family lens at some level!





NASPA NC Spring Workshops

We hope you had a restful and safe holiday season. As we prepare for the spring semester, we want to share professional development opportunities with you.

We will have two professional development workshops this spring. The workshops will continue the conversation from our last session on the Great Resignation. Please see below for the dates.

Friday, March 11th from Noon – 1pm

Thriving through the Great Resignation Part I

This roundtable discussion will focus on how to get creative when there is a reduction in staff, keeping staff morale up when workloads are redistributed, advocating for self and others and incorporating helpful mental health strategies as we continue to navigate the impact of the pandemic and increasing demands placed on faculty, staff and students.

Register Here: <https://go.unc.edu/NCNASPAProDevo1>



Friday, May 20th from Noon – 1pm

Thriving through the Great Resignation Part 2

This roundtable discussion will focus on ways colleagues are collaborating and sharing resources that are innovative and continue to provide impactful learning and engagement experiences for students in addition to providing effective services for their campus.

Register Here: <https://go.unc.edu/NCNASPAProDevo2>

Please share upcoming events happening on your campus so we can spread the word.

Complete the Form Here: <https://go.unc.edu/ProDevoEventsForm>





Networking and Mentoring in NASPA NC

Happy New Year from the Professional Connections Committee!

This past July we conducted our first mentoring event! We would like to hear from those folks about how things are going! Our follow up event for all those first-time attendees will be held on February 24 at 3pm via Zoom. If you cannot participate but would like to follow up with a mentor, please email m.reynolds@wingate.edu. Invitations with the link will be sent to all program participants.

Future Mentoring Events

Interested in participating in future mentoring events? Let us know what you would like to hear about, and we'll find some folks who can speak to that topic. Fill out this [survey](#) if you have a great idea for a mentoring event.

Interested in joining the team?

The Professional Connections Committee is always looking for new team members with new ideas. Interested? Fill out this quick [interest form](#) and a member of the committee will follow up with you.

***Ask an Expert: JEDI Mindset for Inclusive Spaces
in Higher Education***

JEDI

JUSTICE·EQUITY·DIVERSITY·INCLUSION

Being a JEDI goes beyond wielding a lightsaber and using The Force; it also represents a strategic approach to developing sustainably inclusive and diverse spaces by expanding Diversity, Equity, and Inclusion (DEI) efforts to also include a focus on Justice. Implementing a Justice, Equity, Diversity, and Inclusion (JEDI) mindset in the workplace has helped individuals and organizations foster long-term, innovative solutions to diminish bias and to better support marginalized and minoritized populations.

How is this accomplished, and how can we apply this to our efforts in student affairs? NASPA-NC will be engaging in a fruitful discussion with Dr. Stephanie Helms Pickett, Associate Vice Provost for Inclusive Excellence and Strategic Practice at NC State University, to gain insight into JEDI mindset and how we may implement practices for student advocacy and support services as well as for retention and recruitment of diverse higher education professionals.

Do you have specific questions for Dr. Stephanie Helms Pickett related to JEDI practices? You are invited to contribute questions for our *interview! Please complete the attached [Google form](#) to submit your questions by March 4, 2022. We are excited to share these expert perspectives with the NC-NASPA community!

<https://forms.gle/Kx3nxvhWyogxaugB6>

**A transcription of the interview will be published in a future newsletter.*

Graduate Student Spotlight - [Zach Bell](#)



Graduate Assistant for Leadership Development

UNC Greensboro

As a first-generation college student, Zach has experienced firsthand the transformative power that education can have through his personal life and later in his career. Prior to beginning a master's program in Student Affairs Administration in Higher Education, Zach worked as a high school history teacher and coached football and track. He also remained involved with UNCG through their alumni association and as an off-campus advisor for Kappa Delta Rho fraternity. These involvements confirmed his desire to work in a higher education setting. Mentorship and co-curricular activities are the parts of education that Zach appreciates the most and he hopes to serve in a career that allows him to give back in areas where he gained so much.

In his GA role with the Office of Leadership and Civic Engagement, Zach oversees all elements of the Silver level and facilitates workshops for the Bronze level of the Leadership Challenge program, collaborates on leadership conferences and events, executes a new Leadership podcast, and offers support for all areas of the office.



Check out Zach's thoughts, interests and future plans in Student Affairs in the conversation below with Dr. Adrienne Craig, Associate Vice Chancellor for Student Affairs at UNC Greensboro.

Why a Career in Student Affairs?

I love the mentorship opportunities and co-curricular learning that Student Affairs provides. It is also great to see the positive impact I have been able to have on students. I have known since the end of my undergraduate experience that Student Affairs was where I wanted to spend my career.

What functional areas of Student Affairs do you plan to pursue?

I love leadership, advising (especially TRIO programs), I also have a strong interest in Enrollment Management and Transfer Students. I really want to stay in the Triad and give back to the community that nurtured my higher education.

Where will we see Zach in five years?

I plan to gain experience in multiple functional areas during the beginning of my career. Then around year 5 or 6, I want to pursue my doctorate. I want to be in a position to enact policies that have a positive impact on students' college experience.

Do you know of a graduate student making an impact on your campus? Email us at ncnaspa@gmail.com to recognize them in a future newsletter.





Sustainability on Campus: The Center for Sustainable Enterprise

Social and environmental sustainability is an issue of utmost importance and we as higher education professionals need to advocate for and employ sustainable initiatives on our campuses. One organization working towards accelerating progress in these areas within higher education is the [Center for Sustainable Enterprise](#), housed at the Kenan-Flagler Business School at UNC Chapel Hill.

The Center for Sustainable Enterprise (also known as CSE) started as a sustainable business initiative within Kenan-Flagler in 1999 and by 2001 officially became the Center for Sustainable Enterprise. CSE engages in applied research, offers academic coursework for both undergraduate and graduate students and collaborates with a wide variety of organizations and stakeholders working towards social and environmental sustainability.

Many of CSE's initiatives fall under their [Invest for the Future \(IF\)](#) campaign. The goal of IF is to develop thought leadership and inspired action in a variety of areas of sustainability. Recently, CSE hosted the [India Impact Challenge](#), with the goal to bring students and their ideas together for sustainable solutions. Teams competed from across the globe and the winners were a group of undergraduate students from Fundacao Getulio Vargas (FGV) in Sao Paulo, Brazil. Currently, CSE is hosting the [Launching Investment for Future Transformation \(LIFT\) Challenge](#), for students interested in addressing economic mobility and social equity.

The Center for Sustainable Enterprise would love to connect with other North Carolina institutions and there are multiple opportunities for institutions to get involved. If you are interested in collaborating and/or learning more, contact cse@unc.edu.



Featured Job Postings

- [Assistant Director/Training Director, University Counseling Center - Wake Forest University](#)
- [Staff Counselor/Psychologist, University Counseling Center - Wake Forest University](#)
- [Director of New Student Transitions - UNC Greensboro](#)
- [Assistant Director, Your First Year - UNC Greensboro](#)
- [Assistant Director of the Kernodle Center for Civic Life - Elon University](#)
- [Associate Director of the Center for Race, Ethnicity, & Diversity Education - Elon University](#)
- [Program Assistant - Elon University](#)
- [Assistant Director for New Student Programs - Elon University](#)
- [Assistant Director of Staff Selection, Recruitment and Training - Wake Forest University](#)
- [Director of Counseling Services - Methodist University](#)



Interested in becoming more involved with NASPA NC? Have content (job postings, articles, upcoming events on your campus, etc...) you would like shared in our newsletter? Want to connect with our board members to provide ideas and recommendations for the future? Email us at ncnaspa@gmail.com.