

A Month of Thanks

President's Message: Dan Kennedy Carnegie Mellon

November 2008

Volume 34, Issue 2

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Greetings PCPA Members..... November rushes to December, the end of the Fall semester, the close of the year, and the anticipation of the new year and all that will bring. I wish each of you a peaceful end of term and break, and more importantly, time to spend reconnecting with family and friends.

To everyone who had the opportunity to attend our recent conference – THANKS! It was, by all accounts quite a success. Jamie Rossi and Sarah White and their team did an outstanding job. I trust this conference provided helpful professional guidance, interaction and developmental opportunities for everyone in attendance. I also hope the conference provided to be inspirational for you as well, through the experience and advice from Dr. Carry, to Dr. Lowery's enlightening presentation. We were truly privileged to have them freely give of their time and expertise. I think we really hit on the Passion, Innovation, and Excellence theme!

The association tried a couple of new things this year. The summer bookclub, conference housing assistance for graduate students, and limiting conference fees for graduate students are initiatives that the Board continues to support and that we will revisit. The Executive Board has been quite open to ideas that can help the association to continue to grow. They continue to be a valuable resource to me moving forward and I'd again like to thank them for their assistance and support.

The members of the Executive Board are working hard to continue to improve the association and the services provided and are always interested in new ideas. If you have any ideas, want to volunteer to become more involved, please feel free to email me at dkennedy@andrew.cmu.edu or to call me at 412.268.3015

Dan Kennedy

**Check us on
online:
WWW.PCPA.NET**

Membership Update

Compiled by Amber Valentine,
Indiana University of Pennsylvania

Institution Type	Expiration Dates
• Four-Year Public 76	• October 2009 122
• Four-Year Private 47	• October 2010 8
• Other 4	• October 2011 3
	• October 2012 6
	• October 2013 1
	• October 2015 1
	• October 2017 1
	• Emeritus 3

PCPA Current Membership Database: 145

Number of members who participate in the ListServ: 137

Membership Type	Membership-At-Large
• Emeritus 3	• Two-Year East 9
• Associate 10	• Two-Year West 9
• Regular 87	• Four-Year East Private 23
• Student 45	• Four-Year West Private 29
	• Four-Year East Public 35
	• Four-Year East Public 40

Do you know someone who should join the PCPA? Let them know...

I think you should join the PCPA...

The Pennsylvania College Personnel Association is the state's premier professional organization for College & University professionals and para-professionals. Whether you are a graduate student training for the field or a seasoned professional, the PCPA has something for you.

Just some of the many benefits of membership:

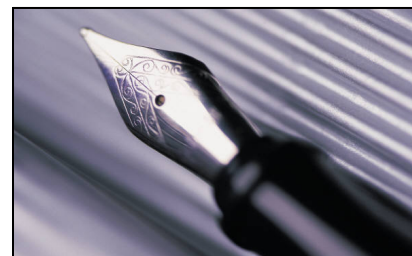
- ♦ Network with professionals across the state
- ♦ Discounts on a variety of Professional Development opportunities
- ♦ Access to the state-wide PCPA email listserve

Find out more information at www.pcpa.net

PCPA BOARD BRIEFS

Compiled by Dr. Charmaine Strong

Seton Hill University



The Executive Board Meeting was held prior to the Annual Conference on Sunday, 19 October 2008. Following are the highlights:

Jamie Rossi and Sarah White, Conference Co-Chairs, reviewed conference information and shared that all was in order for the 27th annual conference.

Dan Kennedy, President, and Bryan Valentine, Webmaster, continue to explore options to expand use of technology. Agreed to contract "Wu foo" for one year.

Joe Puzycki, Treasurer, reported that the total assets are \$25,784.88.

PA College/University Resource List was created by Lynn Burke. At the next meeting, Executive Board will develop a coordinated plan for approaching non-member institutions.

Membership Commission Chair, Amber Valentine, reported increased membership by 27 since June. Will coordinate membership lists with MALs after the conference.

Summer Book Club initiative implemented; feedback will be solicited at the Graduate Student Roundtable during the conference. Dr. Sue Norton has agreed to facilitate summer 2009 Book Club.

Keystone Seminar is scheduled for Friday, 5 December, at Washington and Jefferson College; topic is "*Developing Considerations for Supervising Student Affairs Staff.*"

The Grady Roberts Writing Award was not given. Opportunity for two \$1,000 awards for 2009. Dr. Linda Hall, Faculty Liaison, will discuss with faculty, work on criteria, and pursue submissions for 2009.

Tiffany Coffen, Graduate Student Liaison, suggested that a graduate student list serve (or something similar) be developed to connect graduate students. Also, suggested graduate student bios in the newsletter. Clarified that graduate students are most welcomed to volunteer with various PCPA committees.

Promotional materials for the spring PCPA elections will be included in the November Newsletter.

Affirmative Action Plan will be discussed at the January Executive Board meeting.

Additional items discussed: development of a joint drive-in with Ohio, development of a conference refund policy, membership transferability, and the 2009 Annual Conference.

2008 PCPA Recognition Awards Recipients

Joseph Merkle Award for Outstanding Contribution to PCPA

Todd Eicker
Director of Admissions
The Pennsylvania State University - York

Outstanding Contribution to the Profession

Charmaine Strong
Dean of Student Services
Seton Hill University



Outstanding New Professional

Lynn Burke
Assistant Director of Residence Life
Gettysburg College

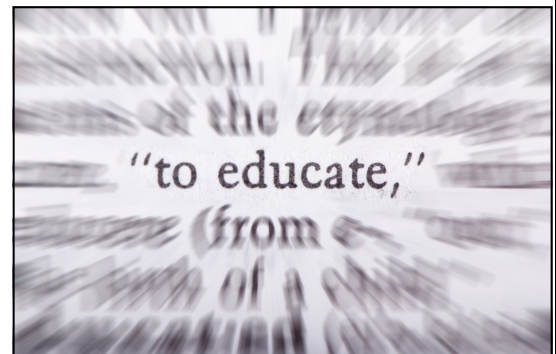
Ron Lunardini Outstanding Mentor Award

Julene Pinto-Dyczewski
Assistant Director for Residence Life
Indiana University of Pennsylvania

PCPA Summer Book Club

Job One: Experiences of New Professionals in Student Affairs was the first book chosen for the PCPA Summer Book Club. Twenty six PCPA members signed up for an on line discussion of the book facilitated by Dr. Michael Ignelzi. The purpose of the book club is to provide a way for student affairs professionals in PA to stay current with new literature in the field. The book club provides a discounted price for the book along with supporting material, on-line discussions, and a follow-up discussion at the PCPA Fall Conference.

Titles being considered for this summer are *Managing Parent Partnerships: Maximizing Influence, Minimizing Interference, and Focusing on Student Success: New Directions for Student Services*; *Where I Am From: Student Affairs Practice from the Whole of Students' Lives*; *Giving Voice to Critical Campus Issues: Qualitative Research in Student Affairs*; and *Partnerships with the Parents of Today's College Students*. Do you have an opinion on a title, would you like to offer a title suggestion, interested in learning more about the book club? Contact Mary McGinnis, Professional Development Chair, 724-287-8711, ext 8264 or mary.mcginnis@bc3.edu.



2008 PCPA Call for Nominations

The annual election for the Pennsylvania College Personnel Association will take place Spring 2009. Nominations are invited from all members for these open positions.

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 this year are the following:

President Elect – This is a three year term. This person will serve as President Elect in 2009-2010, President in 2010-2011, and Past President in 2011-2012. As President, this person will preside over all meetings of the organization, provide leadership in association activities, and be the communication liaison to ACPA at a summer leadership retreat and ACPA's annual convention.

Recorder – This person will serve a two year term. The Recorder will keep all records of the Association, keep minutes of all business sessions with the Association and the Executive Board, be responsible for the annual update of the Association's policies and procedures, maintain all materials to be transferred to the Association's archives via the Historian, and provide a summary of Association and Executive Board meetings for the e-newsletter.

Communications Commission Chair – This person will serve a two year term. This Chair will oversee and recommend appropriate action affecting overall policy of Association publications such as, but not limited to, the e-newsletter, web site and alternate recruitment publicity. This Chair solicits timely and thematically appropriate articles from the membership for the e-newsletter.

Membership Commissions Chair – This person will serve a two year term. This Chair will be responsible for updating the membership application, maintaining accurate records of the membership database, process all membership fee, and sharing membership information as needed or requested by the Executive Board.

Four Year Public Member at Large East – This person will serve a two year term. This person represents the needs and interests 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.

2008 PCPA Call for Nominations

Four Year Public Member at Large West – This person will serve a two year term. This person represents the needs and interests of the four year public institution student affairs professionals from the Western section of the Commonwealth. This representative will work with the constituencies across the state to provide a communications liaison to PCPA.

Four Year Private Member at Large West - This person will serve a two year term. This person represents the needs and interests of the four year private institution student affairs professionals from the Western 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 West – This person will serve a two year term. This person represents the needs and interests of two year college student affairs professionals from the Western 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, 2009 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 12, 2009.

Submit Nominations by January 12, 2009 to:

**Jan Schumacher
Director of Residential Services
Muhlenberg College
2400 Chew Street
Allentown, PA 18104**

jan.schumacher@gw.muhlenberg.edu

Fax: 484-664-3554

Phone: 484-664-3180

Forgotten History: The Struggle for the Constitutional and Civil Rights of College Students

Submitted by: Lynn Burke, Gettysburg College

Many of today's college students are unaware of the risks that were taken by the students before them. These risks have resulted in the rights and responsibilities of college students today. Dr. John Wesley Lowery, Associate Professor of Student Affairs in Higher Education at Indiana University of Pennsylvania spoke at PCPA's annual conference about the history of the constitutional and civil rights of college students from the inception of higher education in America to what we know today.

Lowery asked the group if colleges should be required to afford students accused of violating campus conduct rules the same rights afforded to defendants in criminal court. Although that is not the case as our college and criminal courts are different institutions, this is a good starting point to look at the history. In the 1800's, Thomas Jefferson and other founders of some of the first American colleges and universities experienced riots and insubordination from students. Jefferson wrote in a letter in 1822 to Thomas Cooper, then President of the University of South Carolina, "Premature ideas of independence, too little repressed by parents, beget a spirit of insubordination, which is the great obstacle to science with us, and a principal cause of its decay since the revolution. I look to it with dismay in our institution, as a breaker ahead, which I am far from being confident we shall be able to weather." The enrollment of USC was declining mostly due to behavioral problems of students, causing suspensions and expulsions. Jefferson was correct in his assessment of student discipline; no matter the environment it will be part of higher education as for many students this is the first time they are living and learning on their own and developmental changes result in behavioral issues.

Up until the mid twentieth century, colleges were operating under 'in loco parentis.' "College authorities stand *in loco parentis* concerning the physical and moral welfare and training of the pupils, and we are unable to see why, to that end, they may not make any rule or regulation for the betterment of their pupils that a parent could for the same purpose." Essentially the faculty and administration stood in place of the parents making decisions for the best interest of students, which resulted in some disparities, such as students being suspended for no legitimate reason, or not having the opportunity to express their viewpoint in a disciplinary hearing or even knowing there was a hearing.

In regards to student civil rights, 1954 marks the desegregation of American education with the *Brown v. the Board of Education* decision, in which "separate but equal" was declared unconstitutional, being that the clauses of the 14th Amendment were not upheld, specifically being deprived of the equal protection of the laws guaranteed by this Amendment. Lowery gave the group several charged examples of African American students who integrated into all White Universities, some of which caused National Guard involvement to secure the safety and security of these students. These included: Hamilton Holmes and Charlayne Hunter and the University of Georgia in 1962, James Meredith at the University of Mississippi in 1962 and Vivian Malone and James Hood at the University of Alabama in 1963.

It was not until the 1960's in the charged American political and social unrest, that students began to demand and secure their civil and constitutional rights on college campuses. On February 1, 1960, four African American men sat at a "Whites only" lunch counter at a Woolworth's in Greensboro, North Carolina. They were refused service, but their passive protest caused sit-ins to occur all over the country in segregated areas and this was mostly led by students at Historically Black Colleges and

Forgotten History...(continued)

Universities (HBCU's). Further lunch counter protests led to the court case, *Dixon v. Alabama State Board of Education* (1961). The pressure not only caused the above examples of desegregation in 1961 and 1962, but made it necessary for students to receive a notice of charges and a hearing as well as know who the witnesses will be and be able to defend themselves at a judicial hearing. This ruling was decided because students were expelled for being arrested for protesting civil rights. One of the students, Bernard Lee later became Martin Luther King Jr.'s personal secretary.

Mario Savio of the University of California at Berkeley started the free speech movement in 1964 that created a model of protest for college students. Savio joined protestors in Mississippi the summer before October 1964 and brought those ideas to Berkeley. Savio wanted students to participate as citizens in a democratic society and the right to due process of law. In 1968 high school students in Des Moines wore black arm bands with peace signs on them to protest the Vietnam War. The school responded by banning the arm bands citing that any student wearing one would be asked to leave school. The *Tinker v. Des Moines Independent Community School District* ruled that this change in policy violated students First Amendment Rights.

Lowery asked the group if colleges should prohibit or punish racist or bigoted speech by students. As much as colleges have good intentions and educational missions promoting global citizenship, integrity, and appreciation and respect for others for example, they also tread a fine line of violating student's right to free speech. There is no reason to believe that telling someone that they cannot say something doesn't change their underlying belief. Many of our campuses are familiar with FIRE (Foundation for Individual Rights in Education), an organization founded to protect student rights. Our campuses should be places of discourse and conversation of differences, but some see there can be a fine line between education and indoctrination. Public colleges have been unsuccessful in prohibiting or punishing speech as courts have overturned policies. Private colleges however can do so.

Finally Lowery talked about students forming different campus organizations. From the case *Healy v. James* (1972) colleges cannot refuse to recognize a student group because it does not like its viewpoint. It can also not deter students from joining. An organization can only be refused to be recognized if it has illegal goals, causes threat or disruption, or does not comply with reasonable school rules. None of these stipulations have ever been used as a way to refuse the recognition of a student organization.

There are differences between public and private colleges and the discussed topics. Public college students do not surrender their constitutional rights upon entering school, and private colleges are not obligated to extend the rights guaranteed by the constitution, but may choose to do so. And to this date, the courts have refused to require that college students be granted the same rights in campus judicial proceedings and the criminal court. Many of our students take for granted the rights others secured for them and it's always helpful to remind students in this difficult time in American history that their civil and constitutional rights are protected on our campuses.

To see Dr. Lowery's presentation, go to www.johnwesleylowery.com and for more information on FIRE, visit www.thefire.org

Dr. Ainsley Carry Shares Some Secrets from his Slice of P.I.E.

Submitted by: Matthew R. Shupp, Ed.D., NCC, Community College of Philadelphia

Dr. Ainsley Carrey, Associate Vice President and Dean of Students at Temple University, gave the keynote address Sunday evening, October 19, 2008 at the 27th Annual Pennsylvania College Personnel Association held at the Nittany Lion Inn at State College, PA. Introduced as the “Iron Chef of passion and innovation,” Dr. Carrey shared his story of passion, innovation, and excellence - referencing the conference theme of “Passion, Innovation, and Excellence” – with the audience and how this theme has helped him as a professional in the Student Affairs field.

Not unlike many of us, Dr. Carry’s journey through higher education was molded and shaped by powerful forces in his life. He referred to pivotal moments in his educational career where specific mentors assisted in his decision-making process. These individuals provided sound leadership. “Sound leadership,” Dr. Carry remarked, “is our greatest gift to the future of the profession.”

The overarching theme of Dr. Carry’s keynote address was one of challenging the audience to take ownership of our future in the higher education field. To this end, Dr. Carry provided 5 points that all professionals should keep in mind.

Build/Manage Your Personal Brand.

Dr. Carry asked the audience to shout out words that came to mind when he mentioned specific celebrities and companies. He then asked the audience to think of a colleague that we work with that fits the description of such words as honest, loyal, hardworking, competent, reliable, consistent, thoughtful, focused, and caring. He then asked us to think of colleagues that come to mind when using such words as lazy, bossy, lacks follow-through, incompetent, loud, late, and selfish. Dr. Carry’s message was clear. “Everyone is known for something,” he remarked. “What do you want to be known for on your campus? What is your brand?”

Excel at the Critical Tasks of Your Job.

Be the best. Don’t be good. Be great. When looking at a new position, Dr. Carry challenged the audience to look critically at the job description and ask ourselves, “Do I want to do these things? Can I be excellent at these things?” If the answer is “no,” then you need not apply. Dr. Carry reminded us that good is the enemy of great. So be great at the things you can be great at.

Be Wary of Conventional Advice.

Although Dr. Carry appreciates that which he defines as “conventional wisdom,” Dr. Carry is a higher education practitioner that believes professionals may also be held back by advice or wisdom using this mentality. “Nothing can stop you when you tap into your potential,” Dr. Carry shared. He continued, “Do not be afraid to blaze your own trail.” Dr. Carry shared the story of the bumblebee. “Bumblebees are not equipped to fly. Their bodies are not aerodynamic; their wings are not positioned appropriately. They have an abnormal flight structure. But they fly anyway. Why? Because no one told them that they couldn’t fly.” So if you are reading this and

Dr. Ainsley Carry Shares Some Secrets (cont.)

conventional wisdom has been shared with you that you can not/should not do something, think of yourself as the bumblebee.

Know Yourself.

Identifying your strengths and weaknesses is key to success in the higher education arena. Dr. Carry challenged the audience to identify our strengths and weaknesses; to know what we are good at and what we need to work on. “Ask campus colleagues to identify your strengths and weaknesses. Assess whether or not you see these as strengths and weaknesses and then set out an action plan to improve on them. Ask the tough questions: “Who am I? Who do others think I am?” Dr. Carry reinforced this point by saying, “In your professional career you will be challenged by the thing that personally challenges you. So work out your issues to ensure you are equipped to deal with this when the time arrives.”

What Got You to This Point Will Not Get You to the Next Job.

Dr. Carry remarked that students often ask him, “How does one become a Dean of Students?” But Dr. Carry challenged the audience to change the question and asked, “Am I reaching my potential? Am I getting my slice of P.I.E. right now? Will people recognize my work if my name were not attached to it?” In other words, we need to be responsible to obtain additional skill sets to reach the next goal in our professional career. Are we ready to take on these challenges? Dr. Carry also challenged the audience to take ownership for our own professional development. “You manage your own career,” he shared. “Take the steps necessary to ensure that you are meeting your professional development goals.”

At the conclusion of his address, Dr. Carry encouraged the audience to practice these points throughout the conference and refer to them as we return back to our respective institutions. His address was extremely enlightening and utilizing these 5 points will help higher education professionals obtain their own slice of P.I.E.

Constituencies Corner

By Kate Linder, Chair

Greetings! Winter has arrived early this year with all its opportunities for skiing, snowboarding, the making of snow people/angels and evenings relaxing by a fire. Speaking of fire, if you're not familiar with the "Foundation For Individual Rights in Education," aka "FIRE," set aside some time on a snowy day to read through the organization's website (<http://www.thefire.org>). FIRE articulates its mission as follows: "...to defend and sustain individual rights at America's colleges and universities. These rights include freedom of speech, legal equality, due process, religious liberty, and sanctity of conscience." FIRE maintains an "Individual Rights Defense Program" which includes the following projects: Free Speech on Campus, Speech Codes Litigation, Religious Liberty on Campus, Freedom of Conscience on Campus, Due Process and Legal Equality on Campus, and Freedom of Association on Campus. The program assists students and faculty who have experienced abuse of their rights by directly contacting institutions on their behalf to explain the problems associated with a policy or action. If the institution fails to respond to FIRE, the organization will utilize media attention to highlight the situation and, if necessary, assist the students or faculty in obtaining legal aid.

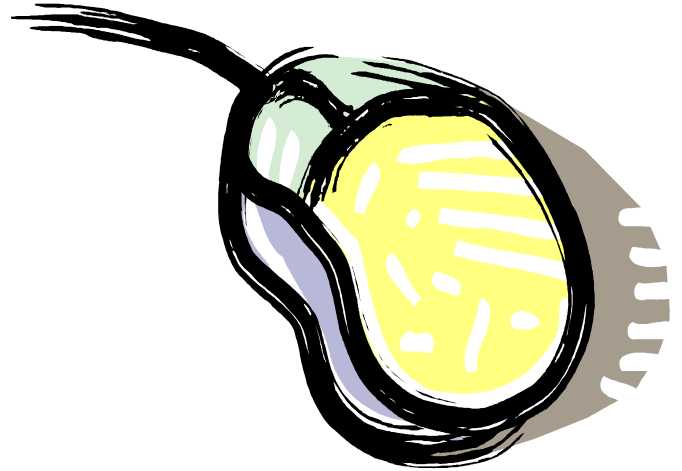
FIRE also provides an "Individual Rights Education Program" designed to keep the public apprised on liberty issues on campus. On the FIRE website anyone can search "FIRE's Spotlight" to find out how FIRE assesses over 345 academic institution's support or denial of civil liberties. Check out your institution's rating and the corresponding description to see what policies or practices are challenged as civil liberty abuses.

FIRE also provides five (5) different guides to educate students on their rights. In addition to providing guides to the various project topics listed above, there is also a guide to "First-Year Orientation and Thought Reform on Campus." FIRE challenges mandatory diversity training, civility codes, and any other attempts to create "thought reform" as abuses of civil liberty. The organization promotes dialogue and debate around social issues rather than the suppression of opinions that may be contrary to the values espoused by an institution.

Whether you agree or disagree with FIRE's articulation and interpretation of civil liberty abuses, it is imperative that you are attentive to the actions taken by the organization. FIRE plays an important role in prompting colleges and universities to review and revise their policies and procedures as necessary. It also provides significant opportunity for students (as well as faculty and staff) to understand the full spectrum of rights that should be afforded to them as members of a higher education community.

So after that day of snowboarding or strolling in the snow, spend time reading through the extensive information on FIRE's website and check out how your place of employment is rated. I guarantee you'll exit the website with much to consider.

CLICK ON THIS.....



Tiffany A. Coffen

Graduate Assistant

Office of Financial Aid

Indiana University of Pennsylvania

Graduate Assistants Take Fight for Collective Bargaining to Congress

http://diverseeducation.com/artman/publish/article_11949.shtml

Are graduate assistants students or employees of their institution? This is the question Congress will answer in the coming months. Teaching and research assistants have made an online petition that they hope will encourage Congress to view them as employees providing them with better pay and benefits. Click here to read more about the issue and check out the petition.

Why Does College Cost So Much?

<http://chronicle.com/media/video/v55/i03/stickershock/>

The Chronicle conducted a report and recorded the responses from people on the street, university and college presidents, and others to find out what their thoughts were. Click here to find out what they had to say about the rising price of tuition.

The Obama-Biden Promise to Education

<http://www.barackobama.com/issues/education/>

Can President-Elect Barack Obama help to decrease the cost of attending an institution of higher education? Click here to read more about his promise to reform higher education.

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.

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.

SHARING THE COMMONWEALTH

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

ADDRESS ALL NEWSLETTER INQUIRES TO:

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