

Duty of Care

Volume 33, Issue 2

November 2007

President's Message: Jan Schumacher Muhlenberg College

"I awoke this morning with devout thanksgiving for my friends, the old and the new."
Ralph Waldo Emerson

Hello all,

I hope your semester is starting to wind down giving you time to take a breath. However before we put a close to the fall semester let me once again thank everyone who was able to attend this year's fall conference. You helped in making it a successful and enriching time for professional development, networking and good fun. Thanks again to Lynn Burke, Kaycee Palko and the conference committee for all your hard work! Thanks to the executive board members for all your efforts for our association! Additionally I was so excited to see all the members who signed up during the carnival to work with the different commissions and the Members At Large. PCPA is truly about the involvement of the membership.

I looked back at what I wrote in July and it seems there is a theme in my thoughts this year regarding reflection. Again I find my self wanting to encourage each of you to take some time to reflect on the first half of this academic year. The semesters get so busy with our day to day work as well as the unexpected that it is hard to find the time to do this. I hope you'll look at it as a gift you can give yourself. The opportunity to sit quietly for a few moments and to just think about what you've been doing over the last few months both professionally and personally can be a powerful experience. Think about the work you've done and the lives you've touched. What has worked well? What should be tweaked or up dated before you start the next semester? Is it time to review and renew goals you've set for yourself both professionally and personally? Is there a new program or project that you want to start either within your department or collaboratively with others on campus?

My hope for each of you as we approach the holiday season is you get to spend time with those you love doing what makes you feel most fulfilled and peaceful.

Season's Greetings,

Jan Schumacher
Director, Residential Services
Muhlenberg College

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Upcoming PCPA Events:

PCPA Executive Board Nominations

- ♦ Due by January 14, 2008

Spring Keystone Conferences

- ♦ April, 2008 (tentative)



Pennsylvania College Personnel Association
Serving student affairs professionals in higher education in Pennsylvania

www.pcpa.net

FROM THE MEMBERSHIP CORNER

Prepared by: Amber N. Valentine, Membership Chair
 Indiana University of Pennsylvania

PCPA Current Membership Database: 150
 Number of members who participate in the ListServ: 140

A breakdown of the membership follows:

Institution Type		Expiration Dates	
• Two-Year CC	14	• October 2008	125
• Four-Year Public	61	• October 2009	11
• Four-Year Private	68	• October 2010	4
• Other	7	• October 2011	2
		• October 2012	3
		• October 2015	1
		• October 2017	1
		• Emeritus	3
Membership Type		Membership-At-Large Representation	
• Emeritus	3	• Two-Year East	6
• Associate	4	• Two-Year West	9
• Regular	115	• Four-Year East Private	26
• Student	28	• Four-Year West Private	48
		• Four-Year East Public	29
		• Four-Year East Public	41

BOARD BRIEFS

October 14, 2007

Prepared by: **Dr. Charmaine Strong, PCPA Recorder**
Seton Hill University

The Executive Board Meeting was held prior to the Annual Conference. Following are the highlights:

- ◆ Lynn Burke and Kaycee Palko, Conference Co-Chairs, reviewed conference arrangements and shared that all was in order for the 26th annual conference.
- ◆ Tribute to Dr. Brenda Pardini will be given at this conference; \$500 donation made to the scholarship in her memory.
- ◆ Treasurer's report reflects total assets of \$21,927.03. Noted that Conference deposits not finalized.
- ◆ Membership Commission Chair, Amber Valentine, reported 237 members, reflecting 38 additional members since June 2007; 220 members on the listserv. Noted an increase in regular membership as well as student memberships.
- ◆ K. Linder presented reports on current proposed legislation: House Resolution No. 232, House Bill No. 1461, and House Bill No. 1129. She also noted that Congress will be voting on "The Employment Non-Discrimination Act." PCPA members are urged to contact their representatives to support this Act.
- ◆ Professional Development Chair, Kelly Finely, reported that the fall 2007 Keystones are cancelled. Spring Keystones will focus on "Duty of Care." PCPA online "Book Club" initiative is slated to begin summer 2008. K. Finley also presented a plan for restructuring this commission to include more membership involvement.
- ◆ NBCC Chair, Tom Steiner, reported that a total of 16 conference program sessions and the two keynotes met the criteria for National Certified Counselors (NCCs) seeking recertification contact hours. This year's conference format will allow NCCs to earn up to 7.5 contact hours.
- ◆ J. Mayo, Graduate Student Liaison, reported that graduate students would like a "space" on the web to share, chat, etc. Ad-hoc technology committee will include this in their discussions.
- ◆ The Member at Large (MAL) representatives reported on their activity to contact constituents about their availability, the conference, and a call for issues/concerns/topics for discussion.
- ◆ Plans for the November newsletter. Deadline for all submissions is 21 November 2007.
- ◆ B. Valentine, Webmaster, reported that website will be receiving updates.
- ◆ T. Eicker presented upcoming vacancies: president elect, professional development chair, 4-year private east MAL, and 2-year east MAL.

PCPA Annual Business Meeting

October 15, 2007

Prepared by: **Dr. Charmaine Strong, PCPA Recorder**
Seton Hill University

Call to Order: President Jan Schumacher called the annual PCPA Business Meeting to order on Monday, 15 October 2007 at the 26th Annual Conference: Leaving a Legacy at the Radisson in Monroeville, PA.

Treasurer's Report: The Treasurer's Report reflects total assets of \$21,927.03. Conference deposits not finalized. Organization is financially stable.

Membership Report: Ms. Amber Valentine presented the Membership Commission report; current membership at 237, an increase of 38 members since June 2007; 220 members on the listserv. Conference attendees, who did not renew their membership with registration, were encouraged to do so - \$10/year or \$15/two years for graduate students; \$25/year for regular membership.

Statement of the Organization: President Schumacher presented an overview of the PCPA Executive Board cycle: 1 May – newly elected officers begin term; June – Retreat/Executive Board meeting; Executive Board Meeting prior to Annual Conference; January – Executive Board meeting; and April – Executive Board meeting at upcoming conference site.

The PCPA website is being updated; investigating possibility of discussion groups, as requested by the graduate students. Also, the Book Club initiative will commence summer 2008; Dr. Michael Ignelzi will facilitate an online discussion of "Job One: Experiences of New Professionals in Student Affairs," the selected read.

Executive Board members present at the Business Meeting were introduced.

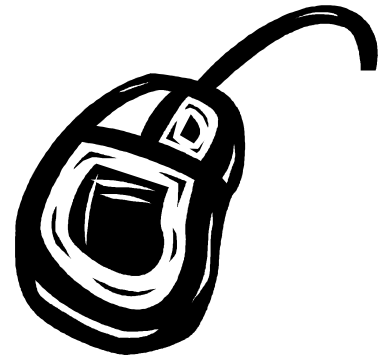
President encouraged membership to respond to emails from MALs (Member-at-Large).

All present encouraged to attend the Carnival on Monday evening, 15 October. Lots of opportunities for networking and professional development by becoming involved with PCPA – all encouraged to get involved!

Good of the Order: Past President, Todd Eicker, gave overview of the nominations for election process. Positions include President Elect, Constituencies Chair, Professional Development Chair, and 4-year private east and 2-year east Members-at-Large (MAL). Detailed information will be included in the November Newsletter issue. Can self nominate or nominate colleagues. Position descriptions will be available on the pcpa.net website.

Members encouraged to participate in the Grady and Mary Roberts Writing Award; information included in the Conference booklet.

Click on This...



John Mayo, PCPA Graduate Student Liaison
Graduate Coordinator for Customer Service & Programming
Housing & Dining Services
Carnegie Mellon University

<http://www.insidehighered.com/news/2007/09/17/it>

**INSIDE
HIGHER ED**

insidehighered.com

An article from InsideHigherEd.com that discusses a report published by the Educause Center for Applied Research. The report chronicles how students are using technology on campus, one point made is that "Leisure devices, such as handheld video and music players (read: iPods), have transcended the gender gap. Where there used to be a difference between males' and females' ownership of the players just two years ago, the gap has disappeared, with 83.1 percent of 18- to 19-year-olds owning one."

<http://www.campustechnology.com/articles/52470/>

With online chat being very popular with students this article discusses ways to utilize online chats as an instructional tool.



THE CHRONICLE OF HIGHER EDUCATION

<http://chronicle.com/weekly/v53/i36/36a04201.htm>

From The Chronicle "Michael L. Wesch, an assistant professor of cultural anthropology at Kansas State University, was writing a paper about social networking and other interactive tools, which are collectively referred to as Web 2.0, when he decided to make use of the technology to spread his message. So he put together a short video with examples of Web 2.0 features, with a catchy soundtrack and rapid-fire editing, and uploaded it to YouTube, the popular video-sharing site." The video can be viewed at

<http://www.youtube.com/watch?v=dGCJ46vyR9o>

FROM THE 2007 CONFERENCE...

A Summary of Dr. Maggie Culp's Keynote Address The Powerful Legacy - and Future - of Student Affairs Dr. Charmaine Strong, Seton Hill University

Have you ever attended a keynote address and left with the nationally recognized presenter's email address AND cell phone number? If you were at the PCPA Annual Conference on Monday afternoon, you did!

With high energy and a great sense of humor, Dr. Maggie Culp captivated the audience at the Monday afternoon Keynote Address at the 26th Annual PCPA Conference. As she began, her plan was to motivate the attendees and also, present practical tips on her topic, **"The Powerful Legacy – and Future – of Student Affairs."** She accomplished both and then some!

Dr. Culp began her address by asking each of us to "take a moment to identify one example of how we inspired a person or group to either do the right thing or do something they never thought they could do." After a quick overview of the highlights of the profession, Dr. Culp then asked, in these times of significant change, how can we enhance this accomplished legacy: doing everything we did in the past; playing a more significant role in assessing and facilitating student learning; partnering with faculty in creating learning communities; creating cultures of evidence to demonstrate Student Affairs' contributions to the college's bottom line; providing students with the tools to become life-long learners; assisting students to translate their educational experiences into effective citizenship during and after college; and, to the audience, "What else should we add to the list?"

For numerous reasons, 79% of university presidents and 64% of vice presidents believe that the role of student affairs will increase. Continuing the powerful legacy of Student Affairs starts with each of us. According to Dr. Culp, student affairs professionals possess unique skill sets – ability to recognize, deal effectively with, and influence the many cultures and systems that exist on our campuses; skilled mediators, negotiators, and team builders; ability to understand who students are, how they develop, and how they learn; ability to distinguish stage-appropriate behavior; familiarity with and ability to apply cognitive development theories, conflict resolution strategies, and classroom management techniques; understanding the impact of teaching style on a student's ability to learn; training in research design, assessment strategies, and using data to drive change; ability to translate theory and research into practice – quite a repertoire!

The audience was inspired by her insights, her energy, her sense of humor, her stories. Conference attendees were fortunate to witness the wisdom of Dr. Maggie Culp, a nationally recognized leader in student affairs, an expert on institutional effectiveness and an inspirational speaker.



2007 PCPA Recognition Award Winners



Joseph Merkle Award for Outstanding Contributions to PCPA

Dwayne Hilton
Director of Student Enrollment Services
The Pennsylvania State University - Hazleton

Outstanding Contribution to the Profession

Jan Arminio
Department Chairperson & Professor
Department of Counseling & College Student Personnel
Shippensburg University

Outstanding New Professional

Matthew Shupp
Assistant Director of Student Life & Student Programming
Community College of Philadelphia

Ronald Lunardini Outstanding Mentor Award

Ron Lunardini
Department Chairperson & Professor
Student Affairs in Higher Education
Indiana University of Pennsylvania

2007 Mary & Grady Roberts Writing Award Recipient

Matthew Shupp

Doctoral Candidate, Widner University

Asst. Director of Student Life & Student Programming, Community College of Philadelphia

SYNERGISTIC SUPERVISION: AN ANALYSIS OF ONE KEY TO RETAINING ENTRY-LEVEL STUDENT AFFAIRS PROFESSIONALS

ABSTRACT

The purpose of this research study was to identify supervision experiences found to be most valuable by entry-level Student Affairs administrators in higher education. Literature suggests today's entry-level higher education professionals experience more stress by being overwhelmed with more responsibilities (Schroeder, 2000; Bellis, 2002). In order to create professional opportunities that promote success for new professionals, seasoned Student Affairs professionals, as educators, must provide adequate supervision for entry-level personnel. Harned and Murphy (1998) agreed, citing that "no relationship holds greater natural potential to influence...career satisfaction and professional development than the relationship with a supervisor" (p. 43). The literature also suggests that Student Affairs preparation programs "show keen sensitivity to the welfare of new professionals" due to, in large part, the presence of graduate faculty and field supervisors (p. 44). However, Harned and Murphy admit that the higher education profession is less successful in the direct and ongoing support of young professionals after graduation. Colleges and universities are complicated beasts and new professionals enter the institution looking for where they fit. Many times it is the supervisor to whom new professionals look for reinforcement and reassurance (Harned and Murphy). Often, this person is absent from the equation and questions and concerns go unanswered due to a lack of a support system for the new professional.

Supervision experiences described in preliminary interviews by two new professionals, personal accounts from the researcher, and the related literature provided an initial framework for supervisors to reflect upon and, if necessary, improve their supervision of entry-level professionals. Synergistic Supervision, often defined as a "cooperative effort between supervisor and [supervisees]" focuses on the characteristics of joint effort, two-way communication, and job competency in order to reach both personal and institutional goals and appears to be a valid construct for professionals in the field of Student Affairs (Brown, 2002, p. 1; Winston and Creamer, 1998). Selection of participants for this study was sought with assistance from the Pennsylvania College Personnel Association (PCPA) list serve. PCPA is the Pennsylvania chapter of the American College Personnel Association (ACPA) and one of several national organizations for higher education administrators. Attention focused on entry-level employees' graduate school supervision experience as well as their supervision experience as new professionals post-graduate school. Demographic information as well as educational and professional experiences including the amount and quality of supervision received by entry-level higher education professionals was also analyzed.

From the list of respondents, five participants (four female and one male) were randomly chosen from academically similar graduate-level programs of study who were also currently working in the field of

higher education; were new professionals (i.e. administrators who recently graduated with a Master's degree in Higher Education, Student Affairs Administration, College Student Personnel, or similar degree); had less than three years of post-graduate higher education experience; and had accepted positions at colleges and universities within a 50-mile radius of the West Chester, Pennsylvania zip code (19380).

The data was analyzed using a Constant Comparative Method and synthesized and interpreted through the Portraiture approach. At its very essence, Portraiture is an approach to qualitative research that captures the essence of a person by highlighting the dynamic and complex features of a person's life. In Portraiture context is crucial to the documentation of human experience (Lawrence-Lightfoot and Davis, 1997). Participants in the study cited accessibility of supervisor, meaningful interaction with the supervisor, and unique supervision where professional development was a priority along with adequate utilization of formal evaluations as primary desires from a supervisor during the supervision process. Most participants cited both positive and negative experiences with supervision which shaped their outlook and desires of the supervision process. These themes mirror the components relevant to the model of Synergistic Supervision: joint effort, two-way communication (between supervisor and supervisee), and focus on competence and goals (Winston and Creamer, 1998).

Supervision is important and necessary in the field of Student Affairs at colleges and universities across the country. Further longitudinal research regarding supervisors' perceptions of the supervisory process and whether or not supervisors utilize aspects of Synergistic Supervision in the process could further enhance the study. The techniques utilized in the Synergistic Supervision approach provide a supervisory framework for supervisors. However these techniques are only effective when supervisors make the supervision process a priority.

KUDOS

K O R N E R

Matt Shupp, Community College of Philadelphia, for successfully defending his doctoral dissertation the week before Thanksgiving.

Bryan Valentine who recently accepted a position at the University of Pittsburgh-Johnstown as the Director of Student Engagement and Union Operations.

COLLEAGUE UPDATES

- ♦ Have you recently changed institutions or been promoted?
- ♦ Has your work been published?
- ♦ Exciting personal or family news?

Send updates to Dave Falletta, dfalletta@washjeff.edu, to be included in the Kudos Korner section of the next newsletter

KUDOS

ORN R N E R

2007 Conference Committee

- ◆ Lynn Burke , Co-Chair
- ◆ Kaycee Palko, Co-Chair
- ◆ Sylvia Asante
- ◆ Kelly Austin
- ◆ Christine Bell
- ◆ Pam Blazi
- ◆ Alanzo Brown
- ◆ Tedd Cogar
- ◆ Todd Eicker
- ◆ Kerry Fagan
- ◆ Dave Falletta
- ◆ Jake Harper
- ◆ Dan Kennedy
- ◆ Mary Lou Kennedy
- ◆ Andrew Kilpatrick
- ◆ Anne Lahoda
- ◆ Jessica Manjack
- ◆ John Mayo
- ◆ Mary McGinnis
- ◆ Molly Mistretta
- ◆ Tanesha Nooner
- ◆ Sue Norton
- ◆ Christine Ohl-Gigliotti
- ◆ Lynn Pierson
- ◆ Jennifer Pruzinsky
- ◆ Mary Reed
- ◆ Brian Root
- ◆ Chantal Rosairo
- ◆ Jamie Rossi
- ◆ Jan Schumacher
- ◆ Shernell Smith
- ◆ Matt Shaffer
- ◆ Matthew Shupp
- ◆ Kristin Spiker
- ◆ Tom Steiner
- ◆ Charmaine Strong
- ◆ Jessica Tittermary
- ◆ Amber Valentine
- ◆ Bryan Valentine
- ◆ Sarah White
- ◆ Terry Wigle
- ◆ Liz Yates
- ◆ Alonso Brown

Constituencies Commission Corner

By Kate Linder, Constituencies Commission Chair,
Indiana University of Pennsylvania

Happy Holidays to all! With a variety of holidays occurring in December, this is a wonderful time for students, faculty, and staff to share celebratory traditions. My hope is that our campuses are filled with discussion about Hanukkah (December 4 – 12), Winter Solstice (December 22), Christmas (December 25), and Kwanzaa (December 26). With the overwhelming recognition afforded to Christmas in the media and in retail services, it's important that we remain cognizant of those faculty, staff, and students who celebrate holidays other than (or in addition to) Christmas. Take a careful look around you....do your office decorations reflect the diversity of religious holidays celebrated this month? Is your campus programming reflective of the multiplicity of celebrations that will occur? Do your policies permit students to celebrate Hanukkah by lighting menorahs and Christmas by lighting advent wreaths (this may not be permissible in private rooms or suites, but are common areas designated for supervised candle lighting)? December is full of opportunity for celebration and contemplation. Let's contemplate how our campus environments are experienced by constituents of all faiths and traditions. For those of us working at institutions which do not have a specific religious affiliation, are we sending a message of openness and embracing the diversity of celebrations this month? For those of us at religiously-affiliated institutions, how do we remain true to our mission and promote awareness and understanding of other traditions?

In addition to celebrations, December allows us a much-needed chance to take a break from work and to rest, recuperate, and enjoy the company of family and friends. When we return to work and while students are away from campus, check into the latest information on legislation affecting higher education. Read those "Chronicle of Higher Education" editions that are stacked on the corner of your desk, peruse the latest periodical related to your specialty area, and surf the web to see what Congress is doing. Legislation of particular interest is House Bill No. 1461 and The Employment Non-Discrimination Act (ENDA).

House Bill No. 1461 is a proposed amendment to section 6308 of Title 18 (Crimes and Offenses) of the PA Consolidated statutes which was referred to the Committee on Education on June 5, 2007. Title 18 covers the "purchase, consumption, possession or transportation of liquor or malt or brewed beverages." Section 6308 states that a person commits a summary offense if s/he is under the age of 21 and "attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports liquor or malt or brewed beverages." Bill No. 1461 proposes that, in addition to current penalties (fine, loss of license), a student enrolled in a higher education institution who is convicted of a second offense under Title 18 shall be "deemed ineligible for future state-funded financial grants or scholarships." This Bill covers students at any state-related university, SSHE school, community college, or private college or university in PA. The Bill does not appear to impact second offenses under university policy which are not adjudicated in the courts. The implications of this Bill are worthy of our continued watch.

The Employment Non-Discrimination Act (ENDA) addresses discrimination in the workplace by making it illegal to fire, refuse to hire, or refuse to promote an employee simply because of her/his sexual orientation. The U.S. House passed ENDA on November 7, 2007, with a 235 to 184 vote. This historic action is the first time that the House has passed employment protections based on sexual orientation. Initially ENDA also included gender identity in the bill to protect transgender employees, but the provision was removed when it became clear that the Act would not pass unless gender identity was removed. ENDA now advances to the Senate for a vote. President Bush has stated that he will veto the Act if passed by the Senate. The debate on ENDA is lively and passionate and easy to track on the web. Google "ENDA" and check out the multiple perspectives and reactions. If you have an opinion on the issue, don't be shy – contact your Senator!

Best wishes for a December of diverse celebrations and legislative contemplation!

-Kate Linder, Chair, Constituencies Commission

(Note: all specific references/quotes have been taken from the actual legislation as located on-line)

Call For Nominations

2008-2009 PCPA Open Executive Board Positions

The annual election of Pennsylvania College Personnel Association will be upon us Spring 2008. Nominations are invited from all members of PCPA. Each year, the Nominations/Elections Committee looks to our membership for nominations for the open positions on the Executive Board.

Elected board members must:

- Be a member of PCPA and ACPA
- Be in attendance at four Board meetings (June, October, January, and April)
- Be in attendance at the Annual Conference

The Open Positions are:

President Elect: This person will serve as President Elect in 2008-2009, President in 2009-2010, and Past President in 2010-2011. As President, this person will preside over all meetings of the organization, provide leadership in association activities, and be the communications liaison to ACPA.

Constituencies Commission Chair: This person will serve a two year term. The Constituencies Commission Chair shall identify issues of particular concern to minority student affairs professionals, gay/lesbian/bisexual professionals, and affirmative action guidelines. He/She shall communicate pertinent legislation related to and affirmative action guide lines to all committee chairs and Executive Board members, monitor compliance to the guidelines

Professional Development Commission Chair: This person will serve a two year term. This Chair will plan, initiate, and coordinate the Keystone Seminar Series, identify issues of particular concern to graduate students, new professionals, as well as veteran professionals within the state and specifically to members of PCPA. He/She will be able to assist the PCPA Conference Chair with program planning that will address issues specific to the broad range of PCPA members.

Four Year Private Member at Large – East: This person will serve a two year term, as a member of the Executive Board, representing the needs and interest of the four year public institution student affairs professionals from the Eastern section of the Commonwealth. This representative will work with the constituencies across the state to provide a communications liaison to PCPA.

Two Year College Member at Large – East: This person will serve a two year term, as a member of the Executive Board, representing the needs and interests of two year college student affairs professionals in the Eastern section of the Commonwealth. This representative will work with the constituencies across the state to provide a communications liaison to PCPA.

All PCPA members are encouraged to nominate (themselves or others) for these open positions. The slate of candidates will be presented to the Executive Board in January and elections will occur in March. The Association year begins May 1, 2008 and all newly elected representatives will begin their terms at that time.

Should you have any questions or need any additional information, please feel free to contact any PCPA Executive Board member. The listing of Board Members, and their email addresses are listed on the association web site, <http://www.pcpa.net/executive.html> . Nominations are due by January 14, 2008.

Submit Nominations by January 14, 2008 to:

Todd Eicker
Director of Admissions
Penn State York
1031 Edgecomb Avenue
York, PA 17403

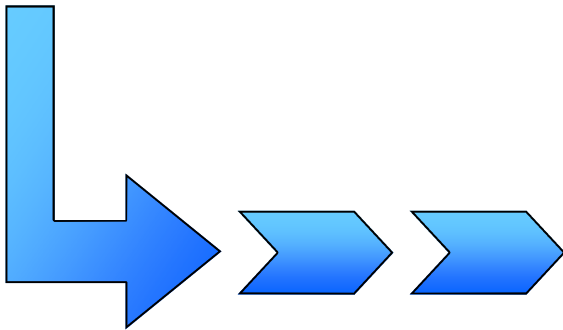
Email: tee11@psu.edu
Fax: 717-771-4005
Phone: 717-771-4042

ARE YOU LOOKING FOR A NEW POSITION?

If you are currently looking to change positions or gain a new experience, please visit the PCPA Website at <http://www.pcpa.net/PAJobs.htm> to search for different job openings in Pennsylvania and the rest of the nation.

ARE YOU HIRING?

If you have a position open at your institution and would like to advertise it on the PCPA website, please send the job description and accompanying information to Bryan M. Valentine, PCPA Webmaster, at bv6@pitt.edu



Duty of Care

- Published by the Pennsylvania College Personnel Association; a division of ACPA.
- The newsletter is issued three times a year: March, July, and November.
- Deadline for copy is the 15th of the prior month.

The Pennsylvania College Personnel Association does not discriminate on the basis of race, color, national origin, gender, age, affectional/sexual orientation, or disability in any of its policies, procedures or practices. The non-discrimination policy covers membership and access to association programs and activities including but not limited to conferences, placement services, publications, and educational services.

ADDRESS ALL NEWSLETTER INQUIRES TO:

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