



**NASPA**<sup>®</sup>

Small Colleges and  
Universities Division

**Zauyah Waite**  
**Small Colleges and Universities Division Director**  
**Report for the July 2016 Board of Directors Meeting**  
**Date: Friday, June 10, 2016**

## NASPA Board Action Items

None at this time.

## Leadership & Member Engagement

- **LEADERSHIP**

The following individuals make up the 2016-2017 Small Colleges and Universities (SCU)

Leadership Team:

**Member at Large**

Xavier Cole, VP for Student Affairs, Washington College

Larxcole2@washcoll.edu

**Region I Representative**

Maureen Wark, Dean of Students, Montserrat College of Art

maureen.wark@montserrat.edu

**Region II Representative**

Meg Nowak, VP for Student Affairs, Hartwick College

nowakm@hartwick.edu

**Region III Representative**

Jennifer Miles, VP for Student Affairs, Mississippi University for Women

jmmiles@muw.edu

**Region IV-East Representative**

Corey Landstrom, VP & Dean for Student Life, Luther College

clandstrom@luther.edu

**Region IV-West Representative**

Carrie Petr, VP of Student Affairs, Doane College

carrie.petr@doane.edu

**Region V Representative**

Anna Gonzalez, Dean of Students, Lewis & Clark College

annag@lclark.edu

**Region VI Representative**

Caroline Harrington, Housing & Student Life Manager

charrington@amda.edu

America Musical and Dramatic Academy: College and Conservatory of the Performing Arts

**SCU 2016 Institute Co-Chairs**

Trina Dobberstein, VP for Student Affairs, Baldwin Wallace University                      tdobbers@bw.edu  
Damon Sloan, VP for Student & Alumni Affairs, University of St Francis                      dsloan@stfrancis.edu

**Public Policy Representative**

Debbie Heida, VP for Student Affairs, Berry College                      dheida@berry.edu

**Social Media Coordinator**

Todd Porter, Director of Residence Life, The Juilliard School                      tporter@juilliard.edu

**Website Coordinator**

Heather Black, Assistant Dean of Students, Chatham University                      hblack@chatham.edu

**Past Director**

Hampton Hopkins, Dean of Student Affairs, Carolinas College of Health Sciences  
hampton.hopkins@carolinascollege.edu

**Director**

Zauyah Waite, VP for Student Affairs & Dean of Students, Chatham University  
ZWaite@Chatham.edu

**Expectation of SCU Leadership Team Members**

At the March 2016, SCU leadership meeting, it was agreed that the following will be minimum expectations of all SCU leadership team members:

- Attend and participate in the bi-weekly conference calls
- Volunteer in other NASPA initiatives
- Attend SCU meetings and activities at NASPA Annual Conference
- Share ideas at meetings
- Submit one blog entry each year that is beneficial and helpful to SCU members
- If feasible, attend the SCU Institute

• **SOCIAL MEDIA**

- Drastic uptick in twitter followers since the NASPA 2016 National Conference. [@NASPAscu](#) at 592followers, including major increases in new and mid-level professionals. It is continually being utilized to offer live-time updates and to join the conversation on all things small colleges, engagement, resource and article sharing, etc. This following is up 10% since the beginning of the year.
- Several blog posts have gone out to promote the Small Colleges and Universities Institute (SCUI) from past participants.
- Blog schedule for leadership team will be created and sent out by end of June.
- Travis Whisler, Assistant Director of Residence Life at St. Peter’s University will be writing a blog post about the challenges and opportunities of searching for entry-level candidates to work at SCUs.

- **REGIONAL REPRESENTATIVES: MEMBERSHIP ENGAGEMENT**

At the March 2016 SCU leadership meeting, the team was informed that there were 1191 renewed membership since January, which is a substantial drop from last year's membership (89 last year, 115 this year) with the high majority from small colleges. When reasons were given by institutions that did not renew, they range from finances, merging with other institutions, changes in leadership and changes in reporting structure (through Academic Affairs.)

This issue has initiated the regional representatives to focus on identifying non-members or members who have not renewed their NASPA membership and finding ways to encourage them to join NASPA.

Listed below are a few outreach activities by SCU Regional Representatives:

**Region I Representative: Maureen Wark**

- Seeking SCU members to inquire about service needs and programmatic ideas
- Plans are underway to reach out to SCU in Region 1 to provide NASPA info to these colleagues

**Region II Representative: Meg Nowak**

Meg represented SCU through the following Region II programs:

- SCU Roundtable at 2016 NASPA Region II Regional Conference, June 5 – 7, John Jay College, New York, NY.

**Region III Representative: Jenny Miles**

Jenny represents SCU through the following Region III programs:

- 2016 NASPA Region III Summer Symposium, June 12-15, 2016 at Dollywood's DreamMore Resort in Pigeon Forge, TN.
- 2016 SACSA with NASPA Region III Conference, November 5-7, Hyatt Regency Jacksonville Riverfront in Jacksonville, FL.
- 2017 NASPA Region III Summer Symposium, Walt Disney World Swan and Dolphin Resort in Lake Buena Vista, FL.

**Region IV-West Representative: Carrie Petr**

Carrier represents SCU through the following Region IV-West programs:

- SCU Roundtable at 2016 NASPA Region IV-West Regional Conference, November, 2015 – Beaver Creek, CO. Attendees shared practices that worked for SCUs and shared that increased SCU programs in the regional conference will be beneficial for SCU members.

**Region VI Representative: Caroline Harrington**

- Seeking SCU members to inquire about service needs and programmatic ideas
- Plans are underway to reach out to SCU in Region VI to provide NASPA info to these colleagues

### Professional Development & Events

The division's SCU 2016 Institute for VPSAs will be in full swing June 24-28 at Macalester College in St. Paul, MN.

Updates:

- As of late May, 62 people have registered for the institute
- Pre-institute outings and sessions are filling up nicely
- The presentations in each of the four focus areas (Title IX/compliance, Presidential Panel, Career Success, and Fostering Just Communities) are shaping up and are being fleshed out.
- A LinkedIn group for institute participants has been started, and individuals have been commenting.
- There has been a request to discuss the changes to the FLSA and the impact on student affairs divisions at small colleges. Most likely, we will address this during our “organic sessions” timeslot.
- Participants were sent a link to help the planning committee identify transportation needs, roommate requests, and other pertinent information for the institute.

#### Fair Labor Standard Act (FLSA) Compensation Response

Small colleges and universities are disproportionately affected by many federal mandates. The new FLSA rules on exempt employees and overtime compensation has a wide ranging impact on schools with limited budgets, small staffs (frequently one person departments), and a large number of staff members who do not meet the new salary minimum. While the new rules are fairly straightforward, solutions that meet the needs of the small schools are not readily evident.

SCU’s Public Policy Representative, Debbie Heida is planning a 2-part online program which will include an on-line learning community and a resource library. This program will conclude with a webinar scheduled for August 2<sup>nd</sup>.