



DIVISION OF
STUDENT AFFAIRS

43RD MARYLAND STUDENT AFFAIRS CONFERENCE

FRIDAY, FEBRUARY 8, 2019



Riding
the **Waves** of
Change

Dear Maryland Student Affairs Conference Participants,

It has been an honor to serve as the chair of the 2019 Conference committee. The Conference committee has put in a great deal of effort to ensure this experience is enjoyable and worthwhile. This Conference is a culmination of hours of thoughtfulness, intentionality, and selflessness.

With the work of Student Affairs professionals being so varied, creating a Conference experience that is ideal for everyone is a challenge. With that in mind, our committee focused on what is the common thread that connects us all to this work. We came up with a few things:

1. **CHANGE:** We are an adaptable bunch. We do our best to anticipate change and prepare for it, and we strive to be in the moment and making the best decision at any given point. Our Conference theme is in keeping with this value. While so much changes throughout the course of our career, we work hard to stay the course, doing what is in the best interest of our students and institution.
2. **COMMITMENT TO STUDENTS:** The work we do impacts our students in a variety of ways. We challenge them and support them. We create a framework for their success, and we provide a safe space for them to grow as they prepare to take on a rapidly changing world in a responsible manner. This is no small feat, but we embrace it. We could not do this if we were not driven to care for them and their well-being. Indeed, we also provide a professional and paraprofessional experience for graduate and undergraduate students who will take the mantle of this profession in the coming years.
3. **CONNECTION:** This work is not done in a vacuum. We rely on the guidance and support of our colleagues to get through a challenging year. Those colleagues reside not only in student affairs, but also in academic departments, administrative offices, any place a student may engage with a university employee. At any point in the calendar, our friends and colleagues who do this work are stretched to take on expected and unexpected challenges. The ties we create and maintain with those who share in this effort make coming to work all that much easier.

We hope you will see elements of these values throughout the day. We also hope that this Conference is a place where you learn something new to help you in your work, connect (or re-connect) with professionals who share in the challenge, and find the energy to recommit to those we serve every day.

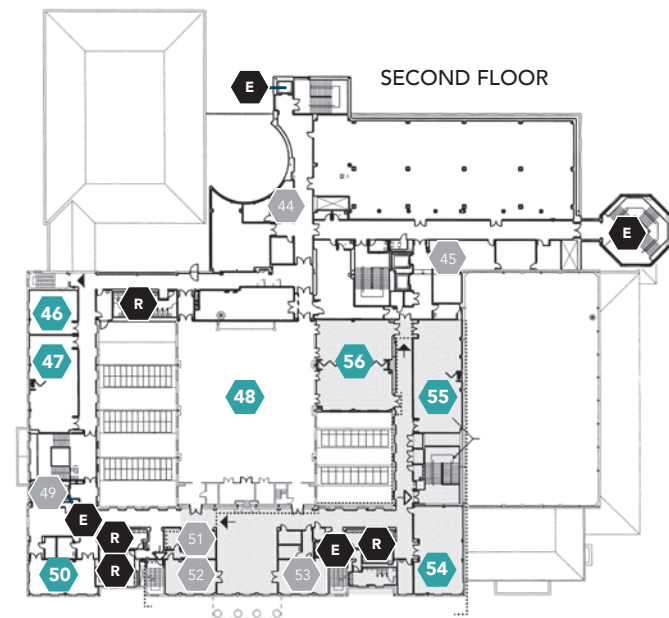
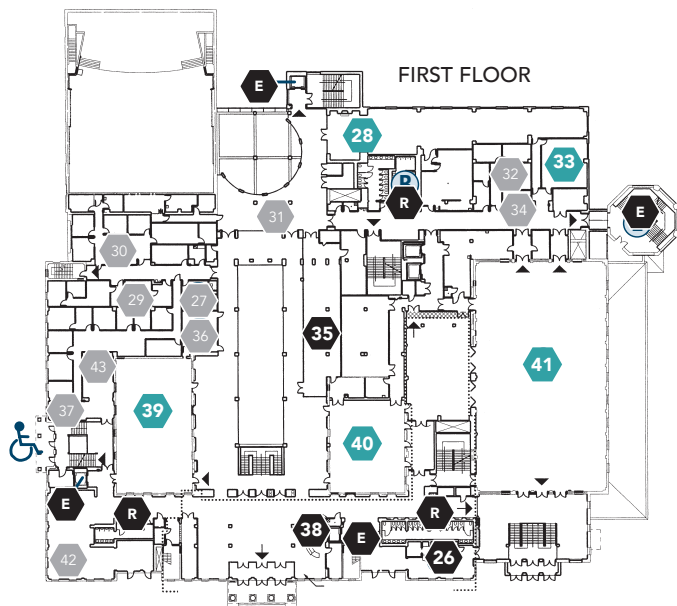
It has been an honor to chair this committee, a personal goal of mine for several years. I would like to thank our Conference committee for their service, Dr. Penny Rue for providing the perfect keynote to address our participants, our presenters for their contributions to this experience, and Dr. Linda Clement for her faith in my ability to lead this effort.

Enjoy the Conference!

James Bond
2019 MSAC Conference Chair

welcome!

the basics



8 a.m.–9 a.m.

Registration

Across from Stamp Info Desk

Morning Refreshments

Charles Carroll Room

9 a.m.–10 a.m.

Welcome & Keynote Speaker

Colony Ballroom

10:15 a.m.–11:15 a.m.

Interest Sessions Block I

11:20 a.m.–12:20 p.m.

Interest Sessions Block II

12:30 p.m.–1:45 p.m.

Lunch

Grand Ballroom

2 p.m.–3 p.m.

Interest Sessions Block III

3:05 p.m.–4:05 p.m.

Interest Sessions Block IV

4 p.m.–4:45 p.m.

Closing Reception

Adele's

FIRST FLOOR

The Coffee Bar **26**

Adele's **28**

Nanticoke **33**

Union Gallery **35**

Information Desk **38**

Atrium **39**

Prince George's **40**

Grand Ballroom & Lounge **41**

Thurgood Marshall **46**

SECOND FLOOR

47 Margaret Brent

48 Colony Ballroom

50 Pyon Su

54 Juan Ramon Jiménez

55 Benjamin Banneker

56 Charles Carroll

R Restrooms

E Elevator



Penny Rue joined Wake Forest University as Vice President for Campus Life and Professor of Counseling in July 2013. She serves as Vice President for Campus Life, with a broad responsibility for the well-being and safety of our students and their commitment outside the classroom.

Dr. Rue served as Vice Chancellor for Student Affairs at the University of California San Diego for six years. She is nationally known for her creative leadership in strengthening campus communities.

She served for five years as Senior Associate Dean of Students at Georgetown University and for seven years as Georgetown's Director of Student Programs. Earlier in her career she held posts at The University of Maryland and the University of North Carolina at Chapel Hill. Dr. Rue has a doctorate degree in Counseling and Personnel Services from the University of Maryland, where her dissertation research focused on a conceptual study of community on the college campus. Rue has taught the Capstone class in the San Diego State University Master's Program in Student Affairs and College Student Development in the Higher Education doctoral program at the University of Virginia. She has a Master's degree in student personnel services from The Ohio State University, from which she received the Maude Stewart Outstanding Alumna Award in 2011, and an A.B. magna cum laude in English and Religion from Duke University. In 2011 she was named a Pillar of the Profession by the NASPA Foundation. She has served as the Public Policy Division Chair of NASPA and on the Board of Directors since 2015.

Most recently in March 2017, she began a three-year term serving as Chair-elect (2017-2018), Chair (2018-2019) and then Past Chair (2019-2020).

At Wake Forest University Dr. Rue supervises several departments, including Residence Life and Housing, Office of the Dean of Students, Wellbeing, Campus Recreation, Student Health Service, the Office of the Chaplain and University Police.



keynote

key

120 "Extended Session" that lasts roughly 120 minutes.

CEU Continuing Education Units (CEUs). These are non-credit continuing education programs intended to improve knowledge and skills of professionals in the field. In this case, professionals working in counseling and similar fields.

ESP Sessions offered in Spanish.

session one

10:15 A.M. - 11:15 A.M.

LEVERAGING STUDENT LEADERSHIP: FINDINGS FROM THE 2018 MULTI-INSTITUTIONAL STUDY OF LEADERSHIP with Courtney Holder & Sophie Tullier (University of Maryland) in Charles Carroll A

Interested in understanding student leadership at UMD and in the BigTen? Join us as we share findings from the 2018 Multi-Institutional Study of Leadership (MSL) and discuss ways you can apply the results in your work. MSL is an international research program focused on understanding the influences of higher education in shaping students' socially responsible leadership capacity and other leadership related outcomes.

ASSESSMENT: LINKING STUDENT AFFAIRS ENGAGEMENT AND STUDENT SUCCESS with Brittini Brown, Ken Schreihofner & Nancy Young (University of Maryland Baltimore County) in Charles Carroll B

This program will discuss the infrastructure required to capture student engagement data across various platforms and integrate it with other student information system data. The presenters will also demonstrate several dashboards that faculty and staff are currently using to make strategic decisions about the development and execution of their programs, services, and activities.

A STUDENT. A DREAMER. A TRANSFER. with Nick Hernandez & Laura Bohórquez Garcia (University of Maryland) in Benjamin Banneker A

The experience of a first generation student, transferring to the University of Maryland, College Park as a Dreamer (DACA Recipient).

MASK OFF: UNMASKING THE MASKS OF MASCULINITY with Shannon Smith & Joshua Dantzler (American University) in Benjamin Banneker B

Often missing from higher ed conversations is the role masculinity, and specifically, the role that toxic masculinity plays in forming identity and ultimately impacting student success. Our session will look at the ways in which toxic masculine traits are passed down and impressed upon by societal and social structures.

120 CEU IMPACTS OF FOOD INSECURITY ON COLLEGE STUDENT WELL-BEING & ACADEMIC SUCCESS: COLLABORATIVE SOLUTIONS TO STUDENT CONCERNS with Yu-Wei Wang, Leah Bush, Allison Tjaden & Tiana Cruz (University of Maryland) in Margaret Brent A

This presentation will focus on (a) the scope of food security crisis on U.S. college campuses, (b) findings of our research regarding the prevalence and impacts of food insecurity on UMD students' well-being and academic success; and (c) how Student Affairs professionals can work together to address food insecurity.

CEU **HELPING STUDENTS WITH ADHD SUCCEED IN COLLEGE** with Michael Meinzer & Andrea Chronis-Tuscano
(University of Maryland) in Margaret Brent B

Attention-deficit/hyperactivity disorder (ADHD) affects approximately 2-8% of college students. ADHD can affect students in a variety of domains, including poorer overall adjustment and academic engagement, a lower likelihood of college graduation, and anxiety/depression. Identifying students in need and referring them to services can help to prevent these detrimental outcomes.

POST KEYNOTE FOLLOW-UP SESSION with Penny Rue (University of Maryland) in Jimenez

Join us for a deep-dive question and answer discussion with our Keynote Speaker Penny Rue.

120 CEU **STARTING AN ANTI-RACISM THERAPY GROUP FOR WHITE STUDENTS: LESSONS LEARNED** with Noah Collins (University of Maryland) in Pyon Su

The Counseling Center introduced a new therapy group this Fall designed to help white students explore their socialization into racism. This program will discuss the rationale for and the nature of the proposed group, as well as the mistakes made in marketing and the campus response to those mistakes.

session two

11:20 A.M. - 12:20 P.M.

INTENTIONAL TECHNOLOGY: STRATEGIES FOR CREATING A MORE VIBRANT CAMPUS LIFE with Joel DeWyer, Daniel Barnhart & Brittini Brown (University of Maryland Baltimore County) in Charles Carroll A

UMBC has combined technological solutions to compliment collaborative efforts across the Division of Student Affairs to not only improve the quality of programmatic and event offerings, but to make these opportunities easier to find for the community.

INCORPORATING A DISABILITY PERSPECTIVE: SUPPORTING STUDENTS WITH DISABILITIES IN FOUR-YEAR INSTITUTIONS with Luanjiao Hu (University of Maryland) in Charles Carroll B

This program introduces/challenges/enhances one's disability perspective in higher education.

ESP **CREANDO COMUNIDAD: DISCUSIÓN SOBRE TEMAS QUE NOS IMPORTAN (BUILDING COMMUNITY: DISCUSSION ON ISSUES THAT MATTER TO US)** with Natasha Piñeiros & Marinel Martinez-Benyarko (University of Maryland) in Benjamin Banneker A

Join Spanish-speaking professionals in small group discussions designed to uplift bilingualism and foster community. These small group discussions will be facilitated by campus-wide leaders. Topics to be discussed include language in the workplace, working across differences, advocating for yourself, and navigating higher education institutions.

Únete con profesionales que hablan español en un espacio diseñado para fomentar comunidad. Habrán pequeños grupos de discusión que serán dirigidos por un líder. Los temas que se discutirán incluye: el idioma en el lugar de trabajo, trabajando con personas diferentes, cómo negociar por uno mismo, y cómo navegar instituciones universitarias.

“AND EVERYONE WHO WAS LISTENING DIDN’T SAY ANYTHING”: STUDENT PERCEPTIONS OF CAMPUS RESPONSES TO BIAS with Shannon Donaldson (George Washington University), Julia Anderson & Gareth Williams (University of Maryland) in Benjamin Banneker B

Hate and bias incidents plague U.S. campuses. Academic institutions struggle to maintain positive, safe academic environments while affirming civil freedoms. This study explores the perspectives of students reflecting on the campus climate before and after the events, messaging from the campus administration, journalism, social media, and interpersonal interactions.

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LEARNING TOGETHER: COLLABORATIVE EFFORTS TO CREATE SUPPORTIVE ENVIRONMENTS FOR SUPERVISORS AND THEIR GRADUATE ASSISTANTS with Maddie Reich & Morgan Lanahan (University of Maryland) in Margaret Brent B

In this collaborative workshop, we will discuss theories on mentoring/supervising graduate students and putting those theories into practice. We invite graduate students to share their expectations and experiences being supervised and those who supervise/mentor to share their best practices. Through this collaborative effort, we hope to learn together.

STUDENT VOICE INDEX: ENGAGING STUDENT LEADERS IN INSTITUTIONAL DECISION-MAKING with Lindsey Templeton & Amy Smith (University of Maryland & National Campus Leadership Council) in Jimenez

This session will introduce the Student Voice Index - a research initiative from the National Campus Leadership Council focused on understanding student voice through the perspective of student body presidents. The session will include a research overview, resources, discussion, and applications for practitioners committed to enhancing the culture for student voice.

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session three

2 P.M. - 3 P.M.

THE HATE BIAS RESPONSE PROGRAM: SUPPORTING CHANGE THROUGH EFFECTIVELY RESPONDING TO HATE-BIAS INCIDENTS with Nejima Donnor (University of Maryland) in Charles Carroll A

Using the Hate-Bias Response Program as an example, this workshop will provide an overview on ways effective ways to respond to hate and bias incidents on college campuses. The content of this workshop will be useful for those involved in responding to hate and bias on their campuses which may include staff from student affairs, student conduct, diversity and equity and residence life. Participants will develop a deeper understanding of this unique program that supports students and social change.

PROFESSIONAL VS. PROTESTER: BLENDING STUDENT AFFAIRS & ACTIVISM with Michael Brick (University of Maryland) in Charles Carroll B

This presentation will focus on how to combine passions for activism and student affairs, while negotiating relationships with peers, faculty, administrators, and the general public. Specifically geared towards professionals, this presentation will showcase how to navigate the challenging landscape of developing activist relationships with a professional staff role.

STUDENTS AS TEACHERS: UNDERGRADUATE MULTICULTURAL ADVOCATES (MAs) AND PEER DIALOGUE LEADERS (PDLs) IN ACTION IN THE RESIDENCE HALLS with Amanda Baker, Laura Tan, Nicole Mehta, Mary Breaker, Allee Garry, Korie Broadwater-Allen, Emma Lipsky & Nikita Kimani (University of Maryland) in Benjamin Banneker A

This program will share exciting work being done in the Department of Resident Life at the University of Maryland in the areas of diversity and inclusion. The Department of Resident Life is in the first year of a pilot program for undergraduate Multicultural Advocates in the residence halls. This pilot program is constructed and utilizes the training and coursework provided as part of the Common Ground Peer Dialogue program. Join us as the undergraduate MAs and PDLs share their experiences doing important diversity and inclusion work on the front lines in the residence halls.

TELL YOUR STORY, CHANGE YOUR ORGANIZATION with Bart Hipple & Kimberle Badinelli (University of Maryland & Hospitality Systems LLC) in Benjamin Banneker B

Interactive presentation provides opportunity to see the power of a successful and repetitive communication strategy. Customized system developed for UMD Dining defined and developed themes that direct communications strategy to build strong recognition, raise satisfaction and increase perception of quality. Process identifies and ranks priorities, and projects dimensions of achievement.

SINS OF SURVEY DESIGN with Kelly Schrader & Danielle Glazer (University of Maryland) in Margaret Brent A

Participants in this program will gain knowledge and practice to create great survey questions. This program will help anyone looking to do a survey for the first time, or looking to revise items on regular surveys.

FROM BEGINNING TO END - EXPLORE PROJECT MANAGEMENT TOOLS AND THE BENEFITS THEY CAN BRING TO YOUR PROGRAM with William Post & Kristina Rubio (University of Maryland) in Margaret Brent B

If you are looking to go beyond handwritten to-do lists and for tools to take your projects to the next level, than we have some strategies for you. With the help of project management resources, we'll be practicing and discussing the applications of these tools and methods for your program.

SETTING STUDENT STAFF UP FOR SUCCESS with Jaime Poynter (University of Maryland) in Jimenez

Student staff play an integral role in our offices. As supervisors, are we doing our best to set student staff up to be successful in their roles? This program will explore the creation of a comprehensive training program, ways to build "buy-in," evaluations, recognition, and how the student assistant role is moving beyond answering phones.

120 WIDE AWAKE FOR WHITE AWAKE: CREATING LEARNING OPPORTUNITIES IN THE MIDST OF CONTROVERSY

with Tynesha McCullers, Elmer Jonathan Garcia, Samuel Doty, Deeksha Walia & Stephanie Laporte (University of Maryland) in Pyon Su

The release of the University Counseling Center's "White Awake" flyer during the Fall semester stirred up a great deal of questions, concerns, and criticisms. This session will explore one UMD staff member's responsive curriculum to the flyer; which addressed "wokeness", safe spaces, power, privilege, and semantics.

session four

3:05 P.M. - 4:05 P.M.

121 CANNABIS: THE NEXT GENERATION OF USE IN THE COLLEGIATE COMMUNITY

with David Engwall, Sophie Pyne, Jeffrey Keller & Laura Place (The Haven at College & University of Maryland) in Charles Carroll A

The shifting legality of cannabis in both state and country at large has led to new challenges and considerations that directly affect the higher education community. This program is designed to introduce the issue and discuss the new generation of use of cannabis and its effects on the collegiate community.

DISMANTLING RACISM IN SUPERVISION with Ciarra Joyner & Kelly Schrader (University of Maryland) in Charles Carroll B

This interactive presentation will allow participants to evaluate their own biases, stereotypes, and assumptions, as well as analyze how these impact their supervision. Specific tools will be provided to help supervisors in the areas of selection, facilitation, discipline, and support.

STAMP GROW: A CASE STUDY TRANSFORMING STUDENT EMPLOYMENT INTO A HIGH IMPACT PRACTICE with

Marinel Martinez, Ashley Venneman, Natasha Piñeiros & Pamela Gouws (University of Maryland) in Benjamin Banneker A

Looking to engage your student employees in reflection and learning? By attending this workshop, you will hear a case study in adapting the high impact program, Iowa GROW, at the University of Maryland. We highlight key concepts, strategies and lessons learned from Stamp's pilot to fit our departmental goals.

BEHAVIOR CHANGE PROGRAMS FOR SUSTAINABILITY AND BEYOND with Lee-Ellen Myles, Samantha Bennett, Lisa Alexander & Heidi Biffi (University of Maryland) in Benjamin Baneker B

Join us for a discussion on tactics for successful behavior change programs through the lens of sustainability but with wider applications. This presentation will include a deeper look into the “Green Terp”, “Green Chapter” and “Green Office” programs at the University of Maryland.

CEU CHANGING A NARRATIVE: THE ROLE OF UNIVERSITY PROFESSIONALS IN STUDENT ACTIVISM with Vanessa Gonzalez-Wright (University of Maryland, Baltimore) in Margaret Brent A

Vanessa Gonzalez-Wright, a Graduate student at the University of Maryland School of Social Work, will use a social work approach to discuss the important role that university professionals play in supporting student activism. Attendees will gain a firm understanding of collaboration and communication strategies to foster organizational change on campuses.

CEU HOW EFFECTIVE ARE WE REALLY? A “NO-NONSENSE” DISCUSSION ON ASSESSMENT STRATEGIES with Wallace Southerland III (Salisbury University) in Margaret Brent B

Student Affairs professionals rightly believe we are effective. But are we really effective? The purpose of this session is to have candid discussions about effectiveness. We will discuss strategies for demonstrating compelling success outcomes. The session is open to all professionals; however, new and mid-level professionals may benefit the most.

WITH LIBERTY AND JUSTICE FOR ALL: EMBRACING OUR ROLE AS SOCIAL JUSTICE EDUCATORS with Vernon Wall (LeaderShape, Inc.) in Jimenez

The term “social justice” is being used (and misused) on college and university campuses more and more these days. What are the characteristics of a campus community committed to social justice? Are we doing things in the name of social justice that are not congruent with the true spirit of equity and inclusion? In this program, twelve personal reflections on the current state of social justice education in higher education will be shared as well as a questionnaire that can be used to assess you department or campus’ commitment to equity, inclusion and social justice.

120 WIDE AWAKE FOR WHITE AWAKE: CREATING LEARNING OPPORTUNITIES IN THE MIDST OF CONTROVERSY with Tynesha McCullers, Elmer Jonathan Garcia, Samuel Doty, Deeksha Walia & Stephanie Laporte (University of Maryland) in Pyon Su

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notes



**Conference
Committee**

Ashley Venneman
Carly Cottone
Cazandra Rebolgar
Christopher Sazama
Erica Williams
Erin Caporelli
Hana Zewdie
James Bond
Jason Comoglio
Kathleen Molinaro
Kevin Yang
Lauren Norris
Michael Goodman
Michelle Watson
Neruh Ramirez
Nicole Mehta
Tiffany Gaines-Ekwueme

Feedback

Evaluations available at
msac.umd.edu after the
Conference!

**Staying
Green**

Made with
recycled paper and
environmentally
friendly toner