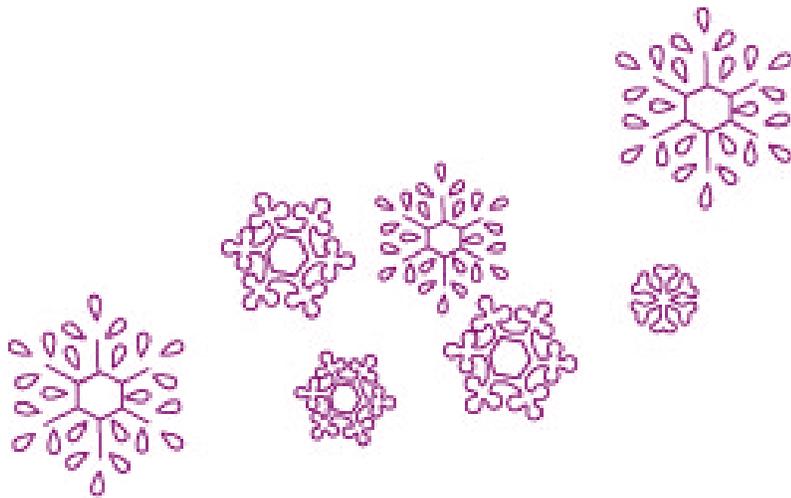


WAVES

A Newsletter of the Western Association of College and University Housing Officers



Winter 2004/Volume 10, Number 1

FROM THE EDITOR

Hopefully the Winter WAVES finds you enjoying a little “downtime” at your institution. As you know WACUHO never sleeps, and as always this issue contains information important to members of the Association. Enclosed in these pages are a number of ways to become or stay involved in WACUHO. Consider nominating an esteemed colleague for the Charles L. Miller award, applying for a New Professionals scholarship, attending activities happening all over the region, or volunteering for a committee in 2004-2005.

Submission Deadlines

(Generally, the WAVES will be available online 2 weeks after the submission deadline):

<u>Issue</u>	<u>Submission Deadline</u>
Spring 2004	February 15, 2004
Summer 2004	June 30, 2004



Contact Information for the Editor

Email: aabelisa@ucsc.edu
Postal: Alex Belisario
UCSC-Crown College
1156 High Street
Santa Cruz, CA 95064
Phone: 831-459-2452
FAX: 831-459-5023



WACUHO Affirmative Action Statement

WACUHO recognizes the benefits which are derived from the inclusion of diversity in the Association. Significant contributions are made by members from all areas of higher education and at every level of responsibility. The quality of perspective and experience shared by our members, inclusive of ethnicity, age, gender, religious preference, sexual orientation or differing abilities, adds a dynamic which enriches the character of the Association. WACUHO encourages all to actively participate in its programs, events and activities.



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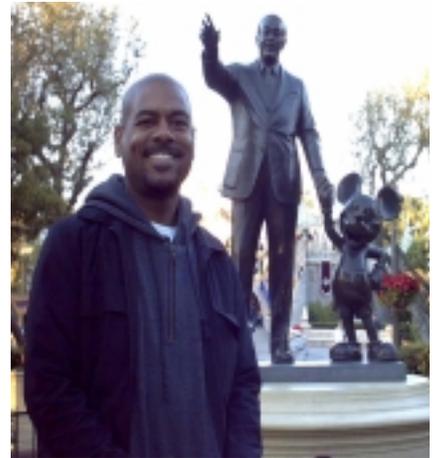
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President's Message

Season's Greetings WACUHO Family!

During my Fall travels from the University of La Verne in Southern California to the UC, Santa Cruz seaside, "Getting Into Focus" at Chaminade University in sunny Honolulu to seeing the stars at Occidental College in Los Angeles, witnessing a "Fall Classic" played out on the hill at CSU, Hayward to "Catching the Waves of Success" at beautiful UC, Santa Barbara, and all around the region, WACUHO has been a very active and vibrant Association thus far this year. As I have traveled to the different parts of our region representing you, I have had the opportunity to acquaint or reacquaint myself with the wonderful members who make up WACUHO. It has been, and continues to be, an excellent journey to see and engage all those who are a part of the WACUHO family.



As we head into the New Year, it promises to be an eventful one with lots of exciting activities occurring within our region. The planning committees for this year's Annual Conference have been hard at work preparing for what I am sure will be a meaningful and exciting experience in San Francisco! There will also be a bonus feature to the Annual Conference this year. Instead of the Western Training Institute (WTI) occurring in the Fall as it traditionally has, it is now being planned as a "Pre-Conference" experience to the Annual Conference. Both Harry Le Grande (UC, Berkeley) and Charlene Chew-Ogi (UC, Santa Barbara) have signed on as our Scholars-in-Residence, and I am certain that they will have a lot of knowledge to impart with those members who choose to take advantage of this most excellent opportunity. Definitely do not miss out on either WTI or the Annual Conference!

In addition to the Annual Conference and WTI, some other things to look forward to in the new year within our region are the upcoming Southern RAP Conference at CSU, San Bernardino, Awards and Recognition nominations, Executive Committee nominations and elections for next year, as well as on-going opportunities for involvement from the New Professionals and Diversity & Affirmative Action committees. I encourage everyone to get involved with as many WACUHO sponsored activities as possible.

Finally, the Executive Committee will be meeting at the University of San Diego (February 4-6, 2004) to continue to facilitate the business of the Association, as well as plan for the Annual Conference Business Meeting. To highlight a few items of business we will be discussing at the Winter meeting, we will be reviewing any proposed By-laws changes, making initial committee appointments for 2004-2005, preparing the proposed budget for the next fiscal year, and hopefully making a decision on the site for WACUHO's 50th Annual Conference in 2006! If you have anything you would like for the Executive Committee to discuss or consider during that meeting, please feel free to forward information to me or to any one of your outstanding Executive Committee representatives.

On behalf of the entire Executive Committee, I wish you a very restful and relaxing winter break, as well as a prosperous New Year. I look forward to communicating and seeing many of you in 2004! Until then, take care.

Warmly,

Byron Howlett
WACUHO President 2003 – 2004

Express your interest NOW for a 2004-05 WACUHO COMMITTEE ASSIGNMENT

First, thank you to all the committee volunteers in 2003-2004! We appreciate your dedication and commitment to WACUHO – so THANK YOU!! Now, it is that time of year to begin our committee appointments for 2004-2005. We hope you will consider participating in one or more of our WACUHO committees. Committee membership is one of the most effective and rewarding ways to experience our Association. It is a wonderful opportunity to meet people, learn new skills, network and help WACUHO achieve its goals and serve our members. Your commitment to chair or participate in any of the Association's committees is truly appreciated.

To find out more information on each committee, simply click on “committees” and then within each committee is a link, “committee details.” Here you can view the responsibilities and possible financial impact for that committee. Make sure you get institutional support for your involvement.

Now all that is left to do is **fill out the committee request form** and return it to me via postal or electronic mail (see addresses below) by **January 28, 2004**. If you have any problem opening the document – contact me and I will send you a hard copy.

With your insight, perspective, enthusiasm and creativity, our Association's future will be in good hands. If you have any questions, feel free to contact me. On behalf of the Executive Committee, I want to thank you for your support and involvement in WACUHO. The Association's success would not be possible without the dedication and commitment of its members.

Thank You,

Romando A. Nash
Vice President, WACUHO

Send Committee request form by January 28, 2004 to:

Romando A. Nash
900 Broadway
Seattle, WA 98122
Phone: (206) 296-6305
Fax: (206) 296-2212
nashr@seattleu.edu

Note: Appointments will be made before the Annual Conference in San Francisco. Additional assignments may be made throughout the year, as space permits.

Do YOU Know Someone....

- Who exemplifies the highest level of dedication to our profession?
- Who provided outstanding leadership?
- Who is a great Role Model for “seasoned” professionals?
- Who is a Mentor to new professionals?
- Who has a tremendous sense of humor?

...Then you just might know the next Charles L. Miller recipient!

Please take the time to nominate a colleague who deserves WACUHO’s most prestigious award. Visit www.wacuho.org for nomination criteria, important dates, and process information.

Past recipients include:

- 2003 – Jack Gibbons
- 2002 – Sue Matthews
- 2000 – Norma Armtrout
- 1999 – Jim “JB” Brock
- 1998 – Eddie Bankston

WTI Update

Submitted by Heidi Zeich, WTI Co-Chair

The Western Training Institute (WTI), originally scheduled this year for 11/10-11/13 in Malibu, was postponed due to low registration numbers. WTI has traditionally been a 3-day institute held annually in the Fall for 30-40 professionals in all areas of Housing and Residential Life.

Instead, we will be offering a “mini” Pre-Conference directly before the WACUHO Annual Conference in San Francisco on-site at the Cathedral Hill Hotel. The theme for WTI still will be “Transitions: Making Sense of Our World”. Harry Le Grande (UC, Berkeley) and Charlene Chew Ogi (UC, Santa Barbara) will serve as our Scholars-in-Residence for the institute. We hope that you are able to take advantage of this exceptional opportunity!

In addition to the Pre-Conference WTI, we will also be presenting a session at the Annual Conference to address the future direction of WTI. Please bring your ideas, questions, and feedback regarding WTI to this session. If you are unable to attend, you may share your comments with either WTI Co-Chair, Tere Valenzuela at tere@orl.ucla.edu or Heidi Zeich at hzeich@lmu.edu in advance. We want to make sure that WACUHO’s programs continue to meet the needs of our membership. To do that we need to hear from you! More information will be coming, as we get closer to the Annual Conference.

New Professionals Making Waves

Submitted by Elizabeth Peterson, New Professionals Co-Chair

The New Professionals Committee is busy making a splash. Our theme for New Pros is “Getting Your Feet Wet.” We are working hard to provide opportunities for those of you new to the association.

Our first meeting was hosted by Occidental College, home of co-chairs, Elizabeth Peterson and Joseph Martinez. We selected the recipient of the Joan F. Mortell scholarship for WTI. That award went to [Ryan Burtanog](#) of Woodbury University. Congratulations Ryan!

We are planning activities throughout the year. We’ve hosted our traditional Welcome Wagons and New Professional Roundtables at our recent RAPs. Our first event was the New Professionals Social on December 6 in San Diego. Attendees came from Occidental College, UC Riverside, Scripps College, UNLV, and USD. We enjoyed a trip to Tijuana and dinner in downtown San Diego. We paired that up with our second meeting hosted by USD on Sunday. Our next social is planned for February 15 in San Francisco. We hope to see you there.

The New Professionals Committee offers two scholarships for the annual conference. Applications are available at www.wacuho.org. Scholarships are due February 11, 2004. You won’t want to miss this year’s conference in San Francisco. We’ve got some great things planned for New Professionals including some of our committee traditions as well as some new and exciting events. A discount is offered for New Professionals.

Roommate matching is available for the first time for New Professionals coming to the annual conference through our committee. Fill out the form on our website and we’ll do our best to pair you up to help cut down on costs. Once we have paired you up it will be your responsibility to book a room and figure out payment options. For more information contact [Jerica Turek](mailto:jerica.turek@cmail.nevada.edu) at jerica.turek@cmail.nevada.edu.

The mentoring project is going online as well. This is a perfect opportunity for those of you new to the field to get to know individuals in the field who are happy to share their experiences. We’ll have opportunities for you to meet up at the annual conference. Want to be a part of the fun? Check out the website or contact [LJ Hartig](mailto:lhartig@sandiego.edu) at lhartig@sandiego.edu.





EXECUTIVE COMMITTEE ELECTION INFO

Happy New Year! We are looking forward to our 2004 conference in San Francisco hosted by California Maritime University, San Francisco State University and the University of San Francisco.

The Nominations Committee is currently identifying candidates to run for 2004-05 Executive Committee positions. The process for nomination is rather simple: you may nominate a colleague; you may nominate yourself; or a colleague may nominate you. If you are nominating another colleague, please remember to speak with that person first and ask if he/she is interested in running. The Nominations Committee will follow up with all nominees to confirm their interest.

These positions are up for election:

President-Elect
Vice President
Secretary
Treasurer
Member-at-Large, Central
Member-at-Large, North
Member-at-Large, South

For more information on each of the positions or to download a nomination form, refer to the WACUHO website at www.wacuho.org. With the bounty of experience and skills available in WACUHO, we should have a number of candidates seeking positions.

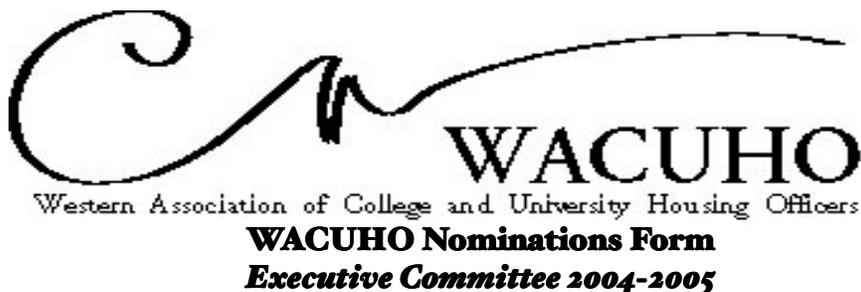
Take the time to encourage someone you know to run or consider running yourself. The deadline for nominations is **Friday, February 20, 2004***. If you have any questions or would like to nominate someone, you may contact the Nominations Committee chair:

Laura Riley
UC Riverside
909.827.6508
riley.laura@ucr.edu

On behalf of WACUHO, we thank you for your time and interest!

Sincerely,

The Nominations Committee



Please use one form per nomination. You may use this form to nominate a colleague or yourself. Nominations are due no later than 5:00pm (Pacific Time) on Friday, February 20, 2004 to the Nominations Committee member listed below*. Please include a bio and photo with Nomination Forms or send them as an email attachment.

I would like to nominate the following person for an Executive Committee position. I have spoken with this person and confirmed his/her interest in participating in the Executive Committee election:

Nominee's Name: _____ **Institution:** _____

Phone: _____ **E-mail:** _____ **Fax:** _____

If you are nominating someone other than yourself, please provide the following information:

Name: _____ **Institution:** _____

Phone: _____ **E-mail:** _____

Position Nominated for:

For a description of each position, please refer to the WACUHO website at www.wacuho.org

- President-Elect
- Vice President
- Secretary
- Treasurer
- Member-at-Large, Central
- Member-at-Large, North
- Member-at-Large, South

Submit this form to: Laura Riley
UC Riverside
Phone: 909.827.6508
FAX: 909.827.6530
Riley.laura@ucr.edu

Individuals submitting his or her nomination form and supporting information will get an e-mail confirmation.

**Candidates who declare by February 20th will have the opportunity to be included in candidate publicity information prior to and at the Annual Conference. During the Business Meeting, floor nominations (write-in candidates) will be taken before the vote, but these candidates will not have the benefit of presenting their qualifications to the Association.*

Living and Learning at NHTI: A Tribute to the Experience and to the Faculty

Dedicated to Diane Russell, The University of California at Davis

Submitted by Kerry Hooks, Seton Hall University (NJ); Matt Khoury, Eastern Illinois University (IL); and Chris Moody, Appalachian State University (NC)

Recently, we (three professionals from various corners of the country) had the wonderful opportunity to participate in the 13th annual National Housing Training Institute (NHTI) sponsored by ACUHO-I, and hosted by University of Maryland, College Park. We could not have anticipated the extent to which NHTI would impact our decisions, professional goals, and relationships with colleagues through mentor-mentee roles and peer networking, as well as our work as Residential Life and Housing professionals. We were given the tools to be more organized, ethical, thoughtful, and well informed professionals.

Every year, NHTI selects 30 participants for an intensive professional development experience. The Institute's structure prepares the participants for future roles as Chief Housing Officers and leaders in higher education. In the planning stages of the Institute, 10 professionals with extensive practical experience in Housing, typically CHOs themselves are selected to serve as the Institute's faculty members. Using the NHTI Competency Model developed by Jim Grimm, Norb Dunkel and Pam Schreiber, the Institute's faculty members prepare presentations and interactive sessions during which participants learn about topic areas ranging from crisis management and living learning environments to budgets and higher education political process. At NHTI, three mid-level professional participants are paired with one faculty member and are clustered together for the entire Institute. These clusters live and work together, fostering a strong sense of community and building a mentoring relationship between participants and faculty. The Institute facilitates interactions with faculty, establishes mentor relationships, provides tools to be successful, and encourages professional and personal growth.

The essence of the experience is the National Housing Training Institute Competency Model; a list of 50 critical skills housing professionals should possess in order to be well-rounded and successful. When Jim Grimm, Norbert W. Dunkel and Pamela J. Schreiber first began work on this model, limited research had been completed in regard to why individuals had left the field. Early studies had indicated that not having the chance to advance was the most common reason (Dunkel 19). The competency model was designed with the understanding that "a well-defined professional development plan is one tactic that housing professionals could use to lessen the possibility of burnout and increase the opportunity for achieving their professional goals" (Dunkel 20). The hope was that providing the platform for a comprehensive professional development experience would encourage more talented individuals to remain in the field.

Before arriving at NHTI, participants were asked to create a professional profile, a comprehensive listing of job-related experiences. In this profile, participants were to describe in detail their education, professional experience, professional affiliations and conference attendance, continuing education, workshops and presentations, research and publications, committee appointments, etc. Having this all-inclusive document served as a reference when evaluating past experience in relation to the competencies.

Each participant assessed each of the 50 competencies and critically examine past experiences in relation to the item. The competencies are broken into three sections: Administrative (relating to day-to-day functions), Developmental (ongoing learning, whether individual, with staff, or students), and Foundational (the basis of housing operations, gained through ongoing education and literature review). After evaluating past experience with our exposure to the 50 competencies, participants completed goal worksheets, which assisted them with the creation of action plans. Participants listed the competency or competencies with which they wished to gain additional experience. Ultimately, they complete action plans that serve as a to-do list describing specific actions that need to happen in order to gain experience in that competency.

During the 2003 National Housing Training Institute, faculty members presented on specifically-targeted competencies during day-time sessions. These were areas with which the faculty members felt partici-



pants could use more experience. Topics this year included “The Higher Education Political Process,” “Student Centered Leadership,” “Strategic Planning of Staff Selection and Job Design,” “Development of Living Learning Communities/Programs,” “Developing & Managing Budgets,” “Managing Crisis Situations,” and “Building Campus Community.”

The effectiveness of the competencies, however, is lost without the support, guidance and experience that the faculty mentors of each cluster provides to the NHTI participants. Our cluster leader, Diane Russell from the University of California at Davis, was truly an integral part of our NHTI 2003 experience. From the moment we moved into our residence hall suite at the University of Maryland, Diane established an atmosphere that was comfortable, both personally and professionally, for us to open ourselves up to what was yet to come in the following days of the Institute. She shared herself with us in group and individual settings, brought us welcome and appreciation gifts from UC-Davis, provided honest feedback about our professional history and opportunities for growth, and expressed her sincere desire to continue being a resource and mentor for us beyond our NHTI experience. Not all of the NHTI experience was easy to absorb and understand, yet Diane took her role as a cluster facilitator to another level by offering her personal time to listen and offer her personal and professional support for issues that were challenging us individually or as a group.

The following story shows just an example of Diane’s commitment to making our experience at NHTI a success. On the second day of the Institute, our cluster had an intense conversation with Diane about not having felt as challenged as we could have been during one of the presentations that day. That night, Diane locked herself in her suite room for hours revamping, rewriting and reorganizing her presentation scheduled for 9am the following morning. Her desire to raise the level of challenge and expectation with her presentation resulted in a highly intellectual session for all participants of NHTI. She took her role as a faculty member and cluster leader to another level when she listened to our feedback and rose to the occasion. University of California, Davis is lucky to have Diane working for them.

As a token of our cluster’s heartfelt appreciation for the time, energy and emotion that Diane put into both working with our specific cluster but also with all participants of NHTI 2003, we committed to each other and to Diane that we would give the gift of knowledge and education back to the profession by writing this article for publication in her honor. NHTI and Diane Russell have both made a tremendous impact on our professional futures and we hope that others like ourselves from corners across the country will come together to live and learn in meaningful ways with others such as Diane who open their minds, arms and hearts to developing the future of our profession.

National Housing Training Institute is June 8-12, 2004 if you think you are up to the challenge. You can find out more information by calling 301-226-NHTI (6484) or e-mail NHTI@accmail.umd.edu; applications are due February 23, 2004.

Works Cited:

Dunkel, Norbert W., and Pamela J. Schreiber. “Competency Development of Housing Professionals.” Journal of College and University Student Housing. Winter 1992: 19-20.

Photograph Order (from left to right):

Kerry Hooks (Seton Hall University), Chris Moody (Appalachian State University), Diane Russell (University of California – Davis), and Matt Khoury (Eastern Illinois University)

Legislative Affairs and Research Updates

Submitted by Laura Riley, Legislative Affairs and Research Chair

There is a new conference on the west coast... The Higher Education and Policy Institute

The first annual Higher Education Law and Policy Institute took place on November 16-18, 2003, in San Diego. This was an EXCELLENT and INFORMATIVE conference sponsored by San Diego State University, American Council on Education, San Diego Community College District, and League for Innovation in Community College. There were a couple hundred attendees, with over half from California, and included a mix of college administrators and attorneys. The range of College and University department representation was impressive: Presidents/Chancellors (incl. Associate and Assistant), General Counsel, Academic Affairs, Student Affairs, Judicial Affairs, Police/Safety Agencies, Risk Management, and more...***and yes, even Housing/Residence Life people were there! It was good to see some WACUHO colleagues!***

There was one general session and eight breakout sessions packed into two and half days. Speakers and presenters included: Assistant Director of U.S. Dept. of Homeland Security; Chief Regional Attorney for U.S. Department of Education-Office for Civil Rights, San Francisco; Past Chair, Senior Vice President for Government and Public Affairs, and General Counsel of American Council on Education; Past President for International Association of Campus Law Enforcement Administrators; private attorneys; and various college and university general counsels, administrative offices, and student affairs officers. Attendees were provided comprehensive handouts and resource referrals at each of the sessions. Session topics included:

- Issues of Law and Risk in Staging Major Public Events
- Cyber Law and Campus Policy
- Beyond the Numbers: Clery Act Compliance and Crime Prevention
- Avoiding and Defending ADA Claims
- Trends in Higher Ed Policy-2003
- Harassment, Hate Speech and Free Speech: When is Politically Correct, Legally Correct?
- My Disability Made Me Do It: A Primer for Colleges and Universities for Addressing Disciplinary Issues for Students With Disabilities
- FERPA Made Simple
- Yelling FIRE On A Crowded Campus: The New Free Speech Movement on California College Campuses
- Update on Recent Legislation and Legal Issues Concerning Higher Education Employees
- Deploying Risk Management Strategies Effectively Within Student Affairs
- Crisis Leadership
- and more!

The institute appeared to be well received by attendees. Our Housing colleagues at SDSU, who served on the Host Committee, are to be commended for their contributions. The organizers announced that the institute will be offered again in 2004, becoming an annual event. This is good news for the West Coast as the institute provides a more economical and convenient alternative to two similar conferences previously offered only on the east coast. In addition, it was great to attend sessions where there were discussions of laws and policies in California and surrounding states. As you are looking for training opportunities for you or your staff members, this institute definitely should be on the list! After all, consider how much of your department's time and resources are spent responding to law and policy issues.

Where Did That Law Come From?

Do you know where to find information about state and federal laws that impact your business operations? Are you aware of what state federal legislation is currently being considered that could change the way you do business? You know...FERPA, landlord/tenant, Clergy Act, bond authorizations for capital projects, OSHA, alcohol, fire safety codes, etc. Here are some website resources to find out about laws and legislation in your state and at the federal level:

CALIFORNIA

Current Legislation Info: <http://www.leginfo.ca.gov/>

Current Courts Actions/Case Law: <http://www.courtinfo.ca.gov/search/>

Current Laws & Statutes: <http://www.leginfo.ca.gov/calaw.html>

HAWAII

Current Legislation Info: <http://www.capitol.hawaii.gov/site1/docs/docs.asp?press1=docs>

Current Courts Actions/Case Law: <http://166.122.201.55/jud/Hoohiki/main.htm>

Current Laws & Statutes: <http://www.findlaw.com/11stategov/hi/laws.html>

NEVADA

Current Legislation Info: <http://www.leg.state.nv.us/>

Current Courts Actions/Case Law: <http://www.nvsupremecourt.us/decisions.html>

Current Laws & Statutes: <http://www.leg.state.nv.us/NRS/Search/NRSQuery.cfm>

UNITED STATES

Current Legislation Info: <http://thomas.loc.gov/>

Current Courts Actions/Case Law: <http://www.uscourts.gov/>

Current Laws & Statutes: <http://www.findlaw.com/casecode/uscodes/> and <http://www.findlaw.com/casecode/cfr.html>

Annual Conference Program Information

The Annual Conference Program Committee would like to make the WACUHO membership aware of the following important deadlines as we prepare for the Annual Conference in San Francisco at the Cathedral Hill Hotel March 21-24 2003:

Deadline for Program Submissions:	Friday, January 16, 2004, 5 PM
Deadline for Program Abstracts	Friday, February 6, 2004, 5 PM

The URL for submitting program proposals and for more information:

<http://208.4.48.185/conference/programs.htm>

If you have any questions, please e-mail Program Committee Chair, Stuart Huggins @ Programs@wacuho.org

Thank you in advance for your submissions! We're ready and are excited about putting together a great conference for you!

A Lesson Learned: Challenges of Implementation

Submitted by: Missy Hatteyer, Resident Director at San Jose State University

Alcohol use and abuse by college students is a struggle faced by colleges and universities nationwide. According to Outside the Classroom, creators of AlcoholEdu, more than 250,000 undergraduates die each year from alcohol related causes. Statistical research continues to exhibit an ever-increasing problem with alcohol abuse forcing college administrators to aggressively confront the problem. The most popular approaches have been the development and implementation of educational programs, awareness weeks, and other opportunities to educate and inform students on the effects of alcohol use.

In order to successfully implement these various programs, collaboration within university departments and the divisions of student and academic affairs is imperative. This need for a shared partnership was particularly evident during the recent implementation of the AlcoholEdu online course, designed by Outside the Classroom, at San José State University. Without this partnership between the divisions, many unnecessary challenges and roadblocks are created that otherwise could be avoided. Thus, a great idea becomes a hard lesson learned when the necessary collaboration is not achieved, as learned by the initial supporters of AlcoholEdu at San José State University.

Outside the Classroom helped prepare our incoming freshmen class for the online course. The course itself takes approximately three hours and is designed to provide facts about alcohol, risks of alcohol, and education on alcohol's effects on the brain and a student's ability to learn. Students who take the course gain valuable insight on what influences their decision-making, learn strategies on how to handle party situations, and deal with peer pressure regarding drinking. AlcoholEdu has become the nation's leading online alcohol prevention program that educates and empowers students to make well-informed decisions about alcohol and to better cope with the drinking behavior of their peers.

To begin, the AlcoholEdu Implementation Team had the complex task of convincing the administration, faculty, and staff that AlcoholEdu was a worthwhile learning opportunity for the students. The upper administration supported and accepted the desire to implement this course, however the team was unsuccessful with some of the mid-level staff and faculty. Some individuals believed providing students with increased information on alcohol would only expand its abuse on campus and were unwilling to take the risk and see if this course would help positively educate our students. Also, implementation of the AlcoholEdu course began over the summer months, when the academic senate was not in session, preventing the Implementation Team from requesting approval. Thus, those who initially implemented the course immediately required compliance of all freshmen without first asking approval of the senate. Despite some support from the senate and other faculty and staff members, this missed step added to the concerns about the course, prevented collaboration with academic affairs, and ultimately caused difficulty gaining support and acceptance by the entire university.

This was not the only obstacle faced in the implementation of AlcoholEdu. With approximately three thousand freshmen students, the task of tracking student progress was incredible and somewhat overwhelming. Subsequently, the freshmen class was divided by on-campus and off-campus living status. It was easy enough to collate data for the 640 students who lived on-campus, but proved incredibly difficult for the one individual in the Student Health Center to track the remaining 2300+ freshmen.

This difficulty also led to another challenge: what happened to students that did not complete the course or pass with a score of 75 or higher. Since the academic senate did not have the opportunity to review and approve the course, students could not be required to complete the course. Subsequently, the task force was unable to impose any punitive sanctions such as implementing holds on student records, preventing registration, or using other means in an effort to require completion of the course.

This added to the difficulty of persuading students to complete the course, because other faculty/staff members would inform students that the course was not mandatory. Despite these setbacks, 536 of the 640 freshmen residing in on-campus housing successfully completed the course. Currently, I am responsible for monitoring and maintaining the records of completion for housing students, and I'm very confident that in the next few months, we'll be able to have the final set of students successfully complete the course as well.

Thus, despite all the trials and tribulations of implementation and the struggle to gain support for the course, I believe overall it has been a success. I spoke with many of the students who took the course and they shared with me that they either learned something new or were reminded of something previously learned. Many students found it helpful and useful, though none voluntarily admitted they "enjoyed" the course itself. If the students walk away from the course having at least learned something new that can help them make positive decisions while in college, then in my mind the effort was worthwhile and the course was a success.

This implementation of this course demonstrated the need for a campus-wide approach to alcohol education. If the Academic Senate had approved implementation of AlcoholEdu, the course could have been made mandatory which would assure all students gained the benefits from participation. By educating our students with this course, we believe the level of alcohol abuse on campus will be reduced, awareness heightened. We must look to faculty as partners in these matters and work together to ensure the success of our students.

THANKS!

WACUHO would like to thank the following Corporate Members for their continued support through becoming Corporate Members. Please show your support for them by calling and visiting with them regarding their products and services.

GOLD

Web Service Company
Capstone West
R T London-Norse
USA Today

SILVER

National Student Services
College Life Linens
Coinmach

BRONZE

AMF Support Surfaces
Campus Loft Company
Postcraft Company
Southwest Contract
AquaOne Technologies, Inc.

AFFILIATE

Don Sproul Co./Ready Mark Distributor
OCM/Student Advantage
Bassow Sales Company

Diversity and Affirmative Action Committee

Submitted By Eugene Shang, Diversity and Affirmative Action Chair

Greetings from the Diversity and Affirmative Action Committee. We are looking forward to and preparing for the Annual Conference. We anticipate the camaraderie and opportunity to reconnect with friends and colleagues from around the region.

The D&AA Committee will once again sponsor our annual scholarship awards. First, we are sponsoring a Diversity and Affirmative Action Conference Scholarship that is a stipend to attend the upcoming Annual Conference in San Francisco. The Scholarship will be awarded to an individual who has gone above and beyond their job requirements to promote and support diversity and multiculturalism.

In addition to the Scholarship, there are the two Annual Awards. The Individual Award and the Institutional Award recognize outstanding efforts in actively supporting and promoting the principles of diversity and multiculturalism. The recipients of these prestigious awards will receive a cash prize, a commemorative plaque and will be recognized during the Annual Conference.

Remember there are two categories that you can nominate for: An individual and an institutional. So if you know of an individual or feel that your institution or an organization within your institution goes the distance in promoting and supporting diversity, you are encouraged to nominate them. We would love to recognize them at the Annual Conference.

As well as recognizing individuals and institutions, the committee is preparing for the Network sessions occurring at the Annual Conference. The networks provide opportunities to discuss various issues regarding diversity across our region. We are hoping for active and engaging sessions and hope the dialogue continues after the sessions are complete.

Finally, we would like to recognize the following individuals who presented diversity related programs at two of the regional RAPs this past November.

NORTHERN RAP

A Unique Community: The UCSC Trailer Park
Blake Pratt
Merlin Schlumberger

Beyond Trash Talk: How to Handle the Diversity Curveball
Christopher Pon
Hanna Jeong

Deconstructing Your Pleasure
Olivia-Marie Villanueva

Homosaywha?
Kristo V. Gobin

From Peace Corps to Semester at Sea: Developing Leadership Through Overseas Experiences
Jay A. Minert
Jodi Harvey

How to Program for Diversity the Fun Way
Mark McCluney

The OutSide World of Sports
Alvin N. Mangosing

Handling With Care: An Approach to Communication and Conflict Resolution
Dana Davies-Shaw

Addressing the Difficulties of Gender Difference Between Residents and RAs
James Campbell

CENTRAL RAP

Beyond the Cover
Katie Knoll

Intimate Portrait, Voices Beyond the Face
Luisa Sanchez

Circle of Life
Brett Chin
Sarah Wibe

Dreamcatchers
Jessica Marie Rodrigue

Finger the Queer
Joshua Sovell
Beckie Roy
Connie Romero
Max Dimitrov
Gavril Bilev
Linzi Juliano

Sex in a Fishbowl
Cecilia Thelin
Jean-Marie Venturini

Are You a Dumb Jock?
Christine Paul
Megan Neville

Get Down and Dirty the Multicultural Way
Joan Kang

Hey! Isn't That One of the Seven Words You Can't
Say on TV?
Leah Schueller
Amanda Ebner

Hollywood True Story: Yourself Unmasked
Frederick C. Warneke

Move Your Body Like a Snake
Jamia Shepard

It's Not All glitter and Glam in Hollywood
Sarah Nicole Wibe

Diversity Month
Ingrid Lee

The Art of Navajo Sand Painting
Paulette Thomas

Swedish Meatballs, Ikea... Ya Sure You Betcha!
Kyle Lorentson
Marissa Tsaniff
Dayna Berg

Leaving on a Jet Plane
Angela Rowley
Margaret Miller

You Too Can Make a Difference
Dayna Baker

Toss Your Salad...The American Way
Eleanor Rowe

ASL Basics
Ryan-Jasen Henee
Brett Adler

Vaginas Speak Out
Jenny Kane
May Shafik

Come Learn New Positions
Keali Collier
Linda Flores
Laura Barajas

If You Plan It They Will Come
Kenya Cox

Feng Shui
Adam Boyles

The Legend of the Dreamcatcher
Sofia Juarez

Monday Night Football...What Just Happened?
Alice Franze

Common Sense: Building Communities Under a
Grove
Dianne Hardcastle

Poetic Fetish
Eddy Clark
Korla Collins

For more information or questions about the Diversity and Affirmative Action Committee, please contact Eugene Shang at shange@ulv.edu.

2004 WACUHO
DIVERSITY & AFFIRMATIVE ACTION
AWARDS of RECOGNITION

Awards applying for (please check one):
Institutional Award
Individual Award

Nominee Name/Institution: _____

Title/Department: _____

Address: _____ Phone Number: _____

_____ Email Address: _____

Additional Nominee Names: _____

Institutional Award Criteria

Evaluation based on originality, creativity, quality, impact, and results. An individual department or a combination of departments working with a Housing organization is eligible. Must include, but not limited to:

- Diversity in staff
- Uniqueness of outreach efforts
- Innovative approaches to recruitment and retention of under-represented staff
- Effective use of creative resources (such as tapes, brochures, and programs)

Individual Award Criteria

Evaluation based on originality, creativity, quality, and impact, and results. Looking for, but not limited to:

- Uniqueness in outreach and recruitment efforts of professional and paraprofessional staff
- Development of innovative programs (such as in training, classes, staff development)
- Presentation of creative educational programs(s)...ex: cultural awareness, issues of diversity, women's issues, special interest/theme halls
- Unique research efforts in the area of diversity

Supporting materials for either award applying for should include, but not limited to:

- Nominator's supporting letter (not to exceed two type written pages)
- Three additional letters of support
- News clippings and other publications
- Program materials that contain information related to nominee's contribution
- Training and recruitment materials

Please Note: Due to privacy and confidentiality laws, supporting material may **not** include performance evaluations or letters which are a part of the academic and staff review process.

Send Nominations to:

**Eugene Shang
University of La Verne
Housing and Residential Life
1950 Third Street
La Verne, CA 91750-4401**

**Email: shange@ulv.edu
Office: (909) 593-3511, ext. 4963
Fax: (909) 392-2927**

NOMINATION DEADLINE: Wednesday, February 11, 2004.



WACUHO Diversity and Affirmative Action Committee Annual Conference Scholarship Application 2003-2004

The WACUHO Diversity and Affirmative Committee is pleased to be able to once again provide its annual scholarship to the WACUHO Conference. Please find the selection criteria and application requirements below.

Selection Criteria:

The scholarship recipient will be selected based on their commitment to diversity above and beyond the requirements expected of them in their current position. Evaluation based on originality, creativity and quality. The recipient will be ***required*** to present a diversity program at the annual conference.

Some examples of outstanding diversity projects may include:

- Coordinating a special project or event
- Initiating a program that fosters a greater understanding of under-represented groups (i.e., your response or responses to a negative cultural event that happened at your institution)
- Active participation in either local or national multicultural/diversity based organizations

Application Requirements:

Please submit these materials directly to Eugene Shang (email address listed below*) by February 11, 2004.

- I. A maximum of three typewritten, double-spaced pages which respond to the following:
 - A. Address the selection criteria by describing how you have gone above and beyond in your current or previous position to further the ideals of diversity at your institution and in your community.
 - B. Discuss how you plan to continue to integrate the theme of diversity in your future professional goals.
 - C. Describe what you hope to gain from the conference and how you will incorporate what you have learned at the conference to improve diversity in the field of student affairs and the WACUHO organization.
- II. A copy of your current resume.
- III. A copy of the program proposal form you filled out for the Annual Conference, including the program description, goals, and abstract.
- IV. A letter of recommendation from a direct supervisor (preferably your current supervisor) addressing the selection criteria, including impact and results.
- V. A coversheet that includes the Name, Position, Institution, Address, Telephone, Fax, and Email of both you and your current (or former) supervisor.

Send Materials to: Eugene Shang at shange@ulv.edu

*In an effort to cut down on paper, the Committee strongly encourages the submission of materials via email

From Our Western District Representative...

Greetings! Autumn is changing to winter in the Pacific Northwest, bringing with it buckets of rain – a necessary element in keeping our moss green, small streams navigable for returning salmon, and snow in the mountains. Most folks around here love the change and the sense of quiet the seasonal transformation brings (not to mention the 90 inches of snow currently at the Mt. Baker ski area).

Here are a few summary points from the Fall ACUHO-I Executive Board in October:

1. The meeting began with significant news as Gary Schwarzmüller announced that he is retiring from his Executive Director position effective December, 2004. We wish Gary well as he plans for his retirement! We also look toward new opportunities as the face of the Central Office continues to change.
2. A search process for a new Executive Director is underway. The search firm Spelman and Johnson has been hired to coordinate the search and a representative ACUHO-I selection committee (past-presidents, past regional presidents, committee chairs, network chairs, etc.) has also been formed. Applications will be available (do you know of anyone who may be interested?) with a goal of interviewing finalists at the ACUHO-I Spring Executive Board meeting in April.
3. ACUHO-I Summer Internship applications are now available. Please encourage interested staff or students to apply soon.
4. As we continue to encourage the internationalization of ACUHO-I, a decision was made to offer a reduced International Membership Fee starting in 2004. The fee assessed will be at par with the equivalent of the Canadian/U.S. exchange rate.
5. ACUHO-I's non-discrimination statement has been changed to be more inclusive in terms of gender identity. The term "gender" was dropped and the phrase "...sex, gender identity and expression..." was added to the non-discrimination statement.
6. The STARS College has been accepted as an "official" association activity with full committee status. The second STARS College will be held prior to the annual conference in Montreal this year.
7. ACUHO-I is undergoing a technology audit to review current capabilities and future opportunities to better serve both internal and external customers. Keep your eyes open to participate and give your feedback.
8. There will also be an audit of the ACUHO-I Central Office in preparation for a new Executive Director. Central Office staff will comment on job roles and office structure. Surveys will also be mailed to Regional Executive Boards, Committee and Workshop Chairs and other significant users of the office.
9. A decision was made to modify the affiliation agreement to allow Regional Associations to host their web sites on the ACUHO-I server at no charge.
10. A document that outlines Exhibitor Standards at the annual conference has been approved. This is something regions may want to review and incorporate. I'll bring copies to the WACUHO Executive Board meeting next spring.
11. Please consider submitting a program proposal for the ACUHO-I Annual Conference in Montreal. Details are on the website.
12. Be watching for a new look to the Talking Stick...

There were many more topics discussed, but I'll keep it to a dozen for now!

I'm also happy to let you know that we have a slate of 3 outstanding individuals from AIMHO who are running for the Western District Representative position:

Patrick Call, University of Arizona

Dan Fox, Western State College of Colorado

Lamon Oviatt Jr., Brigham Young University

The transition will be effective this summer in Montreal. With a new Executive Director, this will likely be a time of significant transformation for ACUHO-I, and it will be an exciting time to be on the Executive Board. Thanks to PC, Dan and Lamon for their willingness to give back to ACUHO-I.

That's all for now. If you ever have any questions, comments or concerns, please feel free to email me at Peter.Rosenberg@wwu.edu or call me at 360-650-2960.

Best wishes for a wonderful holiday season!

Peter Rosenberg
ACUHO-I Western District Representative
Western Washington University

Northern RAP 2003

Submitted by Jose Andalis and David Hong, Northern RAP Co-Chairs

Northern RAP 2003: The Fall Classic was one for the ages. The game day weather was beautiful and our host campus, Cal State Hayward, provided a fantastic atmosphere. The day began with a wonderful welcome by Dr. Hal Gin of Cal State Hayward. Then UC Santa Cruz's Jean Marie Scott provided an inspirational message to all of the NRAP participants as the keynote speaker. Throughout the day, amazing programs were presented, knowledge and ideas were shared, new relationships were forged, and the energy level was off the charts! During the 7th inning stretch, "Take Me Out to the Ballgame" was sung. After that, major prizes were raffled off and the Top 5 Most Valuable Programs (MVP) were awarded. Then came the bottom of the 9th, where the most spirited group would be announced. It was close, but UC Davis came up on top to become Northern RAP's first spirit competition champion!

We would like to thank all of the institutions that attended for their presenters, facilitators, and most of all, their participation. Many thanks also go to the all star planning committee as they hit one out of the park with this year's Northern RAP. We would like to acknowledge Josie Alexander (Cal State Maritime), Scott Burgess (UC Santa Cruz), Julie Greathouse (Sonoma State), Missy Hatteyer (San Jose State), Ngoc Nguyen (Santa Clara University), Rosemary Perez (University of San Francisco), Lynda Pruitt (San Francisco State), David Rourke (San Francisco State), Valerie Sarma (Santa Clara University), Robert Stephens (UC Berkeley), Jennifer Weller (Santa Clara University), Renae Wilkerson (Cal State Hayward), and our WACUHO liaison, James Smith (UC Santa Cruz). We'll see you next season.



Wacuho 2004 conference in San Francisco

Connections and Intersections

March 21 to March 24, 2004

Cathedral Hill Hotel

Submitted by Philippe Cumia and Randy Tarkington, Annual Conference Co-Chairs

In San Francisco, we are all about making connections and taking advantage of intersections to develop new ideas and skills. The theme of the WACUHO 2004 conference is apropos in these times of uncertainties, budgetary or otherwise. These are some of the reasons your Exhibit, Host and Program committees have been busy preparing this upcoming conference with renewed energy and creativity.

We have taken into account the campuses' tight budgets and planned an affordable conference. The location of the hotel provides plenty of opportunities to discover San Francisco without renting a car.

Here is a sample of some of the exciting events that will take place during the conference:

- 1- New professionals are encouraged to attend the conference with significantly reduced conference rates and special programs catered to their needs.
- 2- Programs will include track sessions for the housing professional who wants to focus on specific areas of the profession
- 3- Consultant sessions from our professional membership will be brought in on Wednesday morning
- 4- A keynote speaker and a scholar in residence will bring their valuable insight to morning sessions
- 5- A host of fun activities in San Francisco and the Bay Area before and after the conference, will be offered

So come a day early and take advantage of the very affordable hotel rate to enjoy the city by the Bay.

The conference registration timeline will become available on the WACUHO conference website before the holiday break. Conference registration will be live by mid January and we will offer a special incentive to those who book their hotel room before February 9.

Is your campus doing something new, creative or different? Do you have a program or process that really works? You have a great opportunity to showcase your department and ideas by submitting a program proposal. Programs are being accepted right now and you have until January 16 to submit a proposal. For more information, please click on the program tag line of the conference web site.

Please contact us with any questions at, pcumia@sfsu.edu and rtarkington@csum.edu.