



Wisconsin College Personnel Association

WCPA Summer News

Volume 4, Issue 2

Our State • Our Profession • Endless Opportunities

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Reflection on the Professional Development Institute - by Nikki Gilbertson, UW-Madison Graduate Student

The topic of the Professional Development Institute, *Student Learning: Building Student Affairs Capacity for Academic Collaboration*, is applicable for my office as we are working on developing collaborative relationships across units and with the faculty in our school. The keynote by Aaron Brower and Cal Bergman from UW-Madison provided realistic suggestions and examples of collaborative partnerships on the UW-Madison campus, including the development of living-learning communities and campus-wide book reads. Brenda Rust O'Beirne, UW-Whitewater, delved into the complexities of collaboration due to varied cross-cultural perspectives, which sometimes enhance or inhibit our ability to create meaningful partnerships. I appreciated the multiple definitions and understandings of collaboration held by the group members, as well as their ideas about how collaborative their campus or unit is already by using a 1-10 scale. Brenda insisted that we should work on improving collaboration one number at a time. The largest take-away for me from the PDI was the idea that collaboration without a common, well-defined problem is simply window-dressing. In order to create a partnership, both parties must buy in to the existence of the problem and realize that they have something to offer in regards to its solution. This idea has reshaped the way that I think about creating collaborative partnerships in my school. Overall, the PDI helped me begin to view collaboration as an intentional, strategic, cross-cultural venture that ultimately has the potential to significantly improve student learning and experience.

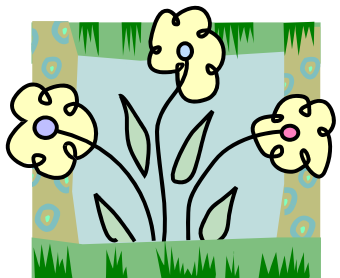


New WCPA Inclusion Statement - Carolyn Bell, WCPA President

The WCPA Executive Board met this summer and developed a new WCPA Inclusion Statement that reads,

"WCPA affirms and supports the unique identities in our community by striving for social justice and practicing inclusive engagement."

We will continue to defines ways we currently meet this statement and areas that we hope to grow.



2010 WCPA Annual Conference Preview - by Jon Cleveland

WCPA is pleased to host the 2010 Annual Fall Conference, "Being your Best: Navigating from Challenge to Opportunity," on October 21st-22nd at the Glacier Canyon Lodge at the Wilderness Territory Resort in the Wisconsin Dells! Mark your calendar now!

New Location!

We've moved to a new location! The Glacier Canyon Lodge and Conference Center is a beautiful upscale resort, tucked away on the 600 acres of pristine pineland at the Wilderness Hotel and Golf Resort, America's largest water park resort. The breathtaking destination offers four indoor water parks, several restaurants and other fun family activities! We hope you're as excited about the new location as we are! All accommodations will be provided in the condominium portion of the resort located immediately adjacent to the conference center.

Engaging and Captivating Keynote Speaker!

We are excited to host Bob Pedersen as this year's keynote speaker. Mr. Pedersen has been President, CEO, and Storyteller of Goodwill North Central Wisconsin since 1991. Combined with his tenure at Goodwill NCW, Bob has had 34 years of non-profit leadership experience with a variety of organizations.

Mr. Pedersen's keynote address will focus on a period beginning in 2003 when "a trusted, 27-year employee cunningly embezzled more than half a million dollars from Goodwill Industries of North Central Wisconsin, Inc. over a seven-year period" (Betrayal, 2004). Mr. Pedersen's account of this story will provide us with an opportunity to think about how we can "Navigate through Challenge" and make the best of difficult situations.

To gain additional context and meaning from this address, Mr. Pedersen has asked that we strongly encourage all conference participants to read [Betrayal](#), which is an account of the embezzlement. The reading can be accessed by visiting the Goodwill North Central Wisconsin website (www.goodwillncw.org) and clicking on the [Betrayal](#) link on the left hand side of the main webpage.

Submit your Program Proposals!

We invite you to share your experience and knowledge with other professionals by presenting a program at the conference. You all have something to share with your colleagues! We're doing amazing things on our respective campuses. Presentations can be developed in multiple ways - program/workshop, cover important research in higher education, outline a successful program or training you have implemented, or share an experience you have had that would benefit your colleagues. The success of the annual conference depends on the programs presented by our members, so please tap a colleague on the shoulder or submit a program proposal yourself!

Program proposal information and procedures can be found on the WCPA website. There is also a list of potential topics if you're having trouble thinking of an idea!

Donate to the Silent Auction!

Each year, WCPA hosts a silent auction at the annual conference. We would love for you to make a donation! Your donation will help WCPA fund projects aimed at strengthening our profession through the development of up-and-coming student affairs professionals, including support of the Student Affairs 101 program and graduate student scholarships.

Continued on page 3...

Wisconsin College Personnel Association

www.mywcpa.org

➤➤ **SAVE THE DATE!**

Please save the date for the

2010 WCPA Annual Fall Conference

October 21-22, 2010

Wilderness Resort

Wisconsin Dells, Wisconsin



2010 WCPA Annual Conference Preview (continued)

All individuals and organizations who donate items to the silent auction will be recognized by WCPA at the annual conference, on the WCPA website, and in the WCPA newsletter. *Donations for non-service items with proof of valuation are tax-deductible.* The Silent Auction Donation Form can be found on the WCPA Website.

Graduate Student Case Study Competition

WCPA is please to host a bigger and better graduate student case study competition at the 2010 Annual Fall Conference. This year's case study will be based off of our conference theme: *Being your Best: Navigating from Challenge to Opportunity* conference. Case study teams can consist of 1-4 individuals and you can sign up for the competition when you register for the annual fall conference. Any students interested in participating should contact Ashlie Kohl (akohl41@yahoo.com) to register. Participation is limited to eight (8) teams. Any questions should also be directed to Ashlie.

Hey Graduate Students, What Would You Do?

You are a Dean of Students at a mid-size public institute. A copy of a police report is submitted to you by your Director of Residence Life about a female student, who is the Student Senate President, who has filed harassment charges against a male student, her ex-boyfriend and Resident Assistant. The break-up occurred almost two months ago. The ex-girlfriend contends that the ex-boyfriend has been sabotaging her efforts to be a successful student body president. The ex boyfriend denies the charges and claims it is the ex-girlfriend who has been making contact with him. Because of their leadership roles on campus, the issue is a "high profile" case. The ex-girlfriend's mother is calling because she is fearful for her daughter's safety and wants you to do something about it.

Does the scenario interest you? Scare you? Excite you? Intrigue you? All of the above?

Do you want to experience a real-life critical and ethical issue faced by senior level professionals?

If so, participate in the Graduate Student Case Study Competition at this year's fall conference! It is an opportunity to exercise your presentation skills, your critical thinking skills, your ability to link theoretical knowledge to practical experience, and win recognition and prizes.

Association for Student Conduct Administrators (ASCA) State Meeting

WCPA is pleased to continue our partnership with The Association for Student Conduct Administration (formerly ASJA) at the annual fall conference. ASCA will be hosting their statewide meeting for Wisconsin members and non-members on Wednesday, October 20 from 1:00-5:00 p.m.

If you have questions or suggested topics for the open discussion portion of the agenda, please contact Tonya Schmidt at the University of Wisconsin – Madison at 608-263-5700 or tschmidt@odos.wisc.edu.

Student Affairs 101

We will again be hosting Student Affairs 101, the undergraduate paraprofessional conference, immediately after the professional conference concludes! It will run from October 22nd-23rd. Registration and additional information can be found on the WCPA website in the near future!



Updates from ACPA - by Angie Bong, WCPA President-Elect

I had the distinct pleasure of representing WCPA at the ACPA Annual Convention in Boston this year. Highlighted here are three major conversations that evolved at the convention.

ACPA/NASPA Consolidation

A major topic of conversation focused on the potential [consolidation](http://www2.myacpa.org/img/CST_Subcommittee_Process.pdf) (http://www2.myacpa.org/img/CST_Subcommittee_Process.pdf) of ACPA and NASPA. Shortly before the convention, for the first time in history, the presidential teams and executive directors from both organizations met face-to-face to discuss potential consolidation. The overarching question being explored is, "How would we become a NEW organization?" Both associations have made it very clear that this would not be a merger, where one wins and one loses, but rather a unification, where we would create something new together.

As a result of their discussion, eight subcommittees were formed to gather information and begin exploring the impact consolidation would have on a number of functions related to each organization. Subcommittees are chaired by one NASPA and one ACPA member and membership of subcommittees is also equally split. The eight subcommittees, which have each been charged to complete their work by July, include:

- ◆ Functional areas
- ◆ Geographic organization
- ◆ Membership structure
- ◆ Placement services
- ◆ Professional development and conferences/conventions
- ◆ Publications and scholarship
- ◆ Group identities
- ◆ Governance, bylaws, and structure

Meetings were held at both ACPA and NASPA to provide information and gather feedback from the membership. As part of the consolidation discussion, the state and international division leaders had the opportunity to provide feedback, specifically to the geographic organization subcommittee. State and International division leaders felt strongly about the importance of retaining some level of state organization given so many restrictions on out-of-state travel, as well as the importance of making leadership opportunities widely available.

Stay tuned as the work of the subcommittees wraps up in July and more information becomes available.

Joint Task Force on Professional Competencies

NASPA and ACPA convened a [joint task force for professional competencies](http://www2.myacpa.org/au/governance/Joint_Task_Force_of_Professional_Competencies.php) (http://www2.myacpa.org/au/governance/Joint_Task_Force_of_Professional_Competencies.php) after the need was identified for the field to have one set of core competencies for professionals. A joint task force consisting of both ACPA and NASPA members met and developed a [draft](#) of proposed competencies, which include:

- ◆ Advising & Helping
- ◆ Assessment, Evaluation, & Research
- ◆ Diversity, Inclusion, & Equity
- ◆ Ethical Professional Practice
- ◆ History, Philosophy, & Values

Continued on page 5...

Updates from ACPA (continued)

- ◆ Human and Organizational Resources
- ◆ Law, Policy, & Governance
- ◆ Leadership
- ◆ Self
- ◆ Student Learning & Development

Each competency area has beginner, intermediate and advanced skill levels, allowing individuals to chart their level of competency and work to improve in that competency area. [Feedback](#) on these competency areas was accepted until April 21, and the task force is currently in the process of writing a revised draft.

Joint Task Force on the Future of Student Affairs

NASPA and ACPA also convened a [joint task force on the future of student affairs](#). The [final report](#) (http://www2.myacpa.org/img/Task_Force_Final_Report%20Narrative.pdf) is now complete, and major themes highlighted in the report include:

- ◆ Gaps in educational attainment and achievement
- ◆ Expanding technologies
- ◆ Economic fluctuations in higher education
- ◆ Globalization
- ◆ Demand for higher education
- ◆ A unified voice for student affairs

As an association, ACPA is attempting to keep up with the changing needs and growing trends of our profession. To stay abreast of the latest information, please visit the [ACPA website](#) (<http://www2.myacpa.org/>).

WCPA Board Opportunities

WCPA is looking for candidates who want to be elected president of WCPA (this position requires you be a former board member) or be appointed to the Membership Coordinator position (no prior experience needed), and Conference Chair elect position (no prior experience needed). All you need to do to apply is contact John Palmer at palmer.john@uwlax.edu and he will send you the application.

—The President serves a three year term as President Elect, President, and Immediate Past President.

—The Membership Coordinator is appointed to a two year appointment and oversees membership and the newsletter.

—The Conference Chair Elect is appointed to a two year appointment and helps and shadows the Conference Chair the first year and runs the Conference the second year.

Please think about these wonderful professional development opportunities. Applications for Appointment Opportunities are open until the conference, but August 15th applications are preferred.

WCPA Awards and Scholarships

**Award nominations will be available on the WCPA website until
Monday, September 13, 2010**

Award winners will be announced at the annual conference in October!

The following is a list of awards that are available...

Program Award

The Wisconsin College Personnel Association is committed to recognizing outstanding programs and events on your campus. Up to two program awards are given each year at the fall conference. Award winners will receive a 1-year WCPA Membership and an invitation to present on their program or event at the annual conference.

Undergraduate Student Leader Award

This award is presented to an undergraduate student leader who is enrolled in a college or university in Wisconsin and has demonstrated leadership, contributed to student affairs on his/her campus, and has a desire to begin a professional career in Student Affairs. Award winner receives Student Affairs 101 registration fee waiver.

ACPA Scholarship

To encourage graduate students who are interested in pursuing a career in Student Affairs, a scholarship is offered that waives the conference registration fee to the ACPA Annual Convention. One scholarship is given each year. Scholarship

The Daniel Siler Memorial Scholarship

The Daniel Siler Memorial Student Scholarship was established by the WCPA Executive Board in February of 1993. It was instituted as a tribute to Daniel Siler, who died in November 1991, in memory of his strong belief and commitment to student development. This award is given to a full-time graduate student (and not currently holding full time employment) wishing to enhance their own potential through attendance at the WCPA annual fall conference. Award winner receives WCPA Conference Registration fee waiver.

New Professional of the Year Award

This award is designed to recognize and encourage contributions and / or potential in the field of student affairs by an ambitious and dedicated new professional. Award winner receives WCPA Conference registration fee waiver.

Support Staff Recognition Award

The support staff recognition Award is designed to show appreciation to one of the support staff members on campuses in Wisconsin (custodial, administrative assistant, food service employee, etc.) Nominees cannot be in a professional or paraprofessional staff position. This person should interact regularly with students and staff and understands their mission to serve students and their department. Award winner receives WCPA Conference registration fee waiver.

Nora McGuire Outstanding Professional Award

This award is designed to recognize an outstanding professional who has served the student affairs field. Award winner receives WCPA Conference registration fee waiver and a plaque.

Annabelle E. Wolf Outstanding Service in College Student Personnel Award

The Annabelle E. Wolf Award for Outstanding Service in College Student Personnel is presented to an individual who has contributed significantly to and/or within the college student personnel profession. Award winner receives WCPA Conference registration fee waiver and a plaque.

Randy Thrush WCPA Leadership Award

The Randy Thrush WCPA Leadership Award is presented to an individual who has demonstrated outstanding leadership and service to the Wisconsin College Personnel Association. Award winner receives WCPA Conference registration fee waiver and a plaque.



Book Review: StrengthsQuest - by Matthew Suwalski

StrengthsQuest: Discover and develop your strengths in academics, career, and beyond.

By: Clifton, D., Anderson. C., & Schreiner. L.

This book provides the necessary resources to facilitate both individual and group professional/staff developments. The concepts in the book lend themselves to being able to provide a firm understanding of an individual's talents that can be leveraged to become strengths. The Residence Life Department at the University of Wisconsin Oshkosh has successfully utilized the StrengthsQuest to build a mid-year training program that allowed student and professional staff members to learn about their talents and then understand how to apply them in their lives to be successful.

The StrengthsQuest book comes with a code that allows participants the opportunity to take the Clifton StrengthsFinder to identify their talents. It is this information that the book and online resources build itself off of to provide a wealth of information to be successful.

StrengthsQuest is the process that individuals can use identify their talents and learn to successful at developing these talents into strengths. Peter Drucker explains that "One should waste as a little as possible on improving areas of low competence. It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence." Strengths begin as talents and talents show us our capacity to do something with work they become strengths. Talents are things that you can perform automatically and the Clifton StrengthsFinder helps identify your group of talents. "Top achievers in virtually every profession, career, and field of achievement all build their lives upon their talents" (Clifton, Anderson & Schreiner, 2006). When we learn to focus on the things that we can do well we can achieve success. StrengthsQuest explains that top achievers find ways to fully develop their talents into strengths and are able to apply their strengths in roles that best suit them to be successful.

This book in conjunction with the online tools provides the necessary information to show us how to leverage our talents and turn them into strengths. The StrengthsQuest book focuses on analyzing the 34 talent themes and goes on to provide resources on how to apply these talents in academics, career planning and college. This book is an excellent way to provide a low cost professional or student staff development by focusing the development on an individual level. Also the information provided from the StrengthsFinder tool can provide a wealth of information for group planning and team development. Overall, it's not the book itself but the combination of taking the StrengthsFinder tool and utilizing the resources enclosed which provides the greatest benefit.

For additional information please reference: <https://www.strengthsquest.com/>

Commission Corner

Mental and Behavioral Health Commission

By Kelly Melvin and Patrick F. Vander Zanden

"Second Hand Stress"

Most Student Affairs professionals are well aware of the impact their actions have on students and student staff. There are several well-developed theories that guide student affairs professional's actions toward the healthy and successful development of the students with whom they work. One of the more well-known theories is Chickering's Seven Vectors developmental theory. This theory proposes seven areas of development through which student affairs professionals should guide students in order for them to become healthy, mature and contributing adults. It is our belief that most student affairs professionals would say that role modeling is a great way to help guide students toward healthy development in every vector; however, we wonder what happens when the professionals guiding these students are leading unbalanced, stressful lives. Student affairs professional's impact on students can be great, and our greatest tool can be ourselves. If student affairs professionals are meeting their own needs in an unhealthy manner, students' development can be affected.

In order to figure out whether student affairs professionals are meeting their needs in an unhealthy way, we must provide a context for meeting them. William Glasser's Reality Theory provides a framework for healthy human development. Glasser proposes that human beings have five needs that everyone strives to meet including, survival, control, belonging, freedom, and fun. There are several ways to meet, these needs: however, sometimes these needs are met in an unhealthy way. For example, a person can meet their need for belonging by giving up their sense of control, thus giving up a much needed balance. Because student affairs professionals are in almost constant contact with students and their workload can be overwhelming, the professionals may be choosing to meet some of their five needs in an unhealthy manner.

So, the question then, we are attempting to answer is, does the way in which Student Affairs Professionals meet their needs according to Glasser's Reality Theory effect Student's Development according to Chickering's Student Development Theory?

To briefly review, the Seven Vectors of Student Development, according to Arthur Chickering are:

- ◆ *Vector 1: Developing Competence*
- ◆ *Vector 2: Managing Emotions*
- ◆ *Vector 3: Developing Autonomy*
- ◆ *Vector 4: Establishing Identity*
- ◆ *Vector 5: Freeing Interpersonal Relationships*
- ◆ *Vector 6: Developing Purpose*
- ◆ *Vector 7: Developing Integrity*

When considering the ways in which Student Affairs Professionals meet their needs according to Glasser's Reality Theory, we can clearly see that, if these needs are being met in an 'unhealthy' manner, conflicts could occur in the process of meeting the needs of the professional and developing each vector as a student.

As Student Affairs Professionals we are adding to a storied history of educators that have served as quality role models for students as they grow, learn and develop, throughout their college career. The issue that could pose a substantial threat to the positive effect of the 'role model element' of the many aspects of the student affairs professional's overall contribution to students is, the issue of meeting needs in an unhealthy manner.

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Mental and Behavioral Health Commission (continued)

By examining the Seven Vectors and viewing them as qualities that professional's role model to students, one can easily see that if even one vector is improperly role modeled, students may be led astray in their own personal development. For example, if a professional demonstrates an inability to, manage emotions, convey their developed purpose, or lead with integrity, as a result of attempting to meet their needs in an unhealthy manner; the students they work with may experience significant conflict as they progress through the vector maturation process.

As we progress through our research in this area, we will be exploring the idea of 'Second Hand Stress' and its propensity among student affairs professionals. Is it a theory we have developed on unproven conjecture, or can we establish a coherent and founded argument that it exists and occurs at a significant level? Overall, we are setting out to answer our question of; "If Student Affairs Professionals are meeting their needs in an unhealthy way, is it having an adverse affect on their students?"

Graduate Students and New Professionals Commission / Professional Development Commission

WCPA Conference Mentoring!

Are you a graduate student or professional in your first year or two in the field? Is this your first WCPA Conference? If so, you can sign up to get a WCPA Conference Mentor - someone who will show you the ropes and help you navigate the conference!

Go to the Graduate Student and New Professionals Commission page (<http://mywcpa.org/commissions/gnp/>) to learn more and sign up.

Are you a WCPA Conference pro? Someone who has been sailing the seas and would like to share your wisdom? If so, you can sign up to be a WCPA Conference Mentor - you will be matched with a graduate student or new professional who could benefit from your experience.

Go to the Professional Development Commission page (<http://mywcpa.org/commissions/pd/>) to learn more and sign up.

Leadership and Involvement Commission

By Tonya McKenna Trabant

Looking for Leadership . . .

The perennial question, "what is leadership?" sort-of haunts me. I consider the myriad definitions of leadership, empirical and otherwise, to be proof that it's one of those concepts that doesn't comply with our (mostly Western worldview) wish to define it. Your student who never speaks or volunteers first, but asks the most thoughtful and productive question - are they leading? Is the student who wants to be an administrative aide instead of student government officer leading? What about a student employee who starts a new initiative but is getting paid?

And then there's the leadership mythology we've all likely heard: "true leadership is rare," "leaders are well-spoken people who get things done," and "we're all leaders!" How are we to recognize what's true for us in any given situation? How do we help students develop leadership skills when it's slippery and evolving alongside us all? I personally take leadership to be half of a continuum that includes the act of picking the right person to follow and actively
Continued on page 10...

Leadership and Involvement Commission (continued)

supporting their vision and work. Said differently, that's followership, which doesn't yet show up in most spell-check functions. But one of my personal missions is to be a good follower because, as my mom liked to tell me as a child, "it takes one of everybody." The "it" in this sentence is Life, Work, and yes, Leadership.

WCPA President Carolyn Bell set a great vision for my participation in WCPA by encouraging us all to "keep it close." I interpret her to mean: let's discuss what we're already doing, share what we're already thinking about, and consider this is the work of professional organization participation. These conversations ARE our work, and our students and colleagues benefit when we seek out multiple perspectives. So, I share my muttering about student leadership in hopes that something fresh or interesting will be catalyzed in some of you. If this has happened, please share your thoughts on the Leadership and Involvement Commission blog, ok?

Thanks! Tonya

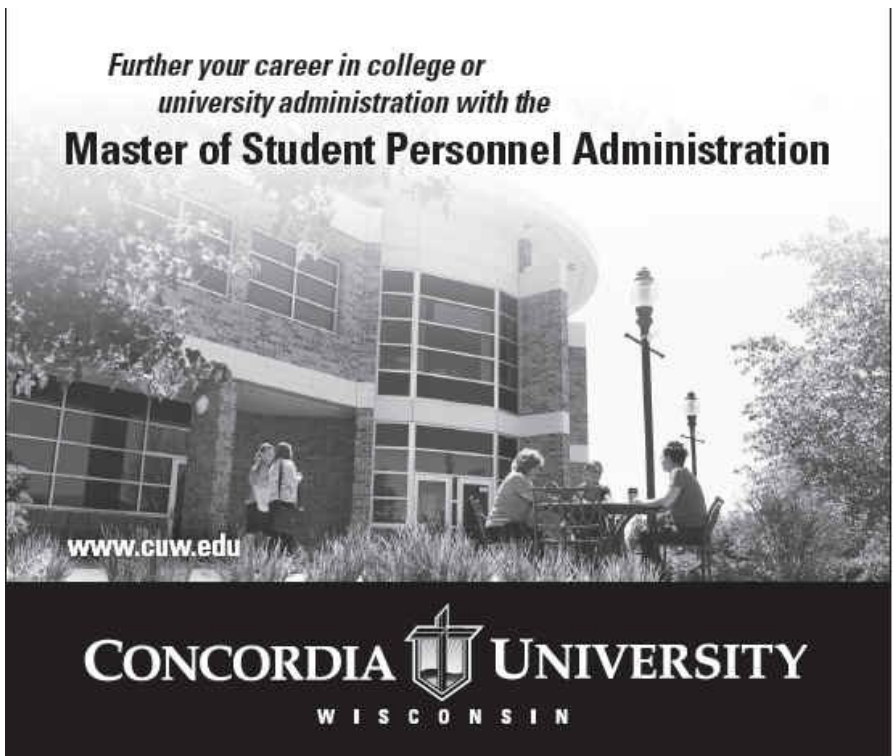
Diversity and Social Justice Commission

By Mai J. Lo Lee

Hi! My name is Mai J. Lo Lee and I am the Diversity and Social Justice Commission Chair. The purpose of this commission is to help get WCPA members involved in relevant dialogue, research and professional experience with diversity and social justice issues on today's college campuses. The better verse student affairs professionals are with diversity and social justice issues that college students are facing – the better we can serve and support them.

The Diversity and Social Justice Commission is looking for your involvement now. Have you participated or programmed a Diversity or Social Justice program on your campus? If the answer is yes, the Commission is in need of your help! The Diversity and Social Justice Commission is asking all WCPA members in collecting diversity program flyers, both past, present and future programming. The intent is to have a table of diversity program flyers where WCPA members can browse, inquire and be inspired by other programs happening on other campuses. If you can help and bring diversity & social justice program flyers and other materials, please do so!

Using technology such as email, blogs and the Commission website, commission members have been sharing and engaging in frequent dialogue. If you are interested in joining this engaging and growing commission, please email me and let me know at lom@uwgb.edu – See you in October!



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W I S C O N S I N

CHIPS & CLIPS

Each conference attendee donating non-perishable items will receive a bag of chips with a WCPA Chip Clip!!!



The institution with the highest number of items will win a gift certificate to a local restaurant on Thursday evening of the conference!!



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