



THE SIGNPOST

2016 Spring

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One step closer to Tax Exemption....

By: Chester L. Miller,
NCHO Business Manager

If you are not aware, NCHO is currently pursuing tax exempt status. We have partnered with Isaac Bradley of Lynch and Eatman of Raleigh, NC. He has specific expertise in assisting non-profit organizations attain tax exempt status. I am happy to report that we have filed the Articles of Incorporation with the Department of the Secretary of the State and received the official notarized and sign copy of the filing and can be verified through the Department's website: <http://www.sosnc.gov/verification> and typing in the following certification#: C20160909103203.

This has been a very long and detailed process. One that has opened the eyes of many on the Executive Council of the importance of being a tax exempt organization recognized by the IRS.

Something as simple as a Federal Tax ID number is important for donations from corporate sponsors. Without it prevents corporations from donating funds to an organization not recognized as tax exempt. Currently any and all purchases made for our annual conference, professional development and socials are not tax exempt. Lastly, as a tax exempt organization, we are required to file tax papers detailing our financials annually. Without registration as a tax exempt entity, it has been extremely difficult to complete paperwork for the IRS. We simply do not fall in to the proper category for filing.

The next step in this process is completing the tax exemption application which required additional financial statements from the organization. Mr. Bradley is actively completing the paperwork for submission. He is also submitting a copyright application to protect the name and likeness of NCHO. Fingers crossed, we hope to complete with the process and have something exciting to report by June/ July. As we begin preparation and planning for the annual conference, completing this process has been my number 1 priority. Thanks for your continued support and patience as we look to continue doing the great work of NCHO.



From the Desk of The President

by: *Chris Gregory*
NCHO President

Greetings NCHO,

I hope your semester is beginning to wrap up and the warmer weather is bringing you joy. I have been trying to get out of the office when possible and take advantage of the North Carolina season change, just one of the things that makes our state great. North Carolina is a great place to both work and live, and I hope we all have the chance often to reflect on this in our daily lives.

Admittedly, it has been a little harder for me to do this recently. With the recent passage of HB2, I have been very disappointed with my elected leaders and the hurtful law they have chosen to enact. As a housing professional, I know the challenges these types of restrictions pose for providing a safe and welcoming environment for many of our students. But even more so, as a person, I am saddened by the senseless pain this law has caused for so many. I hope that reason and compassion will prevail in this matter soon.

I will give you the same challenge I have given myself; find a way to make something good come from this. As student affairs practitioners, we can still use this as a chance to help students. These types of high-profile political disagreements can be a great way to expose students to the workings and state and local governments, and the need to be active in the political process. If there was ever a time to use the current political climate (both local and national) to get students interested in voting, surely it must be now. Between now and the election in November, there will be opportunities to engage students in the democratic process. So I would encourage you to not let this opportunity slip by. Help students register to vote, invite the College Republicans and Young Democrats into

the residence halls, engage invested faculty and ask them to participate with students.

Find a way to make an impact, and help your students find theirs. At the end of the day, that is what we do.

Twitter Chats 2 Know About:
#SAChat - Every **Thursday** at 1pm and 7pm
#WISAchat - Every **Wednesday** at 12pm

The image shows a screenshot of the NCHO website. At the top, there is a navigation menu with links for 'Association', 'Conferences', 'History', 'Membership', 'Scholarships and Awards', and 'Executive Council'. Below the navigation is a large banner for the '2016 Annual Conference Information' with the NCHO logo and 'North Carolina Housing Officers est. 1973'. Underneath the banner, there are two buttons: 'Graduate Students' and 'New Professionals'. A red arrow points from the text 'Sign up today!' at the bottom to a sign-up form labeled 'Subscribe to the NCHO Letters'. The form has a text input field and a 'Sign Up' button. The background of the screenshot is a mobile phone interface with a Verizon signal, 1:00 PM time, and 63% battery.

A NCARH Update

by: *Ryan Collins*

NCHO - NCARH Liaison

Greetings on behalf of the North Carolina Association of Residence Halls (NCARH), the student counterpart to NCHO. For those of you whom I have not met, my name is Ryan Collins and I have the privilege of serving as the new NCARH Advisor. I currently serve as a Coordinator for Residence Life at UNC Greensboro, and am also a member of the Wolfpack and a lifelong Tar Heel.

I am very excited about the opportunity to work with NCARH as well as all of the RHA/RSA/IRC and NRHH advisors across the state, and I look forward to seeing many of you at future professional development events. I want to be a resource and support source for advisors all across the state, whether you work with RHA, NRHH, Hall Council, or some other student leadership organization, so feel free to contact me any time at ncarhadvisor@gmail.com or ryan.collins@uncg.edu.

In the meantime, below are some important updates from NCARH!

Advisor Database

If you have not done so, please make sure you add your institution's RHA/RSA/IRC and NRHH Advisors to the North Carolina Advisor database. This information is vital to me building a network of advisors across North Carolina, and will ensure you receive periodic updates on NCARH happenings. The database can be found at: tinyurl.com/NCARHDatabase.

2016-2017 State Board of Directors

At the conclusion of NCARH 2016, we inaugurated a new State Board of Directors:

Director

Zach Martin

(Appalachian State University)

ncarh.director@gmail.com

Associate Director for Recognition

Key Carter

(UNC Greensboro)

adrecognition@gmail.com

Associate Director for Administration:

Sydney Boyle

(Appalachian State University)

ncarh.adadministration@gmail.com

Associate Director for Affiliation

Rachel Tinker

(Elon University)

ncarh.adaffiliation@gmail.com

Associate Director for Finance

Toby Finizio

(Elon University)

ncarh.adfinance@gmail.com

Interested in Affiliating?

Whether you have never been a part of NCARH before or have simply been away for a bit, we always welcome new institutions to join or re-join. Affiliation dues are a mere \$50, which grants your institution voting rights in boardroom and the opportunity attend the annual conference (conference costs are separate). If interested, please contact myself or Rachel Tinker at ncarh.adaffiliation@gmail.com.

Associate Director for Media & Marketing:

Connor Kingdom

(Methodist University)

admediamarketing@gmail.com

NCARH 2017

During state breakout at No Frills, we heard bids from Meredith College and UNC-Wilmington to host NCARH 2017.

Congratulations to UNC Wilmington for winning the bid!

NCARH 2017 will be held February 17 - 19, 2017.

Mark your calendars and reserve your vans! The conference staff can be contacted at uncwncarh2017@gmail.com.

Lastly, be on the lookout for a potential Advisor Resource Training (ART) Drive-in Conference this summer. We are hoping to offer a day full of ART Sessions for advisors at all levels (hall council and above) who are interested in receiving this training. More information to come!

Pro-Devo DPAC Outing to the Lion King

by: *Nicole Percival*

NCHO Professional Development Committee Chair



The NCHO Professional Development Committee hosted their first ever trip to DPAC! 45 NCHO members and their guests attended the Lion King on March 3rd where they gathered for dinner and fellowship. It was a night to remember! Don't miss out on the next opportunity by joining the committee and liking our Facebook page.

The Professional Development Committee is a great way to be involved within NCHO. The committee creates professional development opportunities year round with the main focus at the annual conference that takes place in October. The committee recruits and selects all programs from the conference as well as the Faculty Partnership award. The committee recruits North Carolina Housing professionals to join the Conference Connection program as well as moderators for all program sessions. Outside of the conference we sponsor networking opportunities such as partnering up with other institutions for a camps visit, tickets to a baseball game, and while also posting other professional opportunities on our calendar which you can find on the NCHO homepage. Additionally, this year we will be hosting our inaugural day drive in conference on Multicultural Competence. The committee meets in January and September and again in October to help with the conference. We are always looking for new members. We recruit members at the annual conference as well as send information out via the sign post and the NCHO listserve. If you are interested in being a part of the Professional Development Committee please contact Nicole Percival at

percivaln@ecu.edu

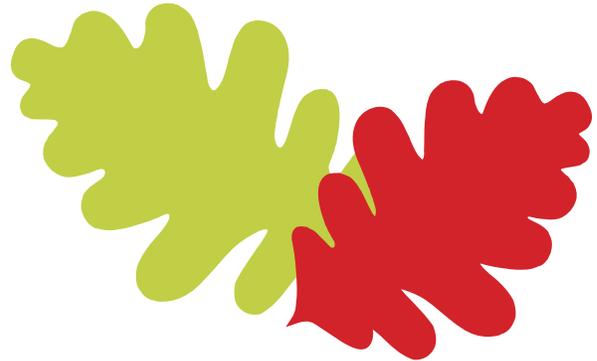
News from the State Meeting at SEAHO

By: Jameson Sellers, NCHO-SEAHO Representative

NCHO 2016 - Oct 10-12: Arts, Innovation, & Moving Forward

Send Keynote speaker ideas to
Conference Co-Chair Adam:

nicholsa@wssu.edu

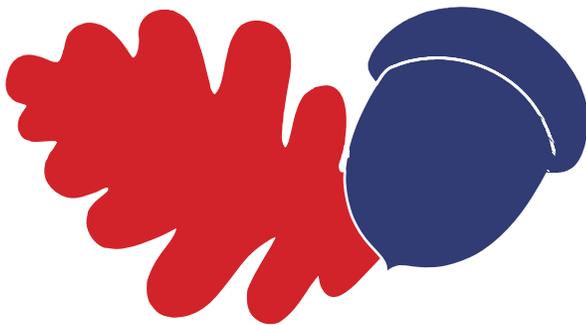


IGNITE MEMBERSHIP:

Consider Getting Involved in Membership Committee

Email Tavares, NCHO Member at Large:

tthunter@methodist.edu



SMALL COLLEGES SHOUT OUT:

Brian Daniel represents you on the NCHO Executive Council and wants to get you involved! If you are a small college or university, reach out to Brian to get involved!

danielbw@guilford.edu

SEAHO ELECTION RESULTS:

- President Elect: Donna McGalliard
- Director of State Reps: Nyerere Tryman
- Secretary: Lisa Labarbera-Mascote
- Treasurer: Countess Hughes



Join NCHO's Communications Committee

by: *Jessie Stellini*

NCHO Communications Coordinator

Hello North Carolina!

As the Communications Coordinator, my role involves sharing information, news, ideas, and more with the NCHO general membership. This can be a big task to manage alone, so the Communications Committee is a great resource for me and for the advancement of our state and our organization!

Here are some things YOU could do as a member of the NCHO Communications Committee:

- Be a featured writer for the NCHO SignPost with a regular "column" in each issue (issues are currently produced on a quarterly basis) - we could always use more, great, regular articles, so there's definitely room for more than one Communications Committee member to serve in this role.

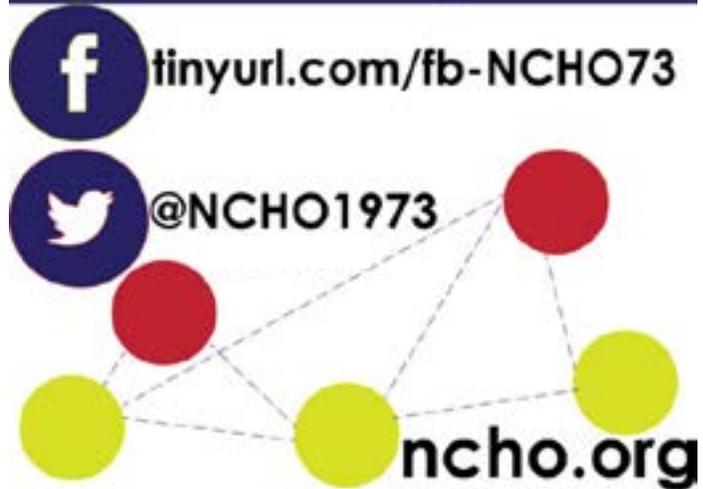
- Manage NCHO's social media accounts - we have a Twitter handle and a Facebook Page that get some traffic here and there, but certainly can gain some more traction with regular posts and engagement

- Anything else you can think of that allows us to stay in constant contact with our general membership!

The Communications Committee is a relatively low-time commitment. Each quarter, as the Communications Coordinator, I put together the SignPost, so the committee will meet (virtually/via phone) once or twice each quarter to discuss goals for the quarter as well as deadlines for SignPost columns, and

delegate responsibilities for any special projects that may come up (likely to happen as we approach the annual conference).

If you're interested in being a part of this team, email me: jessie.stellini@duke.edu and let me know what you're interested in working on, and how you hope to add to the NCHO Communications Committee!



The Signpost is in need of articles from

YOU

Please consider writing articles for The Signpost!

If there is something you are passionate about or would like to share we want to read about it!

Contact: Jessie Stellini
jessie.stellini@duke.edu

Recognizing Accomplishments

by: *Mindy Bliss*

NCHO Past President

It is never too early to start thinking about recognizing great accomplishments in North Carolina. As we begin the closing another academic year, now is a great time to reflect on the accomplishments that took or are taking place at your institution. Please think about taking a few minutes to recognize a fellow staff member that has done an outstanding job as you transition from Spring to Summer responsibilities. It will not be long until we will have the website open for award submissions.

I would like to reflect on some of our past winners and their accomplishments. Each year I am in awe of the dedication and talent that we have in North Carolina that is shared with us. Help us to encourage and challenge our peers. I hope a spark lights in you and encourages you to greatness.

Excerpts from the 2014-215 award recipients' nominations:

Alexis (Lexie) Kamerman Dedication to Social Justice and Peace Award recipient is Nikiah Barnes at UNC Greensboro

Mother Theresa once said, "Peace begins with a smile." A smile can provide comfort, shows empathy, and is a gentle gesture that can connect two souls. Nikiah Barnes is known for her smile, her commitment to social justice, and her positive impact on the residential community at UNC Greensboro. In her third year as a Coordinator for Residence Life, Nikiah is genuinely interested in advocating for social justice and the voice of the minority and the underrepresented. She recognizes the value of each person and the role they play in the community. Nikiah currently serves as the chair of our department's Social Justice and Diversity Initiatives committee. With this

charge, she coordinates departmental social justice programming and training. During the fall 2015 RA training, Nikiah developed two modules focused on establishing an understanding of social justice and creating a tool for allyship. RAs were pushed to their growing edge and to connect their biases and privilege to their residential community. In the second module, RAs were encouraged to critically consider what it means to be an ally. When reviewing the RA Training feedback, RAs raved on how much they learned and how much they enjoyed having authentic conversations about such an important topic. Nikiah is completely responsible for the intentional, creative, and impactful format and implementation of the modules. Not only does Nikiah have a consistent positive impact on her students, but she also invests in her colleagues. She is consistently connecting with her peers to ensure that they are getting integrated into the community. With her knowledge of her peers and their struggles, she is actively advocating on how HRL leadership can better support our professional staff. Whether it's challenging our use of gender pronouns or leading conversations about the role of religion on our campus, Nikiah is leading the way. This past September, Nikiah led the planning of a campus-wide program entitled Glocal Tie-dye Takeover. This program, based off of our campus' First Year Common Read, was created to increase students' awareness of their impact on their global + local =glocal community. Students were instructed to check the tags of their clothes and tie-dye the provided shirt based off of the countries. At each table, students were given information about those countries. While we originally planned for 150 students, over 250 attended. Students also participated in passive programming efforts where they provided examples of

how they can be a better global citizen and describe what they learned. Nikiah's smile is indicative of the positivity and intentionality she brings to her work. She is committed to pushing the boundaries -- her own, of her staff, and of our department. Because of her commitment to social justice, we are a more socially-conscious department. We are better equipped to serve our diverse students and staff in an increasingly global society.

Bob Dunnigan Lifetime Service and Achievement Award recipient is Keith Corzine at Western Carolina University

Few people get to see the impact that they have on an institution during their lifetime, much less during their career. Keith Corzine is one individual who sees daily the fruits of his labor and the impact that his hard work has on the students of Western Carolina University. Keith's involvement with Western Carolina University spans from 1978 to present, including his full-time employment which began in 1988 when he returned to the Department of University Housing as the Facilities Maintenance Coordinator. Keith's goal, no matter what position he is holding, is to provide the highest level of customer service so that the experience of our students is constantly being improved. Keith has proven himself as a tireless leader throughout his career at WCU. In 2002, after the completion of a consulting project that ended with the removal of a director and associate director of University Housing, Keith was tasked with serving as the Acting Director of the department. During his time in the acting role, the department went through a complete makeover. This makeover included a name change, attitude change, and even further staffing changes. Keith's leadership took the department to a new level that nobody had even considered prior to that point. The Department of Residential Living has continued to excel for the last thirteen years thanks to Keith's dedication, coaching, and support. After more than thirty

years of limited investment in all university facilities, including residence halls, WCU started the process of renovating and/or replacing residence halls in the early 2000's. Through all of these projects, Keith has been there providing guidance and leadership. Beginning with construction of Central Drive Hall and The Village in 2003, through the demolition of Helder and Leatherwood Halls and replacement with Balsam and Blue Ridge Halls 2007-2010, and the renovation of Harrill Hall in 2012, over half of WCU's 4,000 plus beds have been renovated or replaced since 2003. Currently, Keith is leading the project that will renovate Brown Hall to provide a cutting edge dining facility and new Residential Living and Student Community Ethics office space. As anyone can see, Keith Corzine has worked hard and dedicated much of his life to making Western Carolina University a better place for all current and future students. His accomplishments are more than can be mentioned in a few paragraphs. In spring 2015, Keith was given the Paul A. Reid Distinguished Service Award. This award is considered one of the highest honors for a WCU staff member. As the Chancellor presented the award to Keith, he explained that several members of the committee expressed disappointment that Keith had never been nominated for the award prior to now. Obviously, Keith's impacts are felt within his areas and throughout the University community.



WORKING FROM THE INSIDE OUT!

May 19, 2016 | UNC Chapel Hill
APPLY TODAY FOR A SCHOLARSHIP!

Scholarships are available for lodging and registration. In order to be eligible, you must be a graduate student or professional member of a Housing Department in the state of North Carolina .

DEADLINE FOR SCHOLARSHIP APPLICATIONS: APRIL 27TH AT 5PM.

LINK TO APPLY: [HTTP://TINYURL.COM/UNCINSIDEOUT-SCHOLARSHIP](http://tinyurl.com/UNCinsideout-scholarship)

The University of North Carolina at Chapel Hill, in partnership with the North Carolina Housing Officers, would like to cordially invite you to join us as we host this year's 2016 Multicultural Competency Drive-In Conference! This conference entitled, Working From the Inside Out, is a one day workshop designed to bring together higher education professionals from across the region for presentations and conversations on Multicultural Competence and what that means in the realm of Higher Education.



SAVE THE DATE! 

WORKING FROM THE INSIDE OUT!

May 19, 2016 10A-4P

University of North Carolina at Chapel Hill

Working from the Inside Out is a one day workshop designed to bring together higher education professionals from across the region for a conversation on Multicultural Competence. There will be a continental breakfast and lunch served as a part of the day. The cost of the day is \$20. The event will be sponsored by UNC Chapel Hill's Housing and Residential Education and the North Carolina Housing Officers.

For more information check out our website here:
<http://tinyurl.com/UNCinsideout>

The University of North Carolina at Chapel Hill, in partnership with the North Carolina Housing Officers greatly thanks you for your time and, please, refer to our website for more information on registration, scholarships and lodging: www.tinyurl.com/UNCinsideout . For questions about the conference, please contact Sarah Rowe, sarahrowe@unc.edu. We look forward to seeing you in Chapel Hill.

Black Sheep, Black Campus

By: *Detric Robinson,*

NCHO - HBCU Representative

Hall Director, Winston-Salem State University,

Going from a PWI to an HBCU

Just over a year ago, I was actively searching for the perfect first position of my professional career. After numerous applications and careful consideration about opportunity, my search led me to Winston-Salem State University (WSSU), a Historically Black University in Winston-Salem, NC. If you have never heard of WSSU before, you are one of many who have a difficult time naming Historically Black Colleges & Universities (HBCUs) in their state. Nevertheless, I can assure you that WSSU is a real institution, with an enrollment of nearly 6500 students and 1200 faculty and staff! I came to this institution to immerse myself in a residential culture and professional environment, that I assumed I would find challenging but a great professional opportunity to build on competencies and gain perspectives I never had to consider while working in residence life at NC State University, a Primarily White Institution (PWI).

I came to WSSU for a completely different experience and I can wholeheartedly say that is an experience I am getting! Coming from a PWI, I believe my perspective was very limited to the institutional type and how that institution worked. For the first months working here, I wanted to bring that experience with me. There were policies, protocols, and politics that worked well for me and I was comfortable with. Let me start by suggesting that like any new position, it's not your old position.

Immediately I could feel that I was not in the same environment but not in the ways that you might think. Of course there were the expected differences such as a smaller resource pool to draw from, but I believe that forced me to be a little more creative in my approach. My interactions with the people that work here were also very different. Coming from a larger campus, I never expected to build the relationships I have with individuals

across functional areas in such a short period of time. Additionally, the relationships felt "different". It almost feels like talking to "family" vs. colleagues. I believe the same can be said about the students here. In the sense of interactions, I speak to my students more like I would speak to a younger (or sometimes older) cousin.

What does it mean to not quite "fit in"?

Black Sheep, Black Campus. To fully be engaged in your new position, you have to take the time to take a back seat and see where the driver is taking you. Now, just because you are sitting in the back seat doesn't mean that there won't be speed bumps. I consider myself a "Black Sheep" here, and I don't necessarily think that is a bad thing as the phrase may suggest. If anything, I believe it gives me a unique lens that allows me to communicate with from a unique perspective.

I identify as Black, and the majority of the students I serve here are Black. But, I would often ask, "How am I supposed to have conversations about being Black, when I don't have the shared Black experience of many of my students?" There were times where I have had to defend against coming from a "White school" or having someone tell me "that isn't how it works here." I share skin color, but not the lived experience of many of my students or staff members. I felt that I didn't have a strong sense of what it meant to be Black, whether that be based on life experience, background, or an educational setting. I went to a majority White high school, a PWI for undergraduate and graduate school, had a racially diverse set of friends, though friends of color made up a small percentage of my total friend demographics.

For similar reasons, as a staff member at WSSU, I felt like I didn't have the cultural capital to really contribute to the institution how I imagined I would.

I can admit that at times working here has been uncomfortable, but I leaned into that discomfort. As a professional working here, I believe that has been one of my greatest accomplishments, recognizing that there have been experiences that I have found personally challenge. Recall that many student development theories require some type of crisis for growth, and my experiences have highlighted that being a student does not stop at obtaining a degree or two. Recognition allowed me to be introspective about my own thoughts, and biases, to form a new perspective that became my new reality.

Your Perspective, Your Reality

Transitioning to a new institution type can be overwhelming. For 7 years, my perspective of higher education was shaped by my experience as an undergraduate, and later graduate, student at a PWI. I also shaped my perspectives through my experience pursuing my Master's Degree in Higher Education Administration, at NC State, which was not institution-type specific, but could be assumed to be most applicable to PWI campuses. Those experiences framed what I believed were the right gears spinning in the right directions. I neglected to consider that you can't always use the same gears in each machine.

I was first told this quote by one of my most respected mentors in higher education and I have framed my professional and personal experience around the idea that your perspective is your reality. I took this to mean that two people can be having the same objective experience, but "see" the experience through different lenses which leads to a different perceived experience. I believe this comes into play anytime you transition into a new position,

but most certainly when you transition into a position that is substantially different from your former one, whether that be job responsibilities or institutional type.

I began to document my feelings, because feelings are the root of my perspective, and my struggles have been a result of my perspective; I challenged that. When I was unable to find ways to challenge myself, I reached out to mentors who I knew would challenge me to think a little longer or a little harder about what was driving my perspective. It's almost comical how easy reflection, whether personal or through mentorship, highlights something you missed prior, when you thought you considered every angle. For example, when do you ever need a "shared experience" to be a good leader and mentor to your students?

Settle Down and Settle In

I restructured my role in my professional life for my students and myself. My experience was not the same as many of students and that's why I chose to come here. How easy that was to forget. Every moment, every conversation, every interaction with each of these students has been an opportunity for me to grow professionally and personally. Similarly, each work day brings new challenges that I am unfamiliar with, providing further opportunity for professional growth. Often times, I believe we become content with what we are accustomed to doing, and that limits our ability not just to see, but also to partake in opportunity.

I say to any new professional that you may experience shock when you transition into a position that is substantially different from what you are used to. Challenge by choice, but if you do end up in a very different experience, take the moment, and seize the opportunity that you may find in your position. Be critical about your experience, but also be cognizant of how you may be shaping your own reality.

Think and Do: NCSU Make-A-thon

By: Chester L. Miller,

Director of Engineering Village

Continually, institutions across the state are looking for more innovative ways to engage students outside of the classroom to meet the all-important co-curricular or experiential learning component so valuable to our students. More importantly we are looking for opportunities challenge students to put learning into practice. This is conceptualized in the university's motto of "Think and Do." In housing here at NC State, like many of you, we have living-learning communities (village at NC State) to more intentionally promote student success through positive, powerful and purposeful living experiences. Our interest based communities engage students both inside and outside of the classroom in ways never before imagined. We are consistently looking for ways to broaden the student experience beyond traditional frameworks.

This spring a few of our living-learning villages collaborated with campus partners and an industry partner on a multidisciplinary focused event called, Make-A-Thon. Make-A-Thon is like a hack of a specific problem or challenge over a defined period, typically 24-hours or a 3-day weekend. Students are given the guidelines for the hack and they are let "loose" to create their 'solution' and present it in a science fair type format. Our goal for this inaugural event was 100 students. Quite ambitious, but if marketed properly can yield positive results.

**The catalyst
for such
an event
spawned
from a
desire to
address
global
issues.**



The National Academic of Engineering created through a consortium of researchers and government representatives the 14 Grand Challenges of Engineering. For our event, we focused on sustainability challenges experienced on our campus. We offered three tracks students could select: water, waste or energy. One of our partners was the campus sustainability office, because they had all the data in each of these areas or knew who to contact to get the data. We built a website and each of the living-learning villages participating marketed and recruited participants with the stipulation that they could not be on the team with a member of their village. This forced students to connect with students from other disciplines and thought perspectives outside of their 'circle'

We recognize this can be challenging to first year students (our target audience) so we planned a mixer to bring all students who were interested in participating in the event, but didn't know anyone outside of their living-learning village. A traditional meet and greet with food (who doesn't like free food), additional information on the event and ice breakers or team builders if you will to allow student to connect with others in a round table format. It was quite successful. Autodesk, Inc. was the corporate sponsor who added giveaways and the added 'carrot' that any team utilizing their CAD 3D modeling software would receive a \$250 visa gift card.

The end result included thirteen (13) multidisciplinary teams representing eleven (11) of the fourteen (14) living-learning villages, corporate and campus stakeholders serving as judges contributing to an event that far exceeded our expectations. Repeatedly during our post assessment, students commented on the learning that took place that required learning new skills or utilizing campus resources they hadn't used before, the connections made with students they would not have connected with otherwise and lastly, but most importantly, the awareness and education of their impact on the campus community.

<https://www.ncsu.edu/think-and-do/>

<http://www.engineeringchallenges.org/>

Next academic year, we are excited and looking forward to another Make-A-Thon bigger, better and more impactful than this years. If you would like more information about Make-A-Thon and how you might be able to incorporate this high-impact practice on your campus, please contact Chester L. Miller at clmiller@ncsu.edu.