

Message From The President:

Hello WCPA Members!

I hope the New Year finds you well as you are gearing up for students to return to campus. This newsletter is another membership benefit with the goal of providing WCPA and professional development information. I hope you enjoy the newsletter and will consider submitting an article for future newsletters.

The WCPA Board recently met in December and had a productive meeting as a new Board. I'm excited to inform you that we have moved the location of the 2006 Annual Fall Conference to the Chula Vista in Wisconsin Dells. In hopes of getting more students to attend the Student Affairs 101 Conference, we have changed their conference dates to Friday/Saturday. These decisions were made based on the feedback we received from both the members and Past Presidents.

Also upcoming is the Professional Development Institute (PDI) on "Mental Health and Today's College Student." The PDI will be held in Madison at the Edgewood College Deming Way Campus on Friday, February 24. This has been a professional development topic requested by many of our members, so I hope you will consider attending and will encourage others on your campus to attend (more detailed information on the 2006 Annual Fall Conference and the PDI can be found in this newsletter).

As the President of WCPA, it is my hope to lead WCPA to the next level as an organization. This can't be done without the input and involvement of our members. There are so many ways members can contribute and be involved with WCPA—serving on the Board or a conference committee, contributing to the newsletter, nominating someone for an award, presenting at the conference, etc. If you are interested in learning more about opportunities or if you have ideas you would like to share with the Board, please feel free to contact us. Our contact information is available on the WCPA website at www.wcpa.ws

Louise Paskey
WCPA President

Wisconsin College Personnel Association

VOLUME 1, ISSUE 1

WINTER 2006 EDITION



WCPA MEMBER IN THE SPOTLIGHT

Dr. Ann Groves Lloyd
University of Wisconsin-
Madison
Associate Dean, Student
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of Letters & Science

WCPA would like to congratulate Ann Groves Lloyd on her recent promotion at UW-Madison. For that and other reasons, she is this edition's "Member in the Spotlight."

Ann has been a member of WCPA for many years. She has served on WCPA executive board as the Past-President (2002-03), President, (2001-2002), President Elect, (2000-2001), Conference Chair, (2000) and Legislative Affairs Chair, (1998-1999). Currently, Ann is a devoted member of ACPA serving as the Director of State and International Divisions and a Member of the ACPA Executive Council and Executive Committee. Leadership is very important to Ann and when asked what her favorite memory of WCPA was, this is what she said:

"The camaraderie of the Executive Board – I've made lifelong friends through WCPA! Also the new professionals and grad students we bring to the conference each year – they're all amazing and re-energize me!... I also cut my teeth as a leader in

WCPA and made a few faux pas (ask anyone about introducing my Executive Board at the conference luncheon!), but in the long run it was a fantastic learning and growing experience."

Ann got her start in student affairs, following a year in the radio business, by working for the Wisconsin Alumni Association. Other jobs have included serving as a Fraternity/Sorority Advisor and the Director of Letters & Science and Human Ecology Career Services at UW-Madison. The last three years, Ann has also worked as an Assistant Dean for Assessment and Development in L&S Student Academic Affairs. Now, as the new Associate Dean for Student Academic Affairs, Ann's favorite part of her job is the people she works with and the students. She also enjoys the wonderful variety and a great boss who is all about changing the way she and her colleagues do their work so they are remaining relevant and truly meeting the needs of UW-Madison students.

As a three-time graduate of UW-Madison, Ann has a BS in Agricultural Economics, (1985), a MS in Higher Educational Administration, (1994) and her Ph.D. in Higher Educational Admini-

stration, (2000). She was the recipient of the Student Personnel Association's Campus Impact Award in 2002. Her personal outlook for the next five years includes accomplishing a great deal of work in her new position and remaining very active in student affairs and ACPA.

Ann also wanted to say the following to the WCPA membership: "Please know what a wonderful organization WCPA is, and how fortunate we are to have the high quality professional development opportunities they offer right here in our own back yard! I am also looking forward to seeing you all at ACPA in Indianapolis, March 19-22, and at the WCPA Conference in October!"

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"One Student Staff Member's Thoughts on Limitations for Live-in Student Staff"

As some of you may know, my name is Molly Winn. I'm a House Fellow at the University of Wisconsin-Madison and I have been following the Eau-Claire case with great interest in the past few weeks. I have delved into studying and understanding the policies here at the University of Wisconsin and would like to clarify a few points about the House Fellow position and my viewpoints on the matter now that I am better informed. I also would like to apologize for not attending the hearing this morning as I was taking care of personal matters.

As a Catholic, I strongly disagree with what happened in Eau-Claire and fully support the reassessment and evaluation of new policy in Eau-Claire as I explained in my previous e-mail. From what I understand, someone made the mistake of singling out Christianity/Catholicism instead of treating this religion on equal terms with all other religious denominations.

However, while I strongly disagree with being discluded from religious events and practices, I now want to state that the policy here has not prevented these practices on an exclusionary basis. The argument has been put forth that House Fellows are being prevented from participating in, sharing, and/or leading meetings or groups that pertain to expressive freedoms granted in the constitution. What is really on the table is how a House Fellow is perceived and what should and should not be done in an office.

As a House Fellow, I do live in my room. I feel I am constantly engaged in expressive freedom in my room. I pray in my room, I study the bible in my room, I listen to great Christian music and, after checking policy, can put up my nativity scene and enjoy the lights on my tree. Friends come in and out, and we discuss politics and gender and race. We debate. I have residents in my room constantly debating and talking and using me as a resource. Hey, I even play Xbox in my room. These are my rights.

However, my room also serves as a part time office. Most of the time, when I am in my room, I will often leave my door open so residents know they can come to me. It's like unofficial office hours, but I guarantee you, we have them. This is our way of opening up to our residents and really letting them know we're here and ready to help them out.

What the policy here is trying to do is **not limit the expressive activities of House Fellows, but rather prevent the overpowerment of a House Fellow's beliefs over their resident's beliefs.** Policy clearly states that no "meetings" should be held in a House Fellow's room. This doesn't mean don't sit down and have a chat with people or enjoy the freedoms that Housing understands are within the rights of the House Fellow as an individual; it simply argues to the fact that a house fellow should not do anything that would prevent or hinder a resident to come to them with their needs. It's an argument of thought and consideration. If a House Fellow holds meetings to aid in a republican political campaign, a student who is a democrat may shut down to the House Fellow based on general assumptions. If a student holds meetings every week for Planned Parenthood, a student who disagrees with his/her services avoids talking to the House Fellow. We are here to build community and we cannot do that unless we are able to

reach ALL our students.

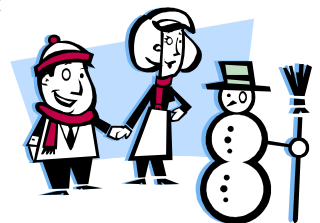
Policy also states that we should not be the leader of any "meetings" within the building. We can play an integral role in programs. We have many House Fellows constantly leading different types of programs that are open to all of our residents and have no disclusionary basis. This is really key to the difference between a meeting and a program. Meetings may disclude those of different beliefs, faiths, backgrounds, and values. Programs are here for the benefit of everyone and can be attended by a wide-array of personalities.

I will argue that policy here is very vague, and at first glance, or without the proper background or knowledge base, appears to be controlling the rights of House Fellows within their own rooms. However, Housing encourages the sharing of diversity, and I can guarantee you that my residents know I am a Catholic. However, **they knew that my religious beliefs would not hinder my willingness to listen to them, share in their lives, and help guide them through this sometimes difficult and strenuous journey.** While the policy here is vague, it serves a real function in allowing Housing to question the right of power. Who does power belong to and why? House Fellows have a special privilege and with that comes certain obligations and sacrifices. Any leader in the world sacrifices some part of their personal life. Everyone who is in the role of power and under the scrutiny of the public will sacrifice something of themselves to serve the greater good or be willing to do so. If not, then the position of power need not be taken and will be given to someone willing to make those sacrifices or decisions. In this instance, a House Fellow is in a position of power, under the watchful eye of their residents, and needs to make certain choices in order to serve the greater good. I sacrifice time and privacy because I believe that the role of a House Fellow is integral, especially to the first-year process. I do more to influence students now than I ever have before and gladly give up certain luxuries to do so.

The other point that Housing is making in this policy is that, should a resident need a confidential conversation with the House Fellow, the comfort level of having to clear out a room that is having a meeting so that student can sit behind closed doors with a House Fellow may make the situation more stressful than it already is. Here in Housing, we deal with a wide variety of very personal and difficult issues. So far alone this year, I have dealt with deaths in the family, homesickness, abusive relationships, break-ups, depression, and conflicts between roommates. **It is very important to have a space for the women on my floor to come into where they can immediately feel safe.** Housing is trying to create this space, and as a House Fellow, I understand my obligation to provide it.

I have read President Reilly's address as of this morning and agree that a better understanding of the House Fellow position is needed. This job entails much more than just living on a floor with residents. It is not glorified baby-sitting. **This is job based on relationships, and it is central that we continue to strive to build these relationships to the best of our ability.** I hope this will help clarify the policy and House Fellow position at the University of Wisconsin-Madison.

Molly Winn
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LESSONS LEARNED

White Privilege Conference (WPC 5)
&
Social Justice Training Institute (SJTI)

In April 2004, I attended the White Privilege Conference in Pella, IA with a colleague of mine. This was the first time I attended a conference that solely focused on race relations and white privilege. It was ironic because I realized that every time I attend ACPA or other conferences I always gravitate towards the sessions around diversity, social justice or multiculturalism, and find myself less interested in the other sessions. This was the first time I found a conference that I wanted to go to every session. *So lesson #1: Search and find a conference that matches your specific areas of interest or passion.* For more information on the White Privilege Conference check out their website at www.whiteprivilege.com

In June of 2004, I had the privilege to attend the Social Justice Training Institute in Springfield, MA. My experience is one that falls short when trying to put

it all into words, but I will still try. In the beginning of the institute, I felt myself holding back from really sharing and focusing on myself and what I need to work on. It was easier for me to look at others and criticize what other white people need to do in the area of social justice. Meet my ego. I was not allowing the institute to impact me (like I was expecting it would); instead, I allowed my first day to feed my ego. It was not until I forced myself to look inside that I really felt the impact of the institute. During this time, I realized that working for racial equality and social justice means working on my inner self. Tracking what I am thinking and observing without judging those that I am tracking and asking myself why I responded the way I did. Discovering the triggers I have around race dialogue and relations was a powerful and humbling experience. *Lesson #2: Daily reminders that I am also a life long learner and sometimes I need to focus on my own learning rather than trying to judge what other people still need to learn.* To learn more about the

Social Justice Training Institute go to their website at www.sjti.org.

My final thought from my summer experience is about privilege. White privilege, heterosexual privilege, physical ability privilege, socioeconomic privilege, and educational privilege are just to name a few. Many of us may have one or two privileges, while others may have privileges in several areas. What I have discovered this summer is that it is very easy for us to talk about the places we do not have privilege, but are challenged when we are forced to focus on our privileges and how we benefit from them. *Lesson #3: Focusing on the areas in my life in which I have privilege is difficult but necessary to honestly work for social change and justice. It begins with me, learning about my own privilege, and how it impacts those who do not have it.*

Carolyn L. Bell,
Director of Desk Services
University of Wisconsin, Madison

Planning to attend the 2006 ACPA Annual Convention in Indianapolis on March 18-22?
This year's theme is "Making a Difference in the Lives of Students".

WCPA is involved in the following events so please stop in and see us!

Monday, March 20

6:30 pm - 8:00 pm Convention Showcase (formerly the Convention Carnival)

Stop by the WCPA table and get your picture with our infamous cow!

8:30 pm - 10:00 pm The WCPA and MCPA Reception at Ram Restaurant and Brewery

Join the Wisconsin and Minnesota College Personnel Associations for food, conversation, and fun! The restaurant is conveniently located near the Convention Center.

If you have not registered and are interested in attending the conference, go to www.myacpa.org for conference and registration information.

So lesson #1: Search and find a conference that matches your specific areas of interest or passion.

WCPA CONFERENCE INFORMATION

On Behalf of the WCPA Executive board, we would like to invite you to reserve time in your fall 2006 schedule for the WCPA Conference.

Currently, the conference team is busy coordinating the event which will be held at the newly renovated Chula Vista Resort in Wisconsin Dells, WI.

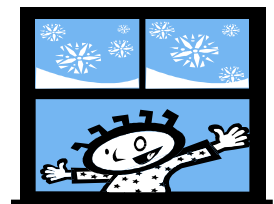
In 2006, Chula Vista will boast brand new accommodations and a 30,000sq ft. indoor water park. Quietly settled on the Wisconsin River, Chula Vista will provide a special \$99 weekend rate for participants who want to enjoy the facility after the conference.

Check out the location details at <http://www.chulavistaresort.com/>.

Mark your calendars today!
October 19-20 WCPA 2006
October 20-21 Student Affairs 101 Conference

Conference Co-Chairs

Greg Iaccarino
Katie Widman



WCPA PDI: SAVE THE DATE FRIDAY, FEBRUARY 24, 2006!

WCPA's Professional Development Institute is happy to announce the Spring 2006 Drive-In Workshop entitled "Mental Health and Today's College Student" will be held at Deming Way Campus, Edgewood College Madison, Wisconsin

Join your colleagues as we discuss this important issue and learn about:

- *Current needs and emerging trends in mental health among college students.
- *New, creative, and innovative strategies to support students while on a limited budget.
- *Responding to disruptive behaviors of students and the effects on those around them.
- *Re-entry after absence due to mental health crisis.
- *Resources including interfacing with the community on current needs, strategies, and trends.
- *Team approaches to working with students with severe mental illness.

Registration fees are as follows:

WCPA Member	\$65
WCPA Graduate Member	\$35
WCPA membership & registration	\$75
Non-Member	\$85

Brochures with additional information, along with registration materials, will be mailed to you in early January, 2006 or go to www.wcpa.ws to register. Registration Deadline is Thursday, February 8, 2006.

Please contact the PDI Coordinator, Lisa M. Sarnowski, at sarnowski@aux.uwm.edu or 414-229-2308 with any questions.

INTERESTED IN SHARING YOUR KNOWLEDGE?

Publish an article in our winter newsletter! Submissions will be accepted through April 21, 2006. Please contact Arcetta Butler (arcettab@aux.uwm.edu) for further information and to submit an article.

Book Review -The Four Agreements by Don Miguel Ruiz Submitted by Jennifer Bublitz Associate Director of Career Services, Edgewood College

A dear friend (and former WCPA board member, no less!) gave me a book for my birthday several years ago. If you're like me, it is rare that a book catches my attention enough to make me want to read it over and over. The Four Agreements is just such a book.

The author, Don Miguel Ruiz, comes from a family of healers in the Toltec tradition. The Toltecs were scientists and artists in southern Mexico who, for thousands of years, preserved practices and spiritual beliefs. These four agreements are the path to personal freedom. We all have agreements that we may or may not even be aware of. Some of these are helpful and productive while others are not. Adopting these particular agreements is a step toward personal freedom.

Here are the agreements and some highlights of each:

Be Impeccable With Your Words -Use your words carefully. Pay attention to what you say to yourself and others. Avoid gossip.

Don't Take Anything Personally – What people say and do is based on their own reality. You are the only person who knows what is true for you. When you stop agreeing with other people's opinions, your sense of self is not subject to the whims or moods of others.

Don't Make Assumptions – Ask the difficult questions. Speak your truth. Be clear and avoid misunderstandings, confusion and drama.

Always Do Your Best – Your best will change from day to day. Do what you can and let go of the rest. Avoid judging yourself and regret by following this agreement.

This book of wisdom offers freedom to ourselves and to those with whom we share the knowledge. The Student Development Staff at Edgewood College has been using the book as a discussion guide through the year. It has led to some interesting conversations especially around crisis and challenges within our community. We will continue the discussion into the spring semester. A colleague and I will connect the agreements to leadership at a presentation during an upcoming leadership conference. I will also incorporate the agreements into the job search process in a class I teach. I can only imagine the different uses that could come from the creative minds of WCPA members. If you think joy, truth, freedom and personal power would be helpful to you or your students, I encourage you to read The Four Agreements.

The Four Agreements, Miguel Ruiz, Amber-Allen, San Rafael, CA 1997.