## **Housing and Imposter Syndrome**

anasparegion1.tumblr.com/page/6



### Everything you need to know about what's going on in NASPA Region I

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February 2, 2016



On April 4th, Boston University will be joining students across all 50 states in a nation-wide open dialogue with state regulators on the implementation of the EPA's Clean Power Plan, which requires a 32% reduction in greenhouse gases by 2030. BU is hosting the Massachusetts Power Dialog and we need your help organizing students across the state!

To help us organize, we're asking faculty members to commit to bring one of their classes on a field trip to BU for the April 4th assembly. The level of commitment beyond that is up to individual faculty; supplemental teaching resources can be provided by the Power Dialog team.

If you have any questions on the specifics of Power Dialog, please contact Ryan Peters at <a href="mailto:rwpeters@bu.edu">rwpeters@bu.edu</a>. A link to the national Power Dialog site is below for further information.

http://www.bard.edu/cep/powerdialog/

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January 8, 2016



#### **KC SPOTLIGHT - SUSTAINABLITY**

According to the Environmental Protection Agency, "To pursue sustainability is to create and maintain the conditions under which humans and nature can exist in productive harmony to support present and future generations". This mission is oriented to the environment in which we live. However, it also resonates with our charge as educators. Each day we strive to educate our students with the skills to go forth and make the world a better place for future generations.

I believe the Lorax from Dr. Seuss' beloved tale was on to something when he said, "Unless someone like you cares a whole awful lot, Nothing is going to get better."

Introducing sustainability at your institution can seem like an overwhelming task. Initially, it can appear you are up against years of practices that were not so environmentally friendly. In reality you are up against years of practices that were not in the best interest of the environment. You are not alone in your efforts to make your institution more environmentally friendly. There are many resources available to assist higher education institutions with implementing sustainability practices on their campuses. The Association for the Advancement of Sustainability in Higher Educationwww.aashe.org and Second Nature www.secondnature.org are two organizations geared toward informing higher education institutions about sustainability. The 2016 AASHE Annual Conference is October 9 - 12, 2016 in Baltimore, MD.

Additionally, it is important to remember sustainability should not be isolated within student affairs/services. Sustainability should be an effort embraced by all areas of the institution. Getting other divisions on campus involved with sustainability efforts will increase the chances of long-term success. Sustainability efforts can be as small as encouraging faculty, staff, and students to unplug their electronic devices during times campus is closed. Efforts can be as large as striving to become a Carbon Neutral Institution. Other examples of sustainability efforts include using electronic communications instead of print materials, creating a bike friendly campus, hosting zero waste events, creating environmental sustainability committees to increase student involvement with sustainability, implementing campus-wide recycling programs, and so much more.

If you are looking for a way to engage in sustainability at the 2016 NASPAAnnual Conference, I encourage you to consider participating in the Community Service Project with a sustainable food recovery effort called gleaning. For the latest information on what is happening in the NASPA Sustainability Knowledge Community, you can follow them on Twitter @NASPA\_SKC and like them on Facebook at NASPA Sustainability KC. For additional information or questions please feel free to contact me at ashley\_buchman@asun.edu.

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#### December 9, 2015

Written by Tiffany Hoyt Resident Director, Bridgewater State University

I am a new Student Affairs professional and recently attended a NASPA lunch and learn about imposter syndrome. At this session, a panel of six women talked about their experiences feeling like an imposter. The women shared their experiences in the field and told the room about times when they felt they weren't worthy of their accomplishments, didn't deserve praise, or thought they were acting as a fraud. Even though I had heard about this phenomenon before, I realized so much about myself and started to reflect on my career in Student Affairs.

When thinking of my first few months as a full-time Resident Director, two instances come to mind where I felt like an imposter. The first was when I started meeting with students for conduct. I had reviewed the code of conduct, asked lots of questions about how to meet with students, and brainstormed ways to frame the conversations. When it came time for my first meeting, I had done a lot of preparation to talk to the student. The

meeting was going well. I had done introductions and gotten to know the student, asked about what happened, talked the student through our code, and generally answered questions throughout. However, once it came time to sanction the student, I immediately froze and thought, "who am I to assign these sanctions," and "do I really know what I'm doing?" I wondered if the student knew I felt like a total imposter. Luckily, they didn't catch on.

The second instance was when I was working with two, male police officers to resolve a roommate conflict. After introducing myself as the RD of the building and explaining the situation, the officers met with the students involved. Upon returning to the office, the officers asked me to bring my supervisor or the director of housing to my office. I asked them why, and in front of three of my students, they told me they needed an RD or someone in charge to handle the situation. I was so frustrated that they took my identity as a young woman as a lack of experience and professionalism. Though it shouldn't have affected me, I began questioning myself.

The idea of language is so important in relation to imposter syndrome. Devaluing oneself through something as simple as an introduction can change how others view you and how you see yourself in relation to others. This was difficult for me to do when I first transitioned from an undergraduate student to graduate hall director. I constantly battled the idea that I was not just a graduate hall director, but a hall director impacting the students around me just as much as others around me. I thought I had moved past those feelings of inadequacy. Once I listened to the women on the imposter syndrome panel speaking, I realized I needed to remind myself of my worth and abilities now that I am a full-time professional. Rather than saying "I'm just an RD" when telling other people what I do, I have to remember that to tell people what I do with pride and authority.

When seeking ways to overcome imposter syndrome, I look to other strong women as role models. I'm lucky to have several accomplished women in my department and around my campus to look up to. For me, it really hit home when one of the NASPA panelists said that just because you don't think something you did is remarkable, doesn't mean it isn't; it's a big deal to someone else. I constantly think of what the women around me do and seek to strengthen those qualities in myself and reach out for opportunities they pass my way.

While I still find it hard to think of my own accomplishments and share them with others, it is something I will continue to work on. When looking at my successes, I often attribute them to others, another quality common to women who feel the imposter syndrome. I will say things like, "I couldn't have done it without my staff," or "my supervisor really helped me get here," or "my fellow coworkers were really key to getting this done." While all of those things are true, I learned I should accept a compliment and just say thank you sometimes. So here's to fighting imposter syndrome: I love my job and I'm good at what I do. I am more than just an RD. I don't have to doubt myself as a first-year full-time professional woman and I have thoughts and experiences to contribute.

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November 30, 2015



For those of you who do not know, #GivingTuesday was founded by charities and philanthropists to transform how people think about, talk about, and participate in the giving season. It's a counter to Black Friday and Cyber Monday, and a chance to focus on people rather than things.

This year, NASPA and the NASPA Foundation invite you to participate in #GivingTuesday by making gifts in honor of fellow student affairs friends, colleagues and mentors who inspire you by using the hashtag #SAInspire.

By using this hashtag you are sharing with people who inspired you and who you are honoring through your gift. This year Capstone On-Campus Management, we'll be matching gifts on #GivingTuesday meaning that a gift of \$10 turns into \$20. The NASPA Foundation's goal is to have at least 250 people give \$10 each on #GivingTuesday.

If we reach our goal, then we can raise \$5000 in just one day, this amount would fund an extra Channing Briggs Small Research Grant in 2016! Gifts to the NASPA Foundation support student affairs professionals from across the country. When you give to the NASPA Foundation, you are giving to your student affairs peers – real people doing real work to make a difference. I would like to personally invite you to take part in #NASPAGives #GivingTuesday and help spread the word about the work the NASPA Foundation does for the profession.

We also ask that if you choose to make your donation on Tuesday, December ft that you use the hashtags #SAlnspire #GivingTuesday #NASPAGives. These hashtags help bring awareness to the Foundation and to the Giving Tuesday campaign.

Region I is making great progress towards our 15-16 Campaign Goals. Currently we are at 19 donors and \$3728 which is 14% of our donor goal and 39% towards our dollar goal. Since a week before the Regional Conference, our Region has raised over \$1600.

If you are interested in following along with the progress of the Regional Goals please visit the #NASPAGives Regional Goals PageThank you for your commitment to the NASPA Foundation, Region I and the Giving Tuesday Initiative.

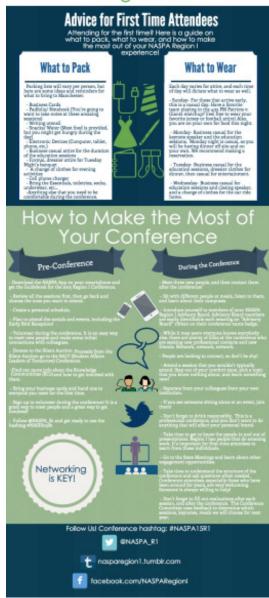
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November 6, 2015

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November 4, 2015







#### A letter from our Regional Director Rich DeCapua:

Each summer the Regional Advisory Board (RAB) has a summer meeting, where we spend much of our time planning for the upcoming academic year. As part of that process a number of working groups were comprised with various goals, the most important of which related to the development of a Regional Strategic Plan.

Working with Dr. Beth Moriarty (Bridgewater State University), our Regional Director-Elect, we both agreed that a formalized version of a Regional Strategic Plan that would coincide with her transition to Region Director would be beneficial.

Enclosed is the final version of the plan that can be found HERE, which contains action items, due dates, and measurable outcomes. More information about the plan and the working group who crafted it can be found in the document – many thanks to that team!

The RAB will discuss an implementation strategy at our November meeting in Manchester; however, I cannot emphasize how valuable this plan will be for the ongoing success of Region I.

Lastly, a special thanks to Jenn DeLuca Leavitt (College of the Holy Cross), who was the graphic artist that made it look so good!

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#### October 28, 2015

#### Greetings Region I Colleagues:

I hope that you are enjoying this beautiful Fall day in New England.

I am writing today to communicate the plan for appointing the Regional Advisory Board (RAB) for the next term which starts in March of 2016, and will continue until March of 2018. All of the open positons are listed in Volunteer Central.

If you would like to submit your name for consideration to serve on the RAB please perform the following:

- Go to the NASPA website at www.naspa.org and log-in to your account.
- Scroll to the bottom banner and click on Volunteerwhich will lead you to a landing page to enter Volunteer Central at <a href="https://www.naspa.org/about/get-involved/volunteer">www.naspa.org/about/get-involved/volunteer</a>.
- Then click on Volunteer Opportunities and under the heading of Region I you can explore all of the positions and their descriptions.
- You can click 'Submit Interest' which will update me to your interest in the position.
- Once you complete the Volunteer Application, please send me a letter of intent and a resume (bmoriarty@bridgew.edu)



• The deadline for submitting interest is December 1, 2015.

If you would like to nominate someone to serve on the RAB please email me their name and contact information and I will reach out to them and tell them they were nominated and I will encourage them to apply.

I have enjoyed serving on the RAB; I find it to be and outstanding opportunity to collaborate with dedicated colleagues from across the Region. I hope many of you will submit your names for consideration to serve on the RAB and to have a voice in the future of our association.

If you have any questions please contact me at bmoriarty@bridgew.edu or 508-531-1277.

Regards,

Beth

Beth Moriarty, Ed.D.
Director of Residence Life and Housing, Bridgewater State University
Regional Director-Elect – NASPA Region I

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October 14, 2015



Board games...wind chimes...ice cream makers. What do these things have in common?

They can all be **SILENT AUCTION** donations! Join the fun, give to an organization you care about, and fill out this donation form before the regional conference.

Register your Silent Auction by clicking on the following link: http://goo.gl/forms/esi19hkGu

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October 8, 2015



# Women in Student Affairs KC

If you are attending the NASPA Region 1 conference we want to draw your attention to the Candid Conversations program for female identified professionals sponsored by the WISA KC.

The Candid Conversations program connects women in a meaningful way with colleagues for confidential one-on-one discussions. The program matches experienced professionals with newer professionals for the purpose of seeking one-time advice or coaching. Participants are paired up based on identified topics of mutual interest. Interested participants should complete an interest form below which will guide the match made.

Past experience has proven that this brief meeting at the conference could lead to a professional and personal relationship continuing beyond the actual conference.

The Candid Conversations program is an opportunity for women to assist one another in considering topics, issues or concerns that might impact their ability to balance the professional and personal aspects of their lives, provide leadership in the workplace and/or advance their managerial or administrative skills. While some women professionals may have others on their campuses who provide some level of mentoring, one benefit past participants report is that through the completely confidential conversations, having the opportunity to confer with someone who is removed from their workplace is invaluable in developing new insights about existing situations or concerns.

The information and advice offered during this session comes from the individual listener as a result of her knowledge and experience and, as such, they do not represent NASPA, as an association.

This session will take place at the Region I Conference on Tuesday morning Nov 17th from 8:00am-9:15 am in conjunction with breakfast, prior to the educational blocks. Interested individuals should fill out the form here:

https://docs.google.com/forms/d/19RQJ4yhsK9\_wNLeDBu7CHJKFn1MawUsfpDWxpcG16Dc/viewform?usp=send\_form

Please feel free to share this with female identified colleagues who are attending the conference.

If you have any questions, please contact Erika Lamarre at ejlamarr@colby.edu or 207 859-4280

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October 7, 2015

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October 7, 2015



As a new academic year begins, we have the privilege of welcoming new students to our campus, and revisiting with our returning students about the next steps in their college career; engaging them in meaningful discussions concerning their personal and professional goals.

From these conversations I am certain, like me, that there are some students who you think would make stellar student affairs professionals. However, they may not have the information about how to pursue this goal.

For many students who might consider entering our field, they may not know exactly how to start a career in Student Affairs. As mentors and professionals, we have the opportunity to have meaningful conversations to explain our work, and in many cases, provide them with practical experiences. While Student Affairs may not be a specific undergraduate major, as students become more involved in campus life, they understand that our profession is a career they can explore, and possibly thrive in.

To achieve this goal, NASPA Region I designed the Student Affairs Leaders of Tomorrow (SALT) Conference for undergraduates who are considering entering the field of Student Affairs. For its 10th consecutive year, students from across New England have the opportunity to attend this two-day conference focusing on values, skills, career interests, and leadership in regards to a career in student affairs. Below are some of the conference details:

Dates: Sunday, November 15<sup>th</sup>-Monday, November 16<sup>th</sup>, 2015

Location: Radisson Hotel Downtown Manchester, New Hampshire

Cost: \$100.00 fee; which covers registration, meals and one overnight stay (Sun-Mon)

Application: Interested students must submit an application to be considered for this conference. The Application is available now and can be accessed at: http://apps.naspa.org/cfp/evt\_frm\_user.cfm?event\_id=371

Schedule: The conference schedule will be available shortly on the NASPA website

Application submission deadline is 5 pm on Friday, October 9, 2015

I hope many schools encourage their students to participate, as we encourage great diversity amongst the attendees. The students will benefit tremendously as they network with future colleagues. Please share this information with your student leaders whom you believe would be an asset to our field. In addition to letting your students know about the conference, please consider sponsoring their registration fee to further enhance their opportunity to attend.

We are excited to celebrate the 10<sup>th</sup> anniversary of the SALT Conference! Please contact me through my email at Brian.Quinlan@Nichols.edu or by phone 508.213.2112 with any questions. Thank you for empowering your students to take advantage of this opportunity and I look forward to meeting our Student Affairs Leaders of Tomorrow in November!

Sincerely,

Brian M. Quinlan Director of Student Involvement Nichols College

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September 15, 2015

The University of Saint Joseph Division of Student Affairs, would like to invite you and **your students** to join us for the **1st Annual Digital Citizenship Summit** on Saturday, **October 3, 2015** at the University of Saint Joseph in West Hartford, Connecticut.

Digital Citizenship is the term for appropriate, responsible tech and Internet use. Similar to the rights and responsibilities involved in being a citizen, there are legal and ethical obligations with being a digital citizen. Topics include digital literacy, etiquette, wellness, security, and law. The aim of the Digital Citizenship Summit is to create positive, practical solutions along with amplifying the overall message of improving tech usage. What happens in digital citizenship tomorrow is decided today.

10.3.15
digcitsummit.com
#digcitsummit

Digital Citizenship Summit

This **ALL DAY** event will gather a diverse range of leaders from around the country to discuss digital citizenship and push forward bold new ideas. This can't-be-missed

summit, the **registration fee** includes a **continental breakfast with networking**, a **panel discussion**, **breakaway sessions**, **lunch**, an afternoon of **more breakout sessions**, and a **social event** to connect with all the fascinating big thinkers across the country who are pivotal in shaping digital citizenship. Registration is \$50 and student registration is \$15. USJ graduate students are also \$15 and USJ undergraduates are free.

Please visit http://digcitsummit.com/ for more conference details and registration.

Any additional questions please contact: Marialice B.F.X. Curran, mcurran@usj.edu and David Ryan Polgar, dpolgar@gmail.com.

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September 11, 2015



#### **NASPA Region I Conference Silent Auction**

Have you bought your Silent Auction item yet for the upcoming conference in Manchester? Sports tickets, theater tickets, getaways at vacation homes, artwork, jewelry, gift baskets, gift cards, etc. No donation is too small! Get your item soon, complete the online donation form, and help support the future of our field!

Here's the link for the form: http://goo.gl/forms/esi19hkGuU

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September 11, 2015



## Join the #LatinosareHEre Campaign

September 2015

By: Amelinda Vazquez

In April of 2015 the **Region I Latino/a Knowledge Community** (LKC) of the National Association for Student Personnel Administrators (NASPA), started an awareness campaign called #LatinosareHEre.

#LatinosareHEre is a campaign that allows professionals of color; specifically Latino/as, in higher education, to self-identify on social media outlets Facebook, Twitter and Instagram. The campaign seeks to actively develop and encourage national support, collaboration, and awareness regarding Latinos in Higher Education; celebrating those that are currently attending school, have graduated, are teaching or serve as resources on college campuses. As self-identifying Latino/as, the #LatinosareHEre campaign will challenge the beliefs that: Latinos/as are endangered to college campuses; that resources are not available for Latino/a students; or that students who identify as Latino/as have not completed a degree.

We want to engage our community to advance Latino/as on our colleges and universities throughout the country and we need your help! This year, we will continue the #LatinosareHEre campaign in an attempt to bring awareness regarding the importance of higher education amongst Latino/as. Please help us in getting your college campus to join us in our campaign by following the 3 easy steps below!

#### Join the #LatinosareHEre Campaign:

Step 1: On a sheet of paper write the following:

What you identify as on a college campus and the hashtag #LatinosareHEre.

- Step 2: Take a picture of yourself holding your identification sign.
- Step 3: Post your photo to Facebook, Twitter or Instagram and be sure to include our hashtag #LatinosareHEre.

Thank you for your efforts in helping us break the stereotypes that surround that Latino/a community and helping us spread awareness that Latino/as ARE in higher education!

#### About Region 1 Latino/a Knowledge Community (LKC):

The Region I LKC is one of four ethnic-based Knowledge Communities in the organization. We actively promote the empowerment of NASPA members through education, research, shared knowledge, mentoring initiatives, and the use of online forums to disseminate information and facilitate discourse.

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August 27, 2015



#### **NASPA Region I Colleagues**

As we all begin a new academic year, the Conference Committee wanted to take a minute to update you on a variety of Conference happenings!

While the 2015 NASPA Region I Conference Committee has been busy planning another wonderful conference for Region I, we have been unable to share some of the exiting opportunities we have for in store due to some technical errors.

As you know, by now the Conference Committee usually has all the information about the Pre-Conferences, SALT Applications, Program Sessions Offered, Speakers, Sponsors and more on the website, but due to some technical problems we are unable to update the website.

The National office is aware of this issue and has been working closely with Region I and the website company and management team to see what we can do to fix this error so we can share all this information with you.

In the meantime, the Conference Committee would like to share the following information with you

**Conference Registration** – Is now open and early bird registration is available until September 18, 2015. To register please go to the NASPA Registration Page<a href="https://netforum.avectra.com/eweb/DynamicPage.aspx?Site=NASPA&WebCode=EventDetail&evt\_key=96a6dd1e-a453-4c10-883f-def0a175f5ee&ga=1.111496577.424037766.1429895134>

**Pre-Conference Lunch and Learn Sessions** – Registration for this is now live, but we have been unable to share the descriptions with you. Please see the list of sessions below:

Live to Serve, Not to Work; Decoding the Work-Life Balance Issue- There are many theories on how to achieve "work-life balance" in student affairs yet few of us would say we have it mastered. Participants will work to demystify the notion of work-life balance and refocus on their role as educational leaders. Scholar and practitioner-based knowledge will be shared on the importance of this topic. Presenters: Kristen Pierce, Director of Residence Life at Stonehill College, Peter Wiernicki, Associate Director of Community Standards, Bridgewater State University, Kelly Treseler, Director of Residence Life, Regis, J. Ted Zito, Director of Residence Life, Assumption College, Jennifer Forry, Director of Residence Life, Newbury College

Women in Student Affairs Overcoming Imposter Syndrome – This pre-conference session is designed for female identified professionals and open to all. Many women and female identified professionals in student affairs describe a lack of confidence or feelings of inadequacy in their careers. Even in a field that values inclusion and diversity those who identify as women still struggle with self-advocacy and being respected by colleagues, supervisors, and students. In this pre-conference session we will hear the stories of women at various stages in their careers and their strategies for success and overcoming obstacles. The session will focus on enhancing confidence, identifying strengths and areas for improvement, and strategies for advocacy. Presenters – Erika Lamarre, Associate Dean of Students, Colby College, Beth Moriarity, Director of Resident Life, Bridgewater State University, Jen Maitiano, Director of Residence Life, Curry College, Jennifer Stanley, Director of Women's Center, Roger Williams University, Kyndra Angell, Assistant Director of Student Involvement Boston College.

Holistic Practices to Inform Student Affairs Work - Drawing on contemplative practices from wisdom traditions of many cultures, this workshop will explore alternative approaches available to student affairs staff that inform leadership, conflict resolution, community building, communication and personal growth. The workshop emphasizes full body learning, techniques from meditation, qi gong energy practice, yoga principles, developing compassion, and finish with coaching principles for oneself and others. An interactive experience, with practice of various methods of knowing/being to better understand oneself and others, this session is appropriate for all student affairs professionals. Presenters - Peggy Jablonski and Anne Hopkins Gross.

Student Support Network: Suicide Prevention and Counseling at WPI - Students turn to each other first and foremost for help with emotional distress, and sometimes for support for significant mental health issues including depression, anxiety, eating disorders and suicidal thoughts. Students, genuinely trying to support each other, often find themselves in over the head, experiencing distress themselves while trying to help friends. The Student Support Network (SSN) Program, originated at WPI in 2006, provides training and support for students who find themselves in just this situation. SSN is a six-week training that seeks to identify and train "key" individuals within the community in how to recognize and respond to students distress. Once trained students identify as part of the Student Support Network on campus and, without taking on any additional roles and responsibilities, are more knowledgeable and better supported in their efforts to help others. When the program is implemented in an ongoing manner, as it is on many campuses now, it helps to enhance the overall support network on campus. This workshop will focus on understanding key

elements of the program and the impact that SSN has had at WPI and campuses throughout the Country Presenter Charlie Morse, Director of Counseling, WPI.

Silent Auction – Please don't forget, we are looking for Silent Auction items for the Conference. The money raised through the Silent Auction supports the SALT undergraduate conference and select regional award winners. The Advisory Board has set a goal to raise at least \$10,000, and we need your support! We hope you will consider making a donation and will also encourage your colleagues to do the same. Please simply complete the online form at http://goo.gl/forms/esi19hkGuU<http://goo.gl/forms/esi19hkGuU%20> prior to the conference. If you want ideas or need to coordinate someone to bring your item to the conference, please contact jennifer.forry@newbury.edu<mailto:jennifer.forry@newbury.edu>.

Information regarding Guidebook, Speakers, the VPSA Institute, SALT Applications, Faculty Summit, the Program Schedule, Corporate Sponsors, and other Conference happenings will be available soon. We will send out more information to the Region once the NASPA Website is updated, for now please continue to check the Region I Bulletin (Tumblr), Facebook, Twitter for updates. Thank you for your understanding, and have a great start to the academic year.

Sincerely 2015 NASPA Region I Conference Committee #NASPA15R1