



APPALACHIAN STATE UNIVERSITY

## Student Affairs

### Student Affairs Mini-Conference 2017

August 1, 2017  
Plemmons Student Union

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# Program

**11:30 AM - 1:00 PM**

**Lunch**

*Blue Ridge Ballroom*

Remarks from Chancellor Everts

Remarks from Vice Chancellor J. J. Brown

How We Care, Engage, and Transform

Professional Development Kickoff

**1:00 PM - 1:50 PM**

**Concurrent Sessions - Part I**

Working with Students in Distress at  
Appalachian

*Roan Mountain*

Diversity and Inclusive Excellence

*Attic Window*

Care. Engage. Transform. Campus Connectedness  
to Career Readiness Through Student Employment

*Macrae Peak*

Building and Renovating a Culture  
of Assessment

*Calloway Peak*

Preventing and Responding to Discrimination  
and Harassment

*Three Top Mountain*

Self-Care in Student Affairs

*Tater Hill*

**1:50 PM - 2:00 PM**

**Break**

**2:00 PM - 2:50 PM**

**Concurrent Sessions - Part II**

*Same sessions and locations as*

*Concurrent Sessions - Part I*

**2:50 PM - 3:00 PM**

**Break**

**3:00 PM - 3:30 PM**

**Closing Session**

*Blue Ridge Ballroom*

Remarks from Rachel Foutz

Remarks from Vice Chancellor J. J. Brown

**Care. Engage. Transform.**

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# Concurrent Sessions

## Working with Students in Distress at Appalachian

Presented by Alan Rasmussen and Sarah Buchanan

*Roan Mountain*

This session will provide an overview of how to refer students of concern to connect them to support and resources. Appalachian's safety structure will be reviewed including information about the Early Intervention Team, CARE Team and Threat Assessment Team.

### Learning Goals:

- Attendees will be able to describe Appalachian's safety structure
- Attendees will be able to identify how to refer a student concern
- Attendees will recognize how students of concern may be supported after a referral

## Diversity and Inclusive Excellence

Presented by Danielle Carter and Shannon Jordan

*Attic Window*

Is diversity and inclusion work daunting to you? Do you often wonder how you can make an impact when you feel you have so much to learn about inclusion? This session will explore how members of the Division of Student Affairs can come to understand and develop skills that allows you to do this work on a daily basis. The Division of Student Affairs Statement on Diversity and Inclusive Excellence informs this session.

### Learning Goals:

- Articulate the importance of the Division of Student Affairs Diversity and Inclusion Statement
- List ideas for implementing the Diversity and Inclusion Statement into their daily work
- Identify barriers to implementing strategies for doing diversity and inclusion work

## Care. Engage. Transform. Campus Connectedness to Career Readiness Through Student Employment

Presented by Jeff Cathey and Dr. Susan McCracken

*Macrae Peak*

This session will invite colleagues to explore the scale and impact of student employment within our division. Attendees will be challenged to fully consider how increased intentionality given to student employment experiences can serve to deliver powerful engagement ranging from early campus connectedness to future career readiness.

### Learning Goals:

- Awareness of the significance and impact of student employees in this division
- Identification of the multiple levels of impact created through student employment
- Development of strategies to provide a more professional and "real life" employment experience including orientation programs, stronger job descriptions, and helping students articulate how campus work experiences can translate to future employers and/or graduate programs
- Learning about promising practices in student employment in our division
- Knowledge and support of the institutional commitment to facilitate a successful transition for college to a professional path (work, service, additional education)

## Building and Renovating a Culture of Assessment

Presented by Dustin Evatt and Dr. Gina Ondercin

*Calloway Peak*

With the constant hustle of our daily routines, has assessment become a dirty word? Join us as we unpack key concepts related to assessment in student affairs, and how you can integrate them into your daily work. We will discuss ways to build a culture of assessment using learning outcomes and backward program design and share practical tools and advice on how to renovate your current programs to expand and deepen your impact.

### Learning Goals:

- Understand the purpose and importance of outcomes
- Identify situational factors that influence program design
- Understand frameworks of assessment

## Preventing and Responding to Discrimination and Harassment

Presented by Ellen Grulke and Jordyne Blaise

*Three Top Mountain*

This presentation is designed to assist professional staff in understanding discrimination and harassment and the laws and federal guidance that guide university prevention and response to such claims. There will be a focus on Appalachian's policies and procedures, resources, referrals, and reporting obligations for Responsible Employees under Title IX. Participants will have an opportunity to work through case scenarios in order to gain practice in responding to disclosures of sex discrimination.

### Learning Goals:

- Understand what constitutes discrimination and harassment, and the laws related to gender equity, and equal opportunity
- Identify confidential and non-confidential resources
- Distinguish individuals identified on Appalachian's campus as Title IX Responsible Employees, and their role and obligation in responding to disclosures of sex discrimination

## Self-Care in Student Affairs

Presented by Dr. Chris Hogan and Dr. Stephanie Langston

*Tater Hill*

With busy jobs and busy lives in a fast-paced world, developing sustainable wellness practices helps us toward being our best selves and serves as a model for our students. This program will help participants familiarize themselves with a variety of evidence-based practices, and engage in at least one, that can contribute to good mental and physical health. Participants will assess their own self-care practices, identify practices they would like to integrate into their lives over the next year, learn about resources available to employees, and consider how they can create a sustainable work-life "harmony." Finally, we will discuss how, as Student Affairs staff of all roles, we can model and encourage self-care practices to develop students that are resilient, lifelong learners.

### Learning Goals:

- Learn a variety of evidence-based practices that contribute to good mental and physical health, and strategies for developing work-life "harmony"
- Identify a personal plan for self-care practices over the next year, and learn how employee resources at App State can be helpful
- Learn how to model and encourage self-care practices for students and co-workers that contributes to a healthy university community

# Presenters



**Jordyne Blaise**

Jordyne Blaise is the Associate Vice Chancellor for Equity Diversity and Compliance and Title IX Coordinator for the University. She received her Bachelor of Arts in English and Juris Doctor from Georgetown University. She is licensed to practice law in the state of Florida and has been published nationally as a leading scholar-activist in the areas of civil rights and Black feminist legal and social

theory. She joined App State on July 1 where she now leads the university's civil rights compliance efforts.



**Sarah Buchanan**

Sarah serves as a Case Manager in the Office of the Dean of Students and fell in love with Appalachian State and the energy of a college campus as an undergraduate student. She earned her B.S. in Communication from Appalachian and her M.S. and Ed.S. in Counseling from UNC Greensboro. Sarah started her career in student affairs in housing and has focused her post-master's work

on students in distress with an emphasis on case management and student conduct. Sarah serves as the co-chair of the Mental Health Community of Practice for the Association of Student Conduct Administration and is pursuing her Ed.D. in Educational Leadership.



**Danielle Carter**

Danielle Carter is currently the Director of Multicultural Student Development. Danielle received her bachelor's degree from Southeast Missouri State University. She also, received her master's degree from the same institution.



**Jeff Cathey**

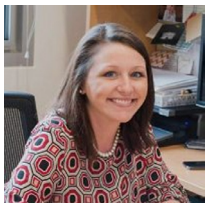
Beginning his 4th year at Appalachian State, Jeff Cathey Director of the Department of Student Engagement and Leadership. He previously served as an Associate Dean of Students for 13 years at Colorado College and then the University of Tennessee. Jeff's summer highlight was a western road trip to Yellowstone with Maureen and their two kids.



**Dustin Evatt**

Dustin serves as Associate Director of Campus Activities in the Department of Student Engagement & Leadership where he provides leadership and supervision to the areas of Campus Programming, Fraternity & Sorority Life, and Clubs & Organizations. He directly advises the APPS Executive Council and coordinates Homecoming activities, the INTERSECT Social Justice

Retreat, and Organizational Conduct. He is pursuing his doctorate in Educational Leadership from Appalachian with research interests including critical theory, social justice, leadership, and change.



**Ellen Grulke**

Ellen serves as the University's Interpersonal Violence Support and Prevention Coordinator in the Office of the Dean of Students and Wellness and Prevention Services. She is currently a doctoral student in Appalachian's Educational Leadership program. Her B.S. in Human Development and Family Studies is from the University of Connecticut and her M.A. in College Student

Development from Appalachian, Ellen joined the Student Affairs staff in 2012. In her current role she works with students who disclose incidents of sexual misconduct, dating violence, domestic violence and stalking in order to provide support and resources. Ellen also is the campus coordinator for Interpersonal Violence prevention, advising the Red Flag Campaign, a peer education program which focuses on active bystander intervention.



**Dr. Chris Hogan**

Chris is a Licensed Psychologist and serves as Director of the Counseling Center. He has been at Appalachian for 16 years, and has a particular interest in the relationship between physical and mental health, men's issues, mindfulness, research in clinical settings, and program evaluation. In his spare time, Chris enjoys spending time with his family; sports and exercise, whether heading to the

gym, hiking a trail, or watching a game on TV.; traveling and exploring new places; and the challenges of learning how to do new home improvement projects.



**Shannon Jordan**

Shannon Jordan is the Senior Associate Director of University Housing for Residence Life. Shannon received her bachelor's degree from Grand Valley State University in 2003 and her master's degree in College Student Personnel from Kansas State University in 2005. Shannon is currently a doctoral student in the Educational Leadership Program at Appalachian.



**Dr. Stephanie Langston**

Stephanie is a licensed psychologist and serves as the Associate Director of Clinical Services at the Counseling Center. She is starting her fifth year at Appalachian, and some of her professional interest areas include: trauma and interpersonal violence; diversity and understanding individual differences; and promoting resiliency, connection, and support through life transitions.

Stephanie also has a number of passions that are not specifically related to her professional role, including spending time with all her animals, reading, being outdoors whenever possible, and attempting to homestead in Deep Gap with her partner and growing family.



**Dr. Susan McCracken**

Susan's career at Appalachian began in 1992 with Upward Bound. From 1992 to 2008, she served in a variety of positions with college access programs both here on campus and with the UNC General Administration. She was Director of Sponsored Programs from 2008-2010 and then Director of External Affairs and Community Relations. In 2015, Susan became

Director of Career Development and Economic Engagement. Susan has an Ed.D., Educational Leadership; an Ed.S. Higher Ed Admin; and a M.A. in Student Development from Appalachian. She received a B.A. in American Studies from UNC Chapel Hill in 1987. Susan deeply believes that all students should have the opportunity to experience the power education has to change lives -- whether they are in high school, college, or post graduate studies.



**Dr. Gina Ondercin**

Gina is beginning her second year at Appalachian State University in University Housing as the Assistant Director of Residence Life for West Campus. She is originally from Michigan. Prior to App, she was an Area Coordinator at Eastern Washington University. While most of her 15ish-year career in higher education has been in housing, she have also worked in career services.



**Alan Rasmussen**

Alan has focused on mental health and crisis management in higher education and community mental health. Previous roles include managing a group home for adolescent boys in Rhode Island, working for a Domestic Violence and Sexual Assault Crisis Center in New Hampshire, and Psychiatric Mobile Crisis work in New York City. Alan has worked in higher education case

management for the last six years. Alan is currently a case manager at Appalachian. Alan earned his B.A. in Psychology and Anthropology from Appalachian and earned his M.A. in Clinical Mental Health Counseling.

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# Mission Statement

We develop lifelong learners and leaders by engaging and challenging students within a culture of care and inclusion.

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# Vision Statement

We aspire to transform all students through a foundation of care and engagement.

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# Tag Line

Care. Engage. Transform.

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# Statement on Diversity and Inclusive Excellence

The Division of Student Affairs affirms the importance of an inclusive community where all are valued and respected. We provide a safe, supportive environment that values the identities, beliefs, and abilities of all people, while also acknowledging the complexity of our United States history.

As a Division, we acknowledge that history includes examples of both formal and informal structures, policies, and practices that have limited or excluded opportunities for individuals or groups of people. While efforts have been made to address these inequities, the impact of these structures continues to exist. In support of building a community that infuses diversity and inclusion in all aspects of our Division, we nurture student and staff growth and promote critical thinking through educational opportunities, engaging experiences, and in dynamic dialogue that reflects our societal climate.

Diversity and inclusion brings a multiplicity of perspectives to our community; cultivates the exchange and challenge of new ideas and honors

varied traditions, cultures, and points of view. Every person deserves a positive and welcoming University experience supported by equitable access to services and resources as a normative practice.

Furthermore, we commit ourselves to the following :

- Developing a culture of care that enables all to enjoy a positive campus experience;
- Implementing student and staff diversity initiatives, programs and services that raise awareness, increase knowledge, and develop skills;
- Utilizing student voices to inform our practices and policy development;
- Ensuring policies reflect inclusive excellence;
- Strengthening recruitment and retention efforts to cultivate and support a more diverse staff and student body;
- Utilizing partnerships to create a community that affirms diversity and inclusive excellence;
- Providing ongoing training opportunities to increase cultural competencies; and,
- Assessing and reviewing diversity and inclusion efforts on an annual basis.

The continued work of the Division's Diversity and Inclusion Committee is informed and influenced by:

- Appalachian State University's Strategic Plan
- Division of Student Affairs Vision, Mission, and Learning Goals
- Division of Student Affairs Statement of Diversity and Inclusive Excellence
- Division of Student Affairs Strategic Priorities and Initiatives