EDUCATIONAL PROGRAMS

NASPA Region II is excited to feature fantastic educational sessions for the 2015 Region II Conference in Washington D.C. Please note, we are still finalizing the conference schedule and will add a few more, but all programs listed below are confirmed. A complete schedule featuring more programs and session times will be available in April. Please contact the Educational Programs Co-Chairs, Heather Black (hblack@chatham.edu) or Zach Harrell (zwh204@nyu.edu), if you have any questions.

Creativity   Resiliency & the Courage to Fail: Proven Strategies for Student Success in Career Development and Student Affairs
Presenters: *Rhonda Schaller, Pratt Institute*
                        Helen Matusow-Ayres, Pratt Institute
Preparing students to "fail often & succeed sooner" (Kelley, IDEO) is key to student success. The bridge connecting the courage to fail with success consists of teaching students to integrate creativity, resilience & sustainability. This presentation offers a look at our work with failure, creativity & resiliency from freshman year to job market. We will discuss ways Student Affairs & Career Development professionals can reframe resilience and courage as a flexible creative force & how to integrate failure, risk & iteration as building blocks to success. We will share successful examples from programs & offer techniques for schools to model.

Creating Pathways for Undocumented Students in Higher Education
Presenters: *Cinthya Salazar, Georgetown University*
                        Zenen Jaimes Pérez, Generation Progress   Center for American Progress
Every year, thousands of students must navigate the higher education system. For undocumented students, however, this can prove to be a difficult challenge as they must navigate a complex web of federal, state, and postsecondary institution policies to complete their postsecondary education. This program will discuss the various laws surrounding higher education access for immigrant students and give participants the tools they need to create a more inclusive and welcoming environment for all students regardless of immigration status.

Think Like a Marketer: 30 Ways to Transform Your SA Social Media Strategy
Presenters: *Emmelie De La Cruz, John Jay College*
In this session, social media specialist and digital marketing consultant Emmelie De La Cruz will guide attendees through the development of a successful digital communications strategy that focuses on sharing and humanizing the student experience online, while increasing engagement. In addition to outlining the benefits of a divisional social media presence that runs parallel to that of the general institution, this program will help departments rethink the way they view engagement and use social media to improve connections to the campus, build student relationships and increase attendance at events and student activities. This program will also highlight how social media, when used effectively and properly, can aid in student identity development, support high school to college transition, lead to higher retention rates and result in result in increased student involvement.

Small College and University Round Table
Presenters: *Meg Nowak, Hartwick College*
Student affairs professionals of all levels are invited to explore the challenges and issues facing our profession in this transformed higher education environment. Specifically, this session will explore this changing environment from the perspective of small colleges and universities. Those interested in leadership and innovation on small college campuses will have a chance to set the agenda and consult with colleagues about current issues of importance to small colleges. Participants will be invited to share questions and expertise as well as to learn more about NASPAs small college initiatives from colleagues in this interactive roundtable format.

Retaining LGBTQ Identified Students at Religiously Affiliated Institutions
Presenters: *Alexandra Iannucci, Saint Joseph's University*
                Daniel McDevitt, Saint Joseph's University
This presentation provides a comprehensive overview of the journey we have taken as a religiously affiliated institution to find effective ways to retain our LGBTQ students at Saint Joseph's University. We examine how we have identified and responded to issues impacting our LGBTQ students, faculty, and staff while acknowledging the challenges LGBTQ people face in religiously affiliated spaces. This presentation provides concrete examples of effective programs/practices initiated by our community helping us to evolve as an inclusive community.

Leadership in the Wild
Presenters: *Ana Devlin Gauthier, Alfred University*
                Mark McFadden, Alfred University
Recent studies have demonstrated the positive impact of students being actively engaged with the outdoors. Alfred University's rural location combined with a strong history of leadership development has led to a unique outdoor leadership program. This presentation will cover the theory and research behind the creation and implementation process. Participants will gain a better understanding of how they can develop and/or improve outdoor leadership programs on their campuses.

There's an App for That: Free or Low-Cost Technology to Manage Programs and Communications
Presenters: *Jessica Kennedy, West Virginia Higher Education Policy Commission*
Never before has information been so prevalent and available. Never before have we had so many ways to connect. And never before have we been so overwhelmed. Whether you're looking to clean up an out-of-control inbox, maintain a social media presence, stay abreast of the latest research, collaborate with partners or provide around-the-clock support for students — there's an app for that! This session will

cover some of the best free or low-cost tools to help us cope with information overload, manage workflow and extend capabilities.

Best Practices in Proactive Crisis Prevention and Management
Presenters: *Mitchell Levy, Atlantic Cape Community College*
The need for college administrators to "do more" with fewer resources while coping with increasingly complex student needs requires proactive and systemic strategic planning. Consequently, using an interactive case analysis approach, this presentation will introduce best practices in crisis prevention, management, and "post-vention." Participants will learn to assess and enhance crisis prevention and management protocols at their respective institutions.

Developing a Graduate Student Engagement Office
Presenters: *Andrew Goretsky, The George Washington University*
                  Stephanie Sarvana, The George Washington University
Are you looking to enhance your support of graduate students? In 2011, the Graduate, Distance, and Professional Student Experience unit of the Center for Student Engagement was created. This unit was create to provide central Division of Student Affairs support for the Graduate Student population. Almost four years after its creation, this session will provide attendees with the opportunity to learn from our experience creating a centralized university office in support of this population

Organizational Savvy: Surviving and Thriving in the Academy
Presenters: *Marijo Russell O'Grady, Pace University*
Every organization and each institution presents a unique set of challenges and opportunities to those within it.   While having a set of academic and/or professional knowledge is important, perhaps even more valuable is having "organizational savvy"... the ability to recognize and navigate political turmoil, create one's niche within the organization, manage supervisory relationships, deal with changing priorities, and build networks that allow one not only to survive but to thrive professionally. In this session, a senior student affairs administrator will explore some of the keys to organizational survival and beyond, the "secret strategies" that are essential if you want to thrive in a higher organization that requires you to play a lot of different roles and assume a varied set of responsibilities.

Assessment-Driven Orientation: 5 Key Components for Success
Presenters: *Mitchell Levy, Atlantic Cape Community College*
This program addresses a significant institutional barrier (Redding & Dowling, 1992) negatively impacting student engagement, specifically student affairs programs based on assumption of student need rather than student-informed data. In response, the presenter will introduce a model of assessment driven orientation programming. Participants will learn how student data was used to achieve increases in learning, motivation, retention, and enrollment via an assessment informed orientation model and how to achieve these results at their institution.

Networked Individualism: How students use social networks for identity development   coping   and support.
Presenters: *Jake Frasier, American University*
This presentation will introduce the audience to concepts surrounding social media's impact on college students' identity development as well as explore ways in which college students utilize these networks for coping and support. The presenter will focus on two questions: how do we create a productive and

inclusive community in a virtual space and how can we engage students in reflection and mindfulness of their personal identities.

Zero to Sixty: Jumpstarting a Divisional Assessment Roadmap
Presenters: *Robert Snyder, George Washington University*
This presentation covers the fundamentals of developing and implementing a division-wide assessment program in the Division of Student Affairs at the George Washington University, a larger, private, urban, research university. The presentation outlines the steps taken and explores considerations such as incorporating assessment into divisional goals, engaging senior leadership, and establishing a cross-divisional committee. The session engages participants in discussion and provides a toolkit to help them develop their own roadmaps for assessment programs at their institutions.

Getting Noticed: Creating a Comprehensive   Data-Driven Dashboard to Support Student Affairs Decision-Making
Presenters: *Robert Snyder, The George Washington University*
This presentation is designed to help participants learn to build a dashboard – a concise and comprehensive report – that simply and conveniently shows progress on goals and relevant data on chosen key-performance indicators. In the Division of Student Affairs at the George Washington University, a larger, private, urban, research university, dashboards provide robust opportunities for data-driven decision making to best serve the needs of our students, provide support for reporting on departmental goals to the Board of Trustees and other internal stakeholders, and promote the important work of student affairs. Key steps, examples, and takeaways will be outlined in this presentation for creating and implementing a clear and effective dashboard system.

Making a World of Difference - A Model for Global Citizenship
Presenters: *Amanda Dubois-Mwake, Lehman College   City University of New York*
                   Jessica Robles, Lehman College
                   Ravi Rampersaud, Acacia Housing Network
The Lehman L.I.F.E. (Leaders Involved For Everyone) Alternative Break program supports service opportunities for students by creating an awareness of need in communities around the globe, fostering action through volunteer work. Our goal is to increase awareness of issues affecting humanity. Hundreds of students travel across the world to partner with grassroots leaders. Participants will learn the impact of our model for alternative breaks. Presenters will provide helpful tips on reflection, teambuilding, fundraising and cultural education.

Creating a Student Affairs Fundraising Culture
Presenters: *Anna Mahalak, George Washington University*
                   Andrew Sonn, George Washington University
                   Robert Snyder, George Washington University
With the growing significance of alternate revenue sources to support student affairs units, this program addresses critical issues higher education financing and the competencies of student affairs professionals who are increasingly charged with divisional and institutional fundraising. This program focuses on best practices in introducing, leading, and expanding student affairs fundraising initiatives applicable to your campus based on the experience of the George Washington University's Division of Student Affairs Fundraising Committee.

The WOW Factor: Increasing Engagement through Weeks of Welcome

Presenters: *Tiffany Onorato, John Jay College of Criminal Justice*
In this program, Weeks of Welcome programming initiatives will be discussed as a means to increasing student persistence and retention among urban commuter students during the first four-weeks of the semester. While showcasing John Jay College's current month-long Weeks of Welcome model, the presenter will show how their program has increased faculty participation, cross-divisional collaboration, and provided a greater sense of community. Attendees will leave with new ideas and concepts that can be easily translated to their campus.

Undocumented but not Unheard: Students Unite for Social Justice
Presenters: *Kevin Tucker, City University of New York*
                Shahreen Laskar, City University of New York
                Monica Sibri, City University of New York
In Fall 2012, students from The City University of New York formed the CUNY DREAMers to advocate for the passage of the DREAM Act. The presenters will explore the characteristics and challenges faced by undocumented students. A founding student member will explain how students from multiple campuses and diverse backgrounds united around a significant political issue. We will also examine the strategies the CUNY administration exercised to support the DREAMers. We will discuss what other institutions can do to support undocumented students and independently formed student coalitions

Moving from Expertise to Expert: Becoming a Consultant in Student Affairs and Higher Education
Presenters: *Robin Lee, Lee Success Consulting   LLC*
"Moving from Expertise to Expert: Becoming a Consultant in Student Affairs and Higher Education" will present a focused session on what student affairs professionals need to know to make the move from #SAPro to #HEC (higher ed consultant). Come learn about how to prepare yourself to use your experiences in student affairs toward the development of your personal brand and positioning of your expertise as a professional consultant. The session will also provide practical advice, as well as resources and strategies in getting there.

Perceptions and Experiences of Ethnic Minority RAs at a PWI: Connection & Impact
Presenters: *Sara Kelly, SUNY College at Brockport*
While many argue that access to higher education for historically underrepresented groups has increased, the quality of experiences among majority and minority groups varies. Student engagement, leadership opportunities and student employment are associated with increased retention and persistence. The resident assistant (RA) position merges all three of these areas to provide an enriching and impactful co-curricular experience. This presentation shares the results of a qualitative study of the experiences of ethnic minority RAs at a Primarily White Institution. Framed in Critical Race Theory, this study highlights the lived experiences of ethnic minority RAs at a Primarily White Institution, identifying themes and considerations for practice. Findings include unique considerations related to participants' arrival, transition, choice to pursue the RA position, support and challenges within the position and perceived impact on the participants. This session will generate discussion about equity, diversity and inclusion issues in the co-curriculum, particularly related to student leadership positions and engagement.

Incorporating NASPA-ACPA Professional Competencies in Graduate Student & Entry-Level Development & Supervision
Presenters: *Delmy Lendof, New York University & Teachers College Columbia University*
                Christie Meno, New York University
                Angie Kim, New York University

A great opportunity for graduate students, professionals supervising graduate students and entry-level professionals to learn about the NASPA-ACPA competencies. This interactive session will expose participants to the NASPA-ACPA competencies and provide tools they can use for individual assessment. Furthermore, participants will have an opportunity to discuss how to incorporate competencies in supervision of graduate students, professional development for self, direct reports, or teams and leave with hands-on ideas and tools that can be applied as they return to work after the conference.

The Seven Dimensions of Wellness – A Shift in Campus Culture
Presenters: *Stephanie Reynolds, Chatham University*
                  Zauyah Waite   Ph.D., Chatham University
                  Dani Pais, Chatham University
As a small private liberal arts institution, Chatham University promotes the Seven Dimensions of Wellness as a campus ethos woven into academic & co-curricular curriculum, campus calendaring, orientation, and community partnerships. Student Affairs staff at Chatham have made a strategic effort to enhance our students' understanding of a holistic collegiate experiences by creating an environment that promotes their physical, social, intellectual, emotional, spiritual, diversity & social justice, and environmental wellness. This session will generate discussion about implementing and assessing a campus-wide initiative.

Students on Welfare in Higher Education: A Call To Action
Presenters: *Will Simpkins, John Jay College of Criminal Justice*
Students on welfare are an invisible population on most of our campuses.   This session will provide an overview of state and federal welfare policy and the current scholarship on college students on welfare. The presenter will share practices from one institution building a comprehensive program for students on welfare and participants will be engaged in a discussion on how to tailor activities on their campus for students receiving public assistance.

Mindfulness as a Path to Student Well-Being: Research and Practice.
Presenters: *Yael Shy, New York University*
                  Reka Prasad, New York University
This presentation will introduce Student Affairs professionals to the research on, and the practice of, mindfulness within the context of higher education, through the case study of the Mindfulness Project at NYU. The presentation will give administrators the practical tools they need to mitigate student stress, anxiety, loneliness and depression through guidance on implementing or enhancing mindfulness programs for the populations they serve.

White Boy Wasted: Compensatory Alcohol Use by Fraternity Men
Presenters: *Pietro Sasso, Monmouth University*
                  Jose Maldonado, Monmouth University
Alcohol misuse by members of the collegiate fraternal organizations has been cited as a significant issue (Wall, 2008). Current research indicates that specifically fraternities consume the most alcohol of any traditional undergraduate student cohort by frequency and volume. However, the current research literature does not discuss how alcohol is used by fraternity members. This session will distill results from a qualitative study seeking to understand how alcohol is misused through understanding the personal narratives of fraternity members utilizing qualitative inquiry triangulated through interviews and observation. Consistent with previous research, it was found that alcohol use as a compensatory performed masculinity supports a hegemonic social structure reinforced by liquid bonding, competition,

acculturation, sex, hegemonic masculinity. Suggestions are provided regarding how to reframe the fraternity experience.

Difficult Dialogues: Facilitating Conversations With Students About Social Justice Issues
Presenters: *Pietro Sasso, Monmouth University*
Jose Maldonado, Monmouth University
When engaging in racial dialogues and other related dialogues, students of color report that they are often experiencing continued micro aggressions by faculty which often leads to reinforcement of bias by White students (Sue, Lin, Torino, Capodilupo, & Rivera, 2009). To alleviate the continuance of the perpetuation of this, a complete understanding of micro aggressions must occur. In a recent article by Malott, Paone, Schaefle, and Gao (in-press), discussion delineates]an experiential method for bringing the topic of micro aggressions to the forefront. Such acknowledgement by White students and faculty, will allow for a realistic discussion of racism. In addition, the understanding of White privilege, exemplified in the work of McIntosh (1989), should also be a precursor such dialogue. These session will discuss how to apply the Professional Competency areas of Equity, Diversity & Inclusion to synthesize multicultural competencies through social justice. This session will extrapolate basic skills regarding how to begin discussion about racism, mircoaggressions, gender preference, gender expression, and other difficult social issues which regularly silenced due to the anxiety and perceptions of the self by Whites (Pollock, 2004)

Responding to Campus Tragedies: Developing Implementing and Evaluating Postvention Outreach Plans
Presenters: *Tracy Arwari, The George Washington University*
Danielle Lico, The George Washington University
Responding to student deaths is a sad reality of working in student affairs. These traumatic events are further problematized by fear surrounding mental health, campus politics, and well-intentioned actions that ultimately do more harm than good. Having established policies, communication protocols, and postvention plans can help to support the campus community in times of crisis. Participants who attend this session will learn the different aspects of creating these plans and understand best practices associated with postvention planning.

Cutting Edge Supervision in Student Affairs
Presenters: *Shaunna Payne Gold, University of Maryland*
Sally Lorentson, George Mason University
All campus communities have supervisor-supervisee relationships, which are crucial to serving increasing numbers of students given dwindling resources. This workshop will facilitate conversations concerning cutting edge supervision from both the supervisor-supervisee's perspectives. Culp's (2011) eight major functions will be used as a framework to contrast manager and leader functions. These perspectives include: budgeting, communication, change, morale and motivation, organizational structure, outcomes/results, planning, and resources.

What Can You Do To Narrow The Achievement Gap? A Case Study
Presenters: *Michael Rodriguez, Kingsborough Community College*
Brian Mitra, Kingsborough Community College
Presentation Plan: Through this interactive presentation, audience members will walk away with a greater understanding of student engagement practices to better bridge achievement gaps. This understanding will be heightened through the inclusion of relevant audience experiences. Additionally,

this presentation will focus on the benefits of the CUNY BMI program at Kingsborough Community College.   Overview of session content: The presentation will begin by having participants conducting an interactive activity wherein they write down their assumption regarding the achievement gap. Participants will be encouraged to engage in active reflection as they consider causes both internal and external to the achievement gap of students of color. The presentation continues with an 30 minute case study about the City University of New York's (CUNY) Black Male Initiative (BMI) program including an introduction to the history of the Black Male Initiative program at Kingsborough Community College and the services it provides; where are they at today and were they want to go including how they address the achievement gap at CUNY. The office is unique and comprehensive in the services it provides. Under the supervision of the Director, Men's Resource Center include Professional and peer mentoring, academic support & academic advisement, career, academic and intellectual workshops. The presenter's will conduct a brief lecture (20-30 minutes) explaining how the Men's Resource Center engages students utilizing a multi-tiered approach to developing, increasing student's social capital e.g. navigating, negotiating and advocating skills to narrow the achievement gap. The presentation will end with a Q & A session.

Advising from a Distance: Leveraging Technology to Bridge the Gap
Presenters: *Eliza Allison, The Washington Center*
In a world where technology grows and changes at a rapid rate, we must adapt to new technology and the way in which our students utilize it. In this presentation we will discuss opportunities technology can provide to academic advisors. This presentation will provide specific examples of ways to use video calling, virtual meeting platforms, and online databases in advising students at a distance. These tools assist with students' professional development and streamline collection of student notes to provide excellent advisement and customer service. Through interactive demonstrations and audience participation, The Washington Center's internship advisors will exemplify how to bridge the gap in an effort to better connect with students.

The FutureU Initiative: Preparing students for life after graduation
Presenters: *Nancy Ross, The George Washington University*
               Molly Kastendieck, The George Washington University
               Vernon Williams, The George Washington University
               Jamila Aswad, The George Washington University
               Toy Draine, The George Washington University
Many college seniors dread the question, "So what are you doing next?" Hearing these words seems to instantly add stress to the students' already overflowing plate. In order to assist students with this transition, The George Washington University (GW) launched the FutureU Initiative a program designed to prepare students for life after graduation. Launched in the spring of 2014 by the Center for Career Services, Center for Student Engagement and Office of Alumni Relations; this program focuses on three areas: Personal Progress, Financial Literacy and Career Development. The program is one of the few initiatives within higher education that focus on life skills and the transition of junior and senior students. Another distinctive aspect of the FutureU initiative is the engagement of alumni. This presentation will provide participants with an overview of the steps taken to establish a partnership across the university and sustain a new programmatic endeavor, a synopsis of previous events and assessment of the events.

CAREER COUNSELING STRATEGIES FOR THE CREATIVE LIFE
Presenters: *Rhonda Schaller, Pratt Institute*

A successful career and creative life plan requires skills and tools that are not taught in the classroom. Our students are calling out for help to navigate their creativity, the marketplace, global reach, and alternative funding avenues. It is time to support their opportunity development not career development. Let's discuss new techniques to show what you can do with what you know. And, more important than what you know – awakening the inner leadership skills and will to make it happen.

Place-Making: Creating a New Student Center at Georgetown University
Presenters: *Erika Cohen-Derr, Georgetown University*
                    Patrick Ledesma, Georgetown University
                    Sonam Shah, Georgetown University
What does it take to create a sense of place? Georgetown University had a distinct need for a student-centered campus "living room" to enliven the historic but dense campus and reinvigorate on-campus social life. Over the course of three years through partnerships with students, faculty and staff, the fifty-year old cafeteria was transformed into a vibrant student center reflecting a modern interpretation of storied traditions. This session will narrate the process of student engagement, collaboration, and place-making that brought the Healey Family Student Center to life. Participants will learn from engagement strategies, the first year of programming and management, and lessons learned.

Supporting the Recruitment   Hiring   and Success of Student of Color Employees
Presenters: *Jacquis Watters, Maryland Institute College of Art*
                    Purvi Patel, Loyola University Maryland
Program Abstract: Supervisors of student employees have the ability to develop a cohesive and inclusive working environment that positively impacts their student's development. As we understand the growing diversity of today's college students, it would be a disservice to neglect student employees' multiple identities present in all learning and social interactions, inside and outside the workplace. Utilizing the National Association of Colleges and Employers' 2014 10 attributes that employers seek in resumes from college graduates, career construction theory, and critical race theory, this session will highlight how supervisors can cultivate success among students of color by intentional incorporating cultural competency education and identity exploration into training practices, staff meetings, and mentoring relationships. Through group dialogue the session will also identify effective recruitment and hiring practices that target a diverse applicant pool while also evaluating the challenges to recruiting and retaining students of color as student employees. Participants will be exposed to tangible tools aimed at increasing student employee engagement, job satisfaction, and performance among student of color employees. This session will highlight how supervisors can help student employees utilize transferable skills to obtain student leadership roles and post-graduate employment. Learning Outcomes:- Develop and identify hiring and recruitment practices aimed at attracting a diverse applicant pool- Be able to highlight tangible implementations of multicultural competency and identity dialogue in student employee training and orientations- Be able to recognize and evaluate the challenges to recruiting and retaining student employees of color- Gain tools to increase engagement, job satisfaction, and performance among student of color employees Methodology:- Group Discussion- Effective Practices Sharing- Question & Answer

Collaborating with Admissions to Increase Student Success
Presenters: *Mindy Andino, Bloomsburg University of PA*
                    Ebony Taylor, Bloomsburg University of PA
                    Julia Layman,
                    Olivia ,

This program explores the influence admission counselors have on the student's collegiate experience. We will engage in interactive discussions about the pivotal role admission counselors have in the recruitment process and graduation rate; as well as the importance of collaboration from all departments with the admissions office for the benefit of the student population. We will provide examples of best practices from multiple institution types.

Gender and Leadership: abrasive or direct
Presenters: *Renee Kashawlic, George Washington University*
                Sara Bendoraitis, American University
                Jovanni Mahonez, George Washington University
Does your gender influence how you present an idea, report or action item within your department's leadership meetings? Do you notice who is the first and last to speak in discussions at the division level? Do you actively consider how your dress, communication and leadership style influence how others perceive you?   What adjectives would your colleagues use to describe you and your work performance? At work, whom do you look to for guidance and mentorship? Through a panel-hybrid, this session seeks to engage participants in discourse exploring the role gender plays specifically at the "mid-managers" table. A 2014 report by the Center for American Progress states women have outnumbered men on college campuses since 1988 yet according to the American Council on Education's 2012 American College President study, women make up only 26 percent of institutional leaders.   Moreover, women are entering the field of student affairs and graduating from doctoral programs at a higher rate than men but remain "clustered in mid-level positions" (Jones & Komives, 2001, p. 233). What does this mean and where are women to go?

Civilian's Tale: Working with Student Veterans
Presenters: *Tania Velazquez, Suffolk County Community College*
More than one million Veterans will be returning to civilian life over the next five years. Understanding the unique characteristics of student Veterans is the first step in supporting their success in college. How do you begin to prepare yourself to work with this unique population when you have no background in working with this population yourself? The presenter will discuss her experience on how she educated and prepared herself. She will discuss what she learned from a focus group that changed her outlook and practice when working with the student Veterans.

Combating Apathy and Lackluster Leadership in Professional Organizations
Presenters: *Candice Stadler, New River Community and Technical College*
                Vanessa Keadle, West Virginia Higher Education Policy Commission
National, regional and state professional organizations are essential to the field of student affairs. These organizations provide access to quality professional development, networking opportunities, research and advocacy. In light of this critical support to our profession, it is important to have strong leadership and a committed group of volunteers to sustain professional organizations. Unfortunately, many organizations are plagued with apathy and an unclear mission. This presentation will provide a case study in the revitalization of a state level professional organization. Roughly three years ago, the West Virginia Association of Student Personnel Administrators (WVASPA) was on the brink of dissolving. The organization had faced several years of lackluster leadership and mismanagement that resulted in a depleted bank account and an apathetic membership. A small committed group of mid-level student affairs professionals were charged with revitalizing the organization. This presentation will discuss methods used to revitalize WVASPA and will include strategies to combat organizational apathy

including individual commitment, institutional support, and developing or refocusing the purpose of the organization.

Cultivating Alumni Engagement in Undergraduate Leadership Education
Presenters: *Ralph Gigliotti, Villanova University*
As Villanova University embarked on a new strategic plan in 2009, the Division of Student Life placed a renewed emphasis on co-curricular leadership education. This educational program will highlight one of the new student leadership initiatives, the Student Leadership Forum in Washington, DC. This leadership education initiative provides an opportunity to engage students in an elevated level of conversation related to the intersection of leadership, ethics, and integrity within the context of our Nation's Capital. The program encourages students to explore the connections between the University's mission and their experiences as student leaders. Finally, by cultivating connections with alumni in the Washington, DC area, the Forum offers a model for alumni engagement in undergraduate leadership education. If provided a venue for engagement, alumni can play an active and influential role in undergraduate leadership education. Their involvement in undergraduate leadership initiatives has the potential to advance both student learning and alumni engagement.

Working with Athletes – Inspire connections between athletic pursuits and the job search process
Presenters: *Elizabeth Ulatowski, New York Institute of Technology*
                 Gail Wasmus, New York Institute of Technology
Focused, motivated, persistent – these words all describe athletes…and the ideal job searcher. In this presentation, learn how to harness the qualities of the athletes you work with and help them infuse their skills into their job and internship search. From student athletes to adult Cross Fit fanatics, get tips on how to help counsel athletic students and alumni to prevent career 'injuries' and 'go for the gold' in their career.

Real Talk: Using a "No Fear   Invasive" Strategy for Engaging Men of Color
Presenters: *Chantelle Wright, John Jay College of Criminal Justice-CUNY*
                 Danielle Rosario-Mullen, John Jay College of Criminal Justice-CUNY
                 Maria Vidal, John Jay College of Criminal Justice-CUNY
How often are we having honest conversations with men of color on our campus? As SA professionals, we must be comfortable with identifying their true barriers to college success and degree attainment. Retention and graduation rates among men of color has been a hot topic in higher education for the past 15 years through a range of nationwide efforts. However, college enrollment, engagement, and degree attainment rates for men of color, remained relatively unchanged. (Harper, S., 2014., (Re)Setting the Agenda for College Men of Color: Lessons Learned from a 15-Year Movement to Improve Black Male Student Success) Join our speed session, as we discuss the importance of creating community, mentoring, and developing our students' social identity while attending college. Let's have an honest conversation about John Jay's "No Fear, Invasive" strategy and how this approach can foster collaborative relationships on your campus to better engage men of color.

R.I.S.E. Above : The Benefits of Mentorship
Presenters: *Kimberlee Small, Chatham University*
R.I.S.E. (Retain. Involve. Strengthen. Excel) Mentorship Program for students of color was created by Chatham alumna, Shamin Mason along with Student Affairs in the fall of 2012. The program was born out of Mason's desire to see more students of color retained at Chatham and for them to develop a support system consisting of upper class students, faculty, staff and administrators. R.I.S.E. was initially

programmed from the perspective of professional staff. The R.I.S.E. program strikes a balance between providing students programming autonomy. R.I.S.E. is an inclusive program allowing all students to broaden their understanding of various cultural backgrounds.