



CONFERENCE PROGRAM

Sponsored by



Land Acknowledgement

We acknowledge that we gather as the North Carolina Housing Officers (NCHO) on the land of the **Tutelo, Sappony, Catawba, and Keyauwee Peoples**, past and present. As we gather for a conference seeking to explore the meaning, impact, and influence of “home” in our profession and in our lives, we acknowledge that Tutelo, Sappony, Catawba, and Keyauwee peoples lived on and worked this land long before we can imagine. We honor with gratitude this land and those who stewarded it throughout generations. We also remember that they have been displaced because of powers and systems who failed to acknowledge and respect their home. May we use this moment of acknowledgement not to simply name and honor the past, but to also answer the call to be better stewards of the land we inhabit and mindful of our own participation in the colonialism and oppression that continues today.



Conference Host Committee

Wake Forest University, Residence Life & Housing – Host

D’Najah Pendergrass Thomas (WFU) – *Chair*

Aneshia Jerrals (Elon) – *Co-Chair*

Brooke Beckett – *Sponsorships & Vendors*

Ashley Broderick – *Silent Auction*

Dr. Stephanie Carter – *Guest Speakers & SHO Breakfast*

Dr. Matt Clifford – *SHO Breakfast*

Denise Williard – *Hospitality & Registration*



2019 NCHO Executive Board

Shelley Wald (UNCG) – *President*

Aliana Harrison (Elon) – *President-Elect*

Ramona Richmond (UNCSA) – *Past-President*

Adam Nichols (UNCC) – *Business Manager*

Darron Jenkins (UNCG) – *Professional Development Chair*

Theresa McKire (UNC-CH) – *Professional Development Chair-Select*

Dr. DeAndre Howard (Mars Hill) – *SEAHO Rep*

Aracelis Figueroa (ECU) – *Member-at-Large*

Juliann Losey (UNCG) – *Communications Coordinator*

Nick Gawlik (UNCSA) – *Technology Coordinator*

Ileana Garcia (NCSU) – *NCARH Liaison*

Tyler Placeres (Elon) – *New Professional Rep*

Agnes Baxter (Shaw) – *HBCU Rep*

Amanda Morales (Queens) – *Small College Rep*

Janay Crosland (UNCG) – *Grad Student Rep*

Cardinal



Bethabara



Old Salem



Vendors

Apogee
The Brill Company
Carolina Furnishing Plus Design
The Contract Group
CORT Furniture
Davidson Sash & Door, Inc.
Foliot Mebules
Furniture Solutions Plus
Momentum Textiles & Wallcovering
New England Woodcraft
Peter Danko Design, Inc.
The Prestwick Companies
Rutter & Associates
Sauder Education
Tarkett
Tower Industries
Transformations Furniture
Trinity Furniture
University Loft Company
Walter Robbs Callahan & Pierce Architects, PA

Conference Agenda

Monday, October 14, 2019

- 12pm – NCHO Executive Committee Meeting
- ~~12pm – Campus Tours (WFU, WSSU, Salem College, UNCUSA)~~ (CANCELED)
- 1pm – Conference Check In & On-site Registration
- 1pm – Silent Auction Opens
- 4pm – First-time Attendee Meeting
- 5pm – Welcome Reception
- 6pm – Opening Dinner
- 8pm – NCHO Networking Social hosted by NCHO Executive Committee

Tuesday, October 15, 2019

- All day – Silent Auction
- All day – Resume Review
- Morning – Professional Headshots (by apt)
- 8am – “The Lives of Our Campus Custodians” Book Discussion
- 8am-5pm – Conference Check In & On-site Registration
- 8:30am – Senior Housing Officer Breakfast (Graylyn Estate)
- 9am – Educational Sessions: Block I / Small College Roundtable
- 10am – Educational Sessions: Block II / Graduate Student Roundtable
- 11am – Educational Sessions: Block III / New Professional Roundtable
- 12pm – Lunch & Vendor Fair
- 2pm – SHO and New Professional Panel Discussion
- 3pm – Educational Sessions: Block IV / Professionals of Color Network Roundtable
- 4pm – NCHO Business Meeting & Elections
- 8pm – Explore Winston! Socials [Dave & Busters, Incendiary Brewing, Vintage Sofa Bar]

Wednesday, October 16, 2019

- Morning – Silent Auction
- Morning – Resume Review
- Morning – Professional Headshots (by apt)
- 8am-11:30am – Conference Check In & On-site Registration
- 9am – Educational Sessions: Block V / HBCU Roundtable
- 10am – Educational Sessions: Block VI / LGBTQ+ Network Roundtable
- 11am – Educational Sessions: Block VII / Mid-level Professional Roundtable
- 12pm – Awards & Closing Luncheon
- 3pm – NCHO Executive Committee Transition Meeting

Guest Keynotes



Since July 2013, **Dr. Penny Rue**, has served as the Vice President for Campus Life and Professor of Counseling at Wake Forest University. She is broadly responsible for the well-being and safety of students and their education outside the classroom.

Dr. Rue served as Vice Chancellor for Student Affairs at the University of California San Diego for six years and for eight years as Dean of Students at UVA. 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 University of North Carolina at Chapel Hill and at the University of Maryland. Dr. Rue obtained her 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.

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, Chair of the NASPA Board of Directors and currently serves as Past Chair. Outside of work she loves swimming, gardening and cats.



LaFarin Meriwether, is an educator, scholar, mother, sister, friend and lover of this thing called life. She received her Bachelor's degree from the University of Kentucky in Agricultural Economics and Public Service and Leadership.

She earned her M.B.A. from the University of Cincinnati. LaFarin is currently a doctoral candidate in the Higher Education program at Florida State University and the Associate Director for Residence Life at UNC Greensboro. Through her involvement with her professional housing organizations she is engaged in research focused on creating work environments that support and retain staff of color. She believes that we are all purposed to do something that the world needs.

Professional Development Opportunities

The NCHO 2019 Conference Program and Professional Development has put together two opportunities to support attendees in their journey.

Headshots – Greensboro photographer, Mike Micciche will be on site Tuesday (8AM-10AM) and Wednesday (9AM-12PM) for 5-10 minute individual sessions for professional shots that will be edited and delivered in high-resolution jpg formation. Sign-up information available with the committee. See Mike's work at <https://www.miccichecorporate.com/executive-headshots>

Resume Review – Thinking about taking that next step? Unsure about how to word recent experience? Do you just need to blow the dust off of a document you have not given much attention to? Submit a resume for feedback and review with seasoned mid-level and senior-level professionals on Tuesday and Wednesday.

Roundtables

Roundtable discussions provide a wonderful opportunity for participants to get together in an informal setting to examine issues as they relate to housing and residence life for the roles we are in and/or identities we hold. There is no formal agenda, but each roundtable serves a specific community. Facilitators are well versed in the issues important to each community and are excited to engage group members in the discussion.

- **Small College** – Amanda Morales, Queens University & Dr. DeAndre Howard, Mars Hill
- **Graduate Student** – Janay Crosland, UNC Greensboro
- **New Professional** – Tyler Placeres, Elon & Carson Flynn, Wake Forest
- **Professionals of Color Network** – Dr. DeAndre Howard, Mars Hill
- **HBCU** – Dr. Agnes Baxter, Shaw
- **LGBTQ+** – Tion Taylor, Wake Forest
- **Mid-Level Professional** – D’Najah Pendergrass Thomas, Wake Forest

SHO & New Professional Panel

There is no “one path” to a senior housing officer position and the role looks different at every institution. Ever want to ask a SHO about their career journey? Want to know how they make the difficult decisions? Interested in learning how they still maintain a student-centered approach...or do you just want to introduce yourself and listen to their wisdom? Join other new professionals for a time of sharing and learning with state SHOs. Session moderator: Shelley Wald, NCHO President, UNC Greensboro.

Socials

Tuesday – NCHO Networking Social

8PM-12AM

Foothills Brewery

Hosted by NCHO Executive Committee

Wednesday – Explore Winston-Salem Socials

8PM-12AM

Dave & Busters – Janay Crosland & Briana Cresswell

Vintage Sofa Bar – Shelley Wald & Kelsey Hansen

Incendiary Brewing (open mic) – Adam Nichols & Carson Flynn

Sessions: Tuesday

Block I: 9am – 9:50am

This Career is My Calling it but isn't My Identity

Ryan McKeel, UNC Greensboro

Salem

Groupthink often occurs in the "honeymoon phase" of a new work experience; this can be especially toxic for new graduate students/assistants as they prepare to engage in their professional career. By identifying and dismantling the impacts of groupthink in the GA onboarding process, we can facilitate a more holistic training and educational experience for immersing professionals.

- Staff Development and Selection
- Student Success & Learning
- Strategic Planning & Partnerships
- Trends & Best Practices

I'm not a helicopter-parent, but... (and Other S*&% People Say)

Nick Gawlik, UNC School of the Arts

Bethabara

Come learn about how you can tackle helicopter parents and frequent flying students by implementing improved training, advertising, and self-care practices in this fun, interactive and irreverent program!

- Student Success & Learning
- Strategic Planning & Partnerships
- Trends & Best Practices

Dear White People: An Open Letter to White Professional Allies

**Victoria Bost, Western Carolina
Nadaja Womack, Western Carolina**

Knollwood A

The line between being an ally and manifesting the white savior complex is very thin. This workshop is a safe space to showcase that line and help you explore effective ally-ship to the black community. Your new knowledge of a fraction of the black experience will help you develop your black students into the leaders of tomorrow.

- Staff Development and Selection
- Trends & Best Practices

Welcome Home Gen Z

Evelyn Rucker, Western Carolina

Knollwood B

You're a graduate student or a new professional in your first role. You're a supervisor, Now What? This program will help identify the personal and professional transitional elements involved with moving into a supervisory role and identify critical factors of success for new supervisors, laying a foundation for good supervisory practices.

- Student Success & Learning

Roundtable – Small College

Amanda Morales, Queens

Knollwood C

Block II: 10am – 10:50am

Constructing the Foundation: Facilitating Multicultural Competency Development within Student Staff

**Ileana Garcia, NC State
Chad Butts, NC State**

Salem

In the wake of recent current events, an upcoming election cycle, and heightened campus climates, our student staff are faced with the challenge of creating an inclusive community for all residents. Our session will discuss the importance of multicultural competency in the student staff workplace and how you, as a supervisor, can facilitate that learning and growth.

- Staff Development and Selection
- Multiculturalism & Social Justice

Creating new LLCs: Planning, Partnerships, Design, Evaluation, and Integration

**Aliana Harrison, Elon
MarQuita Baker, Elon**

Bethabara

Come learn about the LLC creation process that connects LLCs to the larger university or department priorities and provides aligns with your residence life practices and timelines. Elon University utilizes a proposal process and review subcommittee as we develop new LLCs to ensure each program has the resources and structures needed to thrive and support our students and university mission.

- Student Success & Learning
- Strategic Planning & Partnerships

Hurricane Florence: Preparing and Responding to a Campus Emergency Keith Wickliffe, UNC Wilmington Knollwood A
Donovan Smith, UNC Wilmington

In light of increased expectations for severe weather occurring, Housing professionals must be prepared for and respond to campus emergencies based around natural disasters. This session will explore the FEMA framework for emergency management. We will also explore how one institution (UNCW) prepared for and responded to a natural disaster (Hurricane Florence) contextualized within the emergency management framework.

- Crisis Management

The Social Justice Series Crystal Thibodeaux, UNC Greensboro Knollwood B

This session focuses on how to incorporate social justice discussions in your staff meetings. The Social Justice Series allows staff members to share who they are as a person, as well as, share social justice issues that they are most passionate about. Through this experience, they are able to define social justice and spread their knowledge to the greater community.

- Multiculturalism & Social Justice

Roundtable – Graduate Student Janay Crosland, UNC Greensboro Knollwood C

Block III: 11am – 11:50am

"Supporting Black, Brown, and Rainbow bodies in Residence Life" Li Miles, North Carolina Central Salem

In a diverse world with an ever-changing culture, aim to increase inclusion becomes synonymous with exclusion. You'll gain tools, tricks, and policy to support and protect the individual and intersecting identities of race, gender, and sexual/romantic attraction within housing and residential life.

- Multiculturalism & Social Justice

Sharpening Your Saw as a Mid-level Professional Aliana Harrison, Elon Bethabara
MarQuita Baker, Elon

The term mid-level professional is a fluid term as many professionals after their first professional experience are navigating spaces as a supervisor, supervisee, manager, and leader in some capacity all while still managing and negotiating responsibilities at a higher level and amongst their team. Come learn how to continually equip your tool box with resources for this life long journey.

- Trends & Best Practices

Dare to Lead: Shame, Vulnerability, & Resilience in Student Affairs Alexandra Fields, Western Carolina Knollwood A
Maeve Kirby, Western Carolina

Utilizing framework developed by Dr. Brene Brown at the University of Houston, participants will explore leadership through the lens of Shame, Vulnerability, and Resilience. Presenters will utilize a combination of presentation, handouts, activities, and small group discussion to introduce attendees to the idea of brave spaces, working through shame, and moving toward resilience in your personal and professional lives.

- Trends & Best Practices

Teamwork Makes the Dream Work: Onboarding A New Professional Tai Richardson, Western Carolina Knollwood B
Joshua Rascati, Western Carolina

Last year, our staff included 3 new Area Coordinators, one of which was a brand new professional. Our team was supporting and encouraging this new professional, so not only he would succeed but also for the benefit of our department and students. This session will highlight the successful key factors that played a role in helping to develop stronger staff.

- Staff Development and Selection
- Trends & Best Practices

Roundtable – New Professional Tyler Placeres, Elon Knollwood C
Carson Flynn, Wake Forest

Lunch & Vendor Fair

Herndon Ballroom

12pm - 3pm

SHO & New Professional Panel Q&A

Bethabara

2pm - 3pm

Block IV: 3pm - 3:50pm

What's an IEP and Why do You Need to Know?

Chrissy Feil, Wake Forest

Salem

“Did you know that 11% of students entering college in 2017 self reported as having a learning disability? Or that 94% of high school students with learning disabilities receive support both academically and socially through the work of an Individualized Education (IEP) team while only 17% of college students with learning disabilities report receiving support while they are in college? This session explores the similarities between student affairs professionals and Individualized Education Program (IEP) planning teams, and how professionals can use these similarities to support students with disabilities inside and outside of the classroom.”

- Student Success & Learning
- Multiculturalism & Social Justice

From the Ground Up: Building New and Creating Community

**Nicole Boucher, Western Carolina
Bryant Barnett, Laura Allison, Nicole
Boucher, Mike Jefferson**

Bethabara

In this session, guests will learn more about the processes of building a new residence community on their campus. They will be able to learn more about the financial and construction side of the project. Then the eventual opening and establishing a positive first-year residential community.

- Staff Development and Selection
- Strategic Planning & Partnerships

Mental Health & Over-Involvement: A Student Support Double Whammy

**Ashley Walker, Wake Forest
Carson Flynn, Wake Forest**

Knollwood A

College students today regularly experience immense pressure from a myriad of sources, pushing them to do more and be more. This pressure, among other factors, has facilitated a climate where our most involved students' mental health is often most at risk.. This session will prepare you to create a culture of care among your team and protect student success factors.

- Crisis Management
- Staff Development and Selection
- Multiculturalism & Social Justice

Inclusive Communities through Intergroup Dialogue

José McKinney, UNC Pembroke

Knollwood B

The purpose of the Inclusive Communities through Intergroup Dialogue is meant to provide residence life professionals with other methods to augmenting inclusion and interpersonal connections in the residence halls besides traditional diversity, inclusion, and equity programming.

- Multiculturalism & Social Justice
- Trends & Best Practices

Roundtable - Professionals of Color Network

Dr. DeAndre Howard, Mars Hill

Knollwood C

NCHO Business Meeting & Elections

Herndon Ballroom

4pm - 6pm

Sessions: Wednesday

Block V: 9am – 9:50am

3 Things Student Affairs Does to Uphold White Supremacy

Tyler Placeres, Elon

Salem

3 Things Student Affairs Does to Uphold White Supremacy will examine how our work upholds white supremacy within residence life and student affairs. The presenters will examine supervision styles, work-life "balance", & professionalism and how they adversely affect future generations of professionals and students. The presenters will provide tangible practices to help combat problems on your campus.

- Staff Development and Selection
- Multiculturalism & Social Justice
- Trends & Best Practices

I'm A Supervisor, Now What?

Shannon Coleman, Mars Hill

Bethabara

You're a graduate student or a new professional in your first role. You're a supervisor, Now What? This program will help identify the personal and professional transitional elements involved with moving into a supervisory role and identify critical factors of success for new supervisors, laying a foundation for good supervisory practices.

- Staff Development and Selection
- Trends & Best Practices

Thriving in Inclusive Environments for Neurologically-diverse Students in Higher Education

Kristen Nichols, Western Carolina

Knollwood A

Inclusive education bolsters education of all students. Professionals in Higher Education should be continuously developing skills and deepening their knowledge of neurologically-diverse students. Inclusive environments + accessible tools + equal opportunities + sufficient support = optimal potential. With the right tools, professionals in various departments of higher education can work to ensure this variable is met for ALL neurologically-diverse students.

- Student Success & Learning
- Trends & Best Practices

Graduate Students, Groupthink, and Onboarding

Ryan McKeel, UNC Greensboro

Knollwood B

Groupthink often occurs in the "honeymoon phase" of a new work experience; this can be especially toxic for new graduate students/assistants as they prepare to engage in their professional career. By identifying and dismantling the impacts of groupthink in the GA onboarding process, we can facilitate a more holistic training and educational experience for immersing professionals.

- Staff Development and Selection
- Student Success & Learning

Roundtable – HBCU

Agnes Baxter, Shaw

Knollwood C

Block VI: 10am – 10:50am

It's-A-Different-World: From the Trailer Part to the Ivory Tower

Amanda Morales, Queens

Salem

Dr. DeAndre Howard, Mars Hill

Growing up poor and then going to college is hard for a variety of reasons. In this session, you'll hear from a first-gen student who grew up in poverty in rural SC. Learn about data trends for low-income/first-gen students, as well as strategies to increase success, retention, and persistence.

- Student Success & Learning
- Trends & Best Practices

Promoting Student Involvement and connection within the first Six Weeks

Aliana Harrison, Elon

Bethabara

Amanda Alberti, Elon

For many students the first six weeks is one of the most stressful times as they transition to the university environment. Come learn about Elon's WellConnected Initiative which is transforming our approach to marketing the university's goals for student in the first week connected to making connection, learning about resources and positive decision making.

- Student Success & Learning
- Strategic Planning & Partnerships

Harnessing Our White Advantage

Shelley Wald, UNC Greensboro

Knollwood A

This session aims to engage white staff in leadership roles. How are we making a difference? How are we using our advantage to advance conversations about diversity and inclusion? How we can better support others who come from marginalized identities? Attend this session to dig deep and critically examine how we can be better and do more.

- Multiculturalism & Social Justice

Dear World: UNC Charlotte's Story

Rebecca Gillison, UNC Charlotte Knollwood B

The Dear World Program is an event that tours around to various college campuses in order to host workshops about storytelling through a powerful visual photo campaign. This program session aims to educate college personnel on the Dear World campaign and how UNC Charlotte brought this company to campus in order to help heal their student body.

- Multiculturalism & Social Justice

Roundtable – LGBTQ+ Network

Tion Taylor, Wake Forest

Knollwood C

Block VI: 11am – 11:50am

The GA "PIT" Stop: Professional Development Tune

Ashley Owens, UNC Greensboro

Salem

Up

Grad Students this one is for you! Get mark, get set, and let's zoom into the GA "PIT" stop. This program will help both the first and second year graduate student create Personalized, Intentional, and Timely professional development goals, plans, and ideologies.

- Staff Development and Selection
- Student Success & Learning

Finding Your Fab Five List: Exploring Your Go-To Students

Joshua Rascati, Western Carolina

Bethabara

Take a second to think about the students you work with daily. In this session, we will ask ourselves, who are our "go-to" students; the students that we ask to lead our students. We will examine our student's identities how often are we stepping outside of our comfort zones to reach the students that don't look like us.

- Staff Development and Selection
- Multiculturalism & Social Justice
- Trends & Best Practices

Afro-Pessimistic Scapegoating: Black Women's Sacrificial Commitment to Residence Life/Housing

Raniesha Wassman, Wake Forest

Knollwood A

As we critique systems in place hindering the performance and rendering the burnout placed on Black women in residence life, it is important to name, deconstruct, and strategize on impactful ways to protect Black women. Attendees prepared to learn, challenge themselves, and strategize on making campus cultures/climates better, livable, and workable for Black women in Residence Life are the target.

- Staff Development and Selection
- Multiculturalism & Social Justice

Developing Staff Through Crucial Conversations

Cody Arroyo-Greene, William Peace

Knollwood B

Do you find it hard to have a Crucial Conversations with staff? Are you ready to better develop your student staff, and professional staff, through accountability and Crucial Conversations? Join this session as we take a look at the importance of difficult conversations with staff members. Participants will learn tips on how Crucial Conversations help individuals grow and develop.

- Staff Development and Selection

Roundtable – Mid-Level Professional

D'Najah Pendergrass Thomas

Knollwood C

Awards & Closing Luncheon

Herndon Ballroom

12pm – 3pm

NCHO Exec. Committee Transition Meeting

Salem Room

3pm

See You Next Year!

Join us October 12 – 14, 2020

