

Sharing the Commonwealth

An e-newsletter published by the Pennsylvania College Personnel Association

January 2011

From the President's Desk: Happy New Year!

Dr. Matthew Shupp, PCPA President, Penn State - Brandywine

Hello and happy New Year! Welcome to 2011! It's hard to believe that we have entered the second decade of the 21st century. I often wonder where the time has gone. It seems like yesterday that we were worrying about Y2K and whether our computers would work when it struck midnight. As I sit and ponder how quickly time has passed, I reflect upon the past year and wonder if I've made an impact on other people's lives, namely the students with which I interact. Have I utilized the time that I have with students to the best of my ability? Have I provided students with the types of educational opportunities that I had received when I was a student? Was I a good mentor, coach, counselor, teacher? Did I provide enough support for students when having the tough conversations with them? These are questions that I ask you to consider as well. How would you answer them?

Have you made any new year's resolutions? I don't know the actual statistic, but I'm sure you would agree that many of us have the best intentions of keeping the resolutions we make each year. And then, as we all know too well, life happens, and before we know it we find ourselves asking "where did the year go?" and saying, "I wish I had kept up with my resolution." But as we enter 2011, I ask all of you to resolve to keeping students as our priority; to making time for our students – the reason we entered our profession – during the busyness of our day.

Thank you for your continued support of PCPA.

Wishing you well in 2011,

Matthew

The More Things Change, the More They Stay the Same: Annual Conference a Success!

Jessica Koval, Penn State – University Park

Our Annual Conference was held at the Holiday Inn of West Chester, PA from October 17-19th. It was a wonderful time where our colleagues from across the state had the opportunity to engage with one another, develop through numerous conference sessions, and learn from one another. With a theme of "Navigating Change" in mind, the members of our association pulled together to put on an excellent opportunity for professional development.

Program sessions included topics such as supervision, navigating the increasing diversity that has become a part of our campuses, and surviving the uncertainty that goes along with the wide-spread financial and organizational changes that colleges and universities continue to endure. Our conference location in southeastern PA resulted in outstanding participation from colleagues in that region of the state, as well as an opportunity for members from western and central PA to explore the Brandywine Valley.

Overall the conference was a huge success and we are riding the high right into the planning stages for the 2011 conference. We have yet to determine a location, but our new conference chair, Diane Williams, is already hard at work and planning for October! If you are interested in being a part of the planning team for our next conference, please email Diane at williams_d@calu.edu. Thanks again to everyone who came out to West Chester and we are looking forward to seeing you again in October!

2010 PCPA Conference Keynote Recap

We Are Change Agents

Dr. Dwayne Hilton, Penn State - Hazleton

Weaving vignettes from his personal life, Marvin Worthy, of Worthy Consulting and Training, delivered a poignant message to attendees of the 2010 PCPA Annual Conference at the Holiday Inn in West Chester. The theme “We are change agents . . . in the lives of our students” coalesced nicely with the conference theme *Navigating Change*. In his articulate, homespun style, Marvin eloquently demonstrated how our profession can effectively impact the development of students. Although his definitions of change (cause to be different, transform, undergo alterations, substitution, transition from one state to another) were instructive, Marvin’s reminder that change is difficult, exhausting and requires effort brought home the reality of choosing to become a change agent.



Managing change requires unique skills and is often met with resistance. You often encounter unforeseen circumstances which can lead to confusion. He reminded the audience that despite the struggle, change can lead to positive results. Citing from a litany of major changes such as ADA, The Civil Rights Act, the women’s movement and Brown vs. The Board of Education, Marvin made the point that change is often necessary.

Affecting change will be met with challenges and we must be prepared to face them. Citing John C. Maxwell’s tome “Thinking for Change” Marvin implored us to matter and not be marginal, stand up and speak out for those who cannot speak for themselves. We need to decide not to quit despite “what this assignment might cost you”. Using the machine analogy, one malfunction impacts the whole machine. Marvin suggested that there is strength in our unity: “it takes all of us, not some of us”. He further counseled that we cannot lose sight of the “people component”. We are in the business of affecting the lives of our students.

In closing, Marvin issued a challenge: “given the above, why did you accept this assignment?” He suggested that we live a life that matters, not one of circumstance, but one of choice. We must learn from each other, we must learn, live and hope . . . that nothing can be changed until it is faced.

The strength of Marvin’s message was met with resounding approval.

2010 PCPA Recognition Award Winners

The following awards were presented at the 2010 PCPA Annual Conference in West Chester, PA in October.

Joseph Merkle Award for Outstanding Contribution to PCP

Presented to a PCPA member who has made a significant contribution to PCPA over a period of years.

Dr. Daniel Kennedy, Carnegie Mellon University

Outstanding New Professional

Presented to a PCPA member who has made a significant contribution to PCPA and has been employed in the student personnel field for less than five years.

Christine Wood, Harrisburg Area Community College

The process for next year’s awards will be announced later this year. Stay tuned!

I had a great time at the PCPA Annual Conference . . . Now what can I do?

You may be asking yourself this question! Below you will find suggestions for ways to enhance your involvement with PCPA and give back to the organization!

- Invite a colleague at your home institution or graduate school to join PCPA! Membership information is available at <http://www.pcpa.net/application.html>
- Become involved in a commission. Communications, Constituencies, and Membership Commissions all exist to further the mission of the organization. Chairs of these commissions can be found in this newsletter (with the executive board members), and at www.pcpa.net.
- Reach out to your regional member-at-large (MAL). MALs are responsible for representing the different sectors of higher education and regions of the state on the Executive Board. Connect with your MAL about concerns, issues, or innovative ideas for PCPA!

Executive Board Meeting Briefs

Prepared & Submitted by Dr. Charmaine Strong, Seton Hill University

The Executive Board Meeting was held prior to the Annual Conference on Sunday, 17 October 2010 at the Holiday Inn, West Chester, PA. Following are the highlights:

- Total assets are \$14,625.97. All activity as income and disbursements are primarily related to membership renewal and conference expenses.
- Membership Commission Chair, Amber Sherman, reported 195 current members. Graduate students attending the conference received free membership. Increase in public east numbers most likely due to conference location. After the conference, those who have not renewed their membership will be contacted and MALs will also be apprised.
- Kate Linder reported that a "Constituency Corner" has been implemented in the newsletter.
- Molly Somerville will be serving as the Professional Development (Keystones) chair. Stay tuned!!
- Discussion of the Mary and Grady Roberts Writing Award. Dr. Hall, Faculty Liaison and coordinator of the award submissions, was concerned that there could be a perception of bias, although she does not serve as a reader for the award. After discussion, Executive Board does not see a conflict.
- Tom Steiner reported that 19 conference program sessions met the criteria for certification hours. Certified counselors could earn 6 ½ hours at the conference.
- Kate Adams and Diane Williams, Graduate Student Liaisons, reported that they were looking forward to the Graduate Student Roundtable scheduled at the Conference. The graduate student momentum is strong and they want to maintain the energy!
- Webmaster Dan Kennedy reported that he is making progress on the site content management system. The Wufoo contract was approved for renewal.
- Matt Shupp reported on his attendance at the ACPA Conference with Jessica Koval. ACPA is ready to send consolidation proposal out for a vote. Reminded Executive Board that the officers of PCPA are the President, President-Elect, the immediate Past President, the Recorder and the Treasurer and all officers must be members of PCPA and ACPA.
- The recent Networking Night was very successful! Amanda Ries proposed that the MALs meet over the conference to discuss future plans. This generated discussion about membership costs and funds that are expended for various initiatives; both pieces to be discussed at the January Board Meeting.
- A "pdf" directory will be posted online with name, title, institution, and email address.
- Matt Shupp thanked the new colleagues who have recently stepped into a new Executive Board position and also reported that Amber Sherman will be taking on the duties of Treasurer. A formal audit will be conducted in preparation for this transition. Joe Puzycycki has served as Treasurer since 1986. THANK YOU, Joe, for your many years of dedicated service!

Full reports of Executive Board minutes and the PCPA Annual Business Meeting minutes are available online at PCPA.net.

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networking community grow.

Have a message or
question you want to
share with all of
PCPA?

E-mail the listserv at

PCPA@LISTSERV.MESSIAH.EDU

Membership Update

(as of January 3, 2011)

Submitted by Amber Valentine,
Indiana University of Pennsylvania



PCPA Current Membership Database =
139

Listserv subscribers = 129

Institution Type

Two Year CC	17
Four Year Public	72
Four Year Private	47
Other	3

Membership Type

Emeritus	4
Associate	5
Regular	94
Student	36

Membership At-Large Representation

Two Year East	9
Two Year West	8
Four Year East Private	21
Four Year West Private	28
Four Year East Public	47
Four Year West Public	26

Expiration Dates

October 2011	111
October 2012	10
October 2013	7
October 2014	1
October 2015	3
October 2017	1
October 2019	1
October 2020	1
Emeritus	4

What's Happening Across the State?

Compiled by Bryan Koval, Carnegie Mellon University

IUP Counseling Department Announces Program Expansion: Secondary School Counseling added at the Main Campus, Community Counseling at the Monroeville Graduate and Professional Center. For Details: <http://bit.ly/hFQzPS>

Gettysburg College Shares Admissions Do's and Don't in New York Times Blog. Do: Know what state Gettysburg is in. Don't: Feel like you need to wear a Civil War uniform for interviews. For Details: <http://nyti.ms/agKleW>

New Academic Center to be Constructed at Mercyhurst College. \$3.5 million is being provided by the commonwealth. For Details: <http://bit.ly/dHlaGx>

West Chester University Opens a New Center for Returning Veterans. Expanded use of GI Bill benefits makes center even more necessary. For Details: <http://bit.ly/gezvsm>

The University of Scranton has Appointed a New President. Reverend Kevin P. Quinn, S.J., J.D., Ph.D., will begin his term on July 1, 2011. For Details: <http://bit.ly/ftv7qC>

Student Volunteers at Temple University Connect with Recent Immigrants. Their Intergenerational Center helps older immigrants to learn English and become engaged citizens. For Details: <http://bit.ly/gKKM5d>

Students at Penn State Berks Awarded for Sustainability Project. Students in Free Enterprise (SIFE) work on public lawn waste program. For Details: <http://bit.ly/h1h8Xx>

Seton Hill University included in Apple Education Video. iPad program garners attention. For Details: <http://bit.ly/ftt3Nv>

Harrisburg Area Community College and Bloomsburg University Partner in Program Agreement. HACC students will be able to transfer seamlessly into the Elementary Education program at BU. For Details: <http://bit.ly/gggUqw>

The Pittsburgh Council on Higher Education Celebrates 40th Anniversary. Enrollments at the 10 member institutions have increased by 57% since 1970. For Details: <http://bit.ly/e5xR1l>

Do you know a potential PCPA member?

Forward a copy of this newsletter to him/her, along with a personal invite to join Pennsylvania's premier professional organization for College & University professionals and paraprofessionals.

Redefining Masculinity

Michael Bumbry, Temple University

One of the values celebrated by the student affairs profession is social justice- the idea that all cultures, ideologies, and people should be recognized and appreciated. Promoting social justice is paramount in our ability to effectively serve students and ensure that we execute the mission and vision statements proclaimed by our higher education institutions and departments.

Brotherhood: Gay Life in College Fraternities is an anthology of stories told by out and closeted gay men describing their experiences with fraternity life. The narratives range from recruitment and the rush process, to pledging and initiation and articulate stories full of emotion, triumph and heartbreak.

One of the themes that resonate is the concept of brotherhood as defined by collegiate fraternity men. Beneath the surface there's a deeper conversation of how men, regardless of Greek affiliation, characterize and express masculinity on campus. Societal views on masculinity are subjective and indicative of traditional American culture where boys act, talk, walk, and look a distinct way. It is no surprise that these beliefs, which are instilled from day one, continue throughout college. *Brotherhood* reflects how collegiate men perceive masculinity in the context of fraternity life; the levels of hyper masculinity vary depending on the social climate and culture of the institution. Sexual orientation and masculinity are inherently connected as portrayed in countless examples in the book. The text recognizes significant change in recent years towards acceptance of gay fraternity men, but charges students, alumni, student affairs professionals, and national Greek organizations to do more to decrease homophobia and increase acceptance of the various ways in which men define masculinity.

Published in 2005, *Brotherhood: Gay Life in College Fraternities* was released in sufficient time to expect change among current students on gay issues, yet the book remains relevant because change has yet to permeate the culture and climate on many college campuses. Current relevance is evidenced through the continued lack of programming and resources for gay, bisexual and transgender males, student perceptions and use of alcohol and other drugs, and the hegemonic masculinity adopted in many organizations including fraternities, athletics, ROTC, and other traditional and non-traditional all-male groups. In addition, recent incidents of harassment, bullying, and suicide have plagued several male students in the educa-

tion system throughout the United States. Some of these men have yet to enroll in college or self identify as non-heterosexual, facts that reveal the power of perception and demonstrate the unfulfilled belief that the current generation of students have advanced beyond malice and prejudice.

As an active brother of Pi Kappa Phi Fraternity who is also an African American and out gay male, my experience was atypical because sexual orientation was not considered an issue that determined whether a potential new member would be a successful brother. This defied my initial expectations of fraternity life because my impression of Greek Life was primarily formed by the media. I dedicated a large portion of my undergraduate years to the fraternity as an executive officer, committee chair, and at times, acting as a fashion designer and therapist. Sexual orientation did matter to my brothers and was often a topic of discussion. However, the conversation was always an informal educational moment to shed light on a vibrant community while simultaneously challenging stereotypes and myths about gay people.

What is the current climate in higher education with regards to college students' perspectives on masculinity? How do they feel about gay males as visible and prominent student leaders? Although time, media coverage and a growing understanding of the GLBT population may positively improve life for all underrepresented students, these factors alone won't eradicate inequality. As student affairs professionals, we must position Pennsylvania's institutions of higher education as leaders in furthering social justice by enacting policy, implementing programming, developing and expanding resources, educating faculty and staff, enhancing ally development, and demonstrating to students that their current and future success is enhanced by the ability to effectively work with people unlike themselves. By promoting the value of social justice to members of fraternities (and sororities), student members of Greek Life can become a key component in eliminating prejudice and stereotyping on college and university campuses and building communities that are welcoming, safe, and positive for all members.

Source: Windeymeyer, S.L. (2005). *Brotherhood: Gay life in college fraternities*, (Ed.). New York: Alyson Books.

**Newsletter submissions are encouraged and welcome. Submit all inquiries to Bryan Koval,
PCPA Communications Commission chairperson, at bkoval@andrew.cmu.edu.**

Pennsylvania College Personnel Association Executive Board 2009

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