



Developments

A semi-annual publication of the
Department of Student Affairs in Higher Education
for SPS/SAHE alumni and friends

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Please let us know what you think about Developments. Your feedback and suggestions are not only welcome, but necessary for the continuation of Developments.

Editor: Jesse Brown,
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Welcome Class of 2022!

The Class of 2022 was warmly welcomed into the SAHE program on August 21, 2020 at the annual Kick-Off program hosted by the SAHE Department and Associates for Student Development (ASD) over Zoom. The first portion of Kick-Off began with faculty. Dr. John Mueller discussed ways to cope with the adjustment and Dr. John Lowery provided information about the SAHE curriculum. Dr. Mimi Benjamin talked with the students about making the most of their SAHE experience. She shared motivational words and gave students some practical advice for their SAHE journey.

As this was their first time together since visitation, students also bonded with faculty, through games led by department graduate assistant Chandler Stafford. Despite their welcome orientation being held online, students were still able to meet and mingle.

To the Class of 2022, welcome to SAHE and good luck on your journey!

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Chair's Corner



As I write this—my first “Chair’s Corner” contribution—I am in awe of the extraordinary times we find ourselves in. We’ve just come through an incredibly contentious election (that lingers on), we are in the midst of a pandemic that has touched every corner of our lives, and we struggle as a nation to interrupt and dismantle racism and White supremacy embedded in the structures of our country, institutions, and campuses. I’m grateful, during these troubling times, to look out my window and see the first snowflakes gently falling, reminding me that 2020 is settling into the calm of winter and the promise of a new year.

This academic year has indeed presented us all with many new challenges. Among the most significant here have been plans to restructure academic programs and colleges at the university. Concurrent with this restructuring is a financial sustainability plan that has resulted in the elimination of over 125 faculty members and, eventually, even more staff and administrative positions. Fortunately, none of the three full-time faculty is being eliminated and we will continue our long and fine tradition—50 years now—of preparing graduate students for careers in student affairs and higher education.

This academic year also challenged us to continue to deliver quality classroom education and learning opportunities. This semester, our SAHE courses have been a combination of face-to-face and remote learning. This has presented challenges for our students—20 in our first year cohort and 22 continuing in their second year—but they have persevered and have demonstrated patience and grace as we all got accustomed to this new modality.

On a personal level, this has been an exciting time in my career. Over the summer, I transitioned into the role of department chair. Every day, I’m learning something new and I’m loving every minute of it. I’ve genuinely enjoyed getting back to more administrative tasks (while still being able to appreciate the classroom). I feel like there are big shoes to fill from Ron Thomas to Ronald Lunardini to Linda Hall and to John Lowery, whose assistance and guidance since last spring has made the transition so much more manageable. Back in August, Mimi and I publicly thanked John for his extraordinary contributions to the SAHE department as chairperson since 2012 and all he’s done to enhance our recruitment, admissions, and graduate assistantships processes, our department’s visibility and branding.

Elsewhere in this newsletter you will see how the challenges of 2020 have not stopped SAHE from moving forward and working to be the best we can be in these times. Check out the information on our recruitment video series, our Racial Justice Advisory Committee, and our 50th anniversary committee planning. As one of my favorite songs from the Broadway show and movie, *Hairspray*, affirms: “It’s so clear every year we get stronger...I know we’ve come so far, but we’ve got so far to go!”

Thank you all for everything you do to honor our profession and support our program!

John A. Mueller, Ed.D., Department Chair
Pronouns: he/him/his
#BLM



Faculty Updates

Dr. John Lowery

This fall marks my thirteenth-year teaching in the SAHE Program at IUP, my twenty-first year teaching full-time in graduate preparation programs and more than three decades in student affairs. I can say honestly that this is a year like no other I have seen. In addition to teaching classes largely virtually for the second half of the spring semester, this past summer, and now, I also moved offices as I ended eight years as SAHE Department Chair. For those who graduated more than a few years ago, I am now in Holley Belch's former office. I have quickly adjusted to a much smaller office—it helps that I am not meeting with anyone in my office. However, the process of significantly reducing my professional library has proved to be a much longer process.

While I am no longer department chair, I remain an active member of APSCUF's Meet-and-Discuss Team. In those, I have been engaged in ongoing discussions with Management about the planned retrenchment of approximately 80 tenured and tenure-track faculty at IUP. When you include retrenched faculty, faculty who have retired this year, and temporary faculty, this represents about 25% of the 2020-2021 faculty total. I am very thankful that no SAHE faculty are being affected directly by retrenchment. However, this reduction in our overall faculty numbers will profoundly impact IUP for years to come. I would also be remiss if I did not add that additional retrenchments will be coming later in the year impacting staff at IUP.

Because of the global pandemic, my travels have been greatly constrained with every professional conference at which I would normally speak being shifted to a virtual format or cancelled entirely. I continue to serve as NASPA Historian, but the closure of archives and shift to virtual formats for so many association activities have somewhat altered the nature of that role. However, it has led me to explore how higher education and the Deans of Men and Women responded to the 1918 Flu Pandemic.

Ute continues her work with the IUP Research Institute and is also serving on the IASD School Board. The School Board has faced a number of very difficult decisions as well. Margaret is now a junior in high school and seems to be handling her hybrid schedule fairly well. She also just wrapped up the fall soccer season—her first as a starter on the varsity team.

Dr. Mimi Benjamin

As is probably the case for many of you, my fall semester has not turned out to be what I anticipated. As our country continues to address the pandemic as well as issues of racism, I feel like my mind is constantly racing as I try to determine what I can do, what I need to do, and what is beyond my control. When it comes to what I can do, I immediately look to education and educating myself on everything from how to input grades in D2L (being a late-comer to the Gradebook in our learning management system), to how to support our students who have chosen both online learning and in-the-classroom learning, to ways to make courses more inclusive and specifically anti-racist. It's both exhilarating and exhausting to spend my energy this way, and I feel like I'm a better teacher as a result and also a very tired human being! My tiredness, though, can't compare to how tired friends, colleagues, and students of color must continue to be.

Our students have proven to be quite resilient, engaging with all of their responsibilities (courses, assistantships, etc.) and doing all they can to take care of themselves and the students with whom they work. They, no doubt, are also tired. One thing that has been reinforced for me through all of this is the value of our SAHE community. Whether it's colleagues finding ways to provide practicum opportunities for our students while they figure out how to manage their own work under current circumstances or our students who attend SAHE coffee hours or are participating in initiatives on behalf of the department, our SAHE community has served as a home base for me in many new ways in 2020. I value and appreciate all who are part of that group!

On a personal note, while staying mostly at home has its downsides, I've enjoyed and attended to my garden more than ever before, have found more time to read both professional and fun books, and have had some fun cooking adventures with new recipes. I also participated in the Faculty Summer Academy to learn more about online teaching and am actually in an online class myself this semester that is focused on online pedagogy. It's good for me to experience some of the same things as our students – I think/hope it makes me a better teacher. I hope you're all doing as well as you can during these difficult times. Sending good wishes to our wonderful, and so important, SAHE community!



Class of 2020: Where Are They Now?



As of this publication date, over half of our 2020 graduates have obtained positions in student affairs. While the percentage of students finding employment in the field is typically higher at this point, the pandemic has triggered many hiring freezes around the country. Still, our recent graduates remain active in their job searches with some finding themselves as finalists for positions.

Sarah Avery – Carlow University, Office for Academic Achievement, Success Coach

Anna Borges – Walsh University, Student Activities and Leadership, Director

Zach Grover – Indiana University, Residence Life, Coordinator

Paige Matzerath – Colgate University, Career Services, Career Advisor in Arts, Creativity, and Media

Melisa Mora – Latin American Youth Center, MoCo Reconnect Program, Case Manager

Jason Olivares – LaRoche University, Admissions, Freshman Counselor

Mary Rose Pedron – Flagler College, Center for Diversity and Inclusion, Assistant Director

Brandon Rager – University of Pittsburgh, - Johnstown, Housing and Dining, Residence Life and Student Engagement Coordinator

Renee Raymond – Mount St. Mary's University, Admission, Counselor

Kristen Shimko – Residence Director, Gannon University

Charles Stock – Western Illinois University, Residence Life, Complex Director

Craig Washington II – Lycoming College, Undergraduate Admissions, Admissions Counselor

Stephen Weinmann – Saint Bonaventure University, Residence Life, Residence Hall Director

Sierra Williams – Trinity University, Residential Life, Coordinator

Alumni Updates

The SAHE department congratulates the following alumni on their continued advancement in their careers and for new opportunities in their lives.

Professional

Henry Lewis ('14) - Resigned from his position as Director of Recruitment and Student Programs at VCU College of Health Professions and is now enrolled as a graduate student at Southwest College of Naturopathic Medicine and Health Sciences studying Clinical Nutrition.

Kyle MacDonald ('11) - Now employed as the Assistant Dean for Enrollment Services at Boston University's School of Social Work.

Danielle Richardson ('19) - Now employed as the Undergraduate Academic Advisor in the University of Pittsburgh's School of Computing and Information.

Michael Hanni ('19) - Now Employed as a Coordinator for Student Conduct and Residence Life at Youngstown State University.

Rebecca (Myers) Lewis ('05) - Rejoined the student affairs field as a Program Coordinator for Early Childhood at Blue Ridge Community and Technical College in Martinsburg, WV after 7 years as a private school director.

Erin Schutt ('09) - Now employed as the Student Life Program Manager at Delaware Technical Community College.

Tierney Kaye ('97) - Now employed at Selden Middle School as a Guidance Counselor.

Heather Syrett ('95) - Now employed as an Associate Professor and the Assistant Department Chair for General Studies and Student Development at Austin Community College in Austin, Texas.

Melissa Frank ('03) - Now employed as a Case Manager, Instructor, and a Coach.

Anna Borges ('20) - Now employed as the Director of Student Activities and Leadership at Walsh University in Ohio.

Sean Bridgen ('99) - Now employed as the Associate Director of External and Institutional Partnerships at NACADA: The Global Community for Academic Advising.

Kate Costanzo ('05) - Women's Basketball Coach/Senior Woman Administrator at Allegheny College.

Chuck Stock ('20) - Now employed as a Complex Director with Western Illinois University's University Housing and Dining Services.

Accomplishments

Erin Schutt ('09) - Rising Star Award by the American Council on Education, Women's Network, Delaware.

Heather Syrett ('95) - Author and Editor, *Learning Framework: Effective Strategies for College Success*. OER Commons. <https://www.oercommons.org/courseware/8434>

Sean Bridgen ('99) - Published an article in *Dialogues in Social Justice*.

Kate Costanzo ('05) - Nominated for the inaugural NCAA Division III LGBTQ Administrator/Coach/Staff of the Year Award.

Personal

Danielle Richardson ('19) - Recently purchased a home and got engaged this summer.

Jen Cole ('05) - Had a baby: Elliott Cole Gabree, born May, 2020.

Sean Bridgen ('99) - Planning a move to Manhattan, Kansas in Spring of 2021.

Congratulations!

Nancy J. Newkerk Award

On September 29th, 2020, the SAHE department announced the recipient of the Nancy J. Newkerk Scholarship for 2020: Victoria "Tori" Campbell.

Since 1999, the Nancy Newkerk Scholarship has been awarded to deserving second-year SAHE graduate students who demonstrate outstanding contributions to college students, student affairs activities, the SAHE Department, and the broader higher education community.

Nancy Newkerk served as dean of women at IUP (then it was the Indiana State Teachers College) from 1957 to 1967 and then as associate dean of Admissions at IUP from 1978 until her retirement in 1994. She was awarded the IUP President's Medal of Distinction in 2009. She passed away in 2017. Newkerk scholarship recipients are selected on the qualities that reflect Ms. Newkerk's own professional career in student affairs: a collaborative colleague, a student-centered practitioner, and a role model for citizenship and civic responsibility.

Tori is a graduate assistant in IUP's Office of Housing, Residence Life and Dining, completed a summer practicum working with the Center for Multicultural Student Leadership and Engagement (MCSLE) focusing on Welcome Week, and is currently a practicum student in the IUP Office of LGBTQIA+ Support. One nominator noted her ability to adapt and adjust to constant changes, critical skills for student affairs work in general and especially necessary for navigating this work during a pandemic. Another stated, "I believe she makes the community a better place by her ability to advocate for others. Not only is she a champion for student staff and advocating for their needs at the highest level, she is also a strong advocate for those with marginalized identities." Tori completed her undergraduate degree in Human Communication Studies with a minor in Math at Shippensburg University of Pennsylvania. Congratulations, Tori!



Get Involved! Award

Annika Philippe-Auguste, class of 2021, was awarded the 2019 Get Involved! SAHE Student Leadership Award. This award was created by Councilman Tom Baker (SAHE '05) and his wife, Erin, who encourage students to make a sincere difference in the campus they work on, and to better serve the SAHE community.

This is what Tom Baker ('05) said: "I believe that her genuine care for the SAHE community, service within Indiana University of Pennsylvania, and dedication towards student affairs as a profession embodies the characteristics of a candidate deserving of this award. Annika's compassion for the SAHE community is reflected in her service as the Associates for Student Development President." They continued, "As a former ASD President from 2004-2005, I always am thrilled when we can spotlight the current student serving in that role. During our discussion together, it was quite obvious how much both Annika and I cared about the IUP SAHE community and this important opportunity to serve as President of ASD. Congrats to Annika!"



Meeting COVID-19: A SAHE Story

By Jesse Brown

This semester is truly like no other. With the many challenges COVID-19 has posed to our department, it has posed just as many opportunities. SAHE students and professionals in 2020 are the first to have to tackle the unique situation that a global pandemic brings since 1918. This article is about those challenges, and our attempt to meet them.

Student affairs is a dynamic practice often mirroring art. There is no one way to go about a beautiful solution, but when it is gone about, it should be talked about. We have spent this semester in hybrid classes, where a maximum amount of students are allowed to attend class in-person, and the remaining students are able to zoom in from home. I personally have opted to participate online, so I will speak on that experience. I will start with HawkCams. These interesting devices are a collection of cameras and microphones mounted next to the class projectors. They include 2 cameras; one automatically follows the professor, while the other views the in-person class attendees. They also contain a room microphone. The idea behind them is to place online students in the classroom, being able to hear and view their peers and their professor with the ease as if they were actually there. They are effective! The charming small talk before class starts is not something I've missed out on. Lectures are clear, with professors able to share the presentation over the projector and over zoom. For the most part, internet connections are stable and class remains uninterrupted. I have been impressed with how smooth our transition to the hybrid system was.

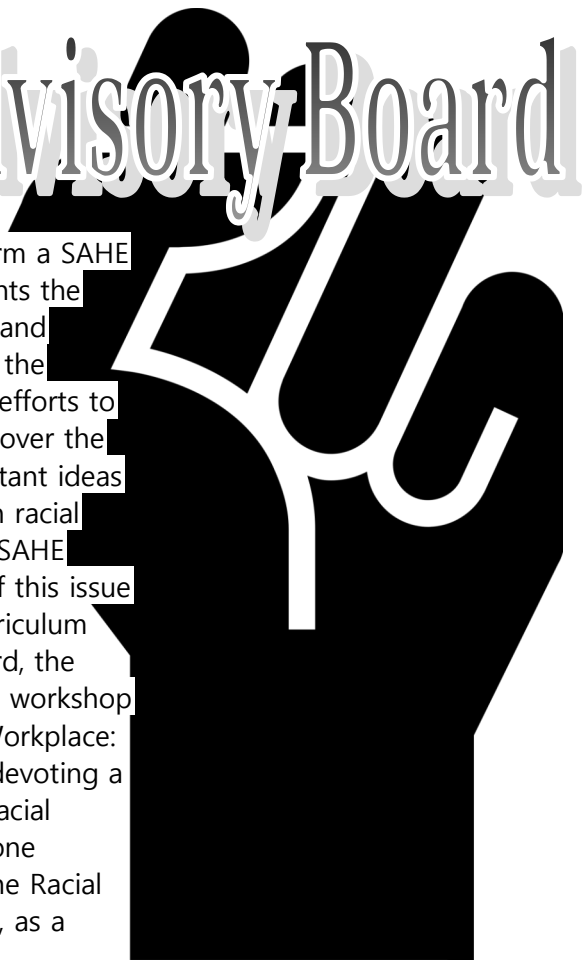
But, our adaptation does not end where class begins. Our GA office has a slew of new processes. There can be only one person in an office, depending on space. Masks are required in Stouffer unless your office door is closed. In every hand is a squirt or two of hand sanitizer, and for every surface used in the workday, an antiseptic wipe. What is interesting to me is how office cleanliness is shifting responsibility. Everyone must keep their space clean. Janitorial staff still work hard and I can only imagine their jobs are that much harder, but it is no longer solely on them to keep the entire space clean. I think it's a welcome change that I hope continues. In a way, the office has always been a shared space, but now it's a shared space we must be accountable for. I can personally say I feel closer to our janitorial staff; they work hard and I can only do my best to ensure their jobs are easier, and not dangerous. Truly now, we must rise up to meet the challenges of our times, and in this small way, we are fundamentally changing the workplace.

As well, we have cultivated a healthy culture surrounding working from home. If you are in quarantine, you stay home. If you suspect you may have COVID-19, you stay home. If you were exposed to someone with the virus, you stay home. We have the capability now to allow most people to work from home, and at least in my experience, we have taken full advantage of that. I was quarantined within a month of starting this job, but my first week was spent establishing all necessary technology to fulfill my responsibilities from my bedside if it comes to it.

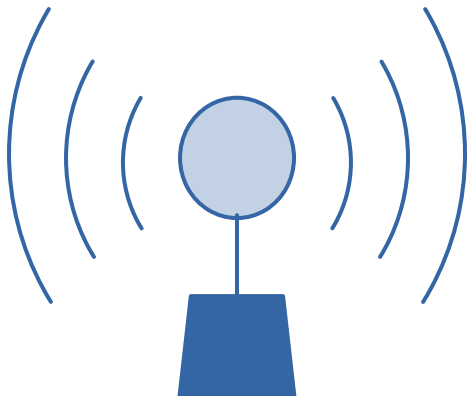
Changing times bring changes, and what we have seen has so far been a success. All students have followed procedures. In this way, we are rising to the challenge.

The Racial Justice Advisory Board

Back in September, the SAHE faculty reached out to students to form a SAHE Racial Justice Advisory Committee. This was one of the commitments the faculty made over the summer related to continuing conversations and activities to center racial justice and Black Lives Matter. The goal of the committee has been to involve SAHE students in the department's efforts to take action on racial justice. The committee has met several times over the course of the semester and their efforts have yielded several important ideas and actionable items. First, the department now has a statement on racial justice posted on our website and it will also be included in future SAHE handbooks and course syllabi; as well, it is on the following page of this issue of *Developments*. Second, the department is going to initiate a curriculum change that makes the diversity elective a required course. And third, the SAHE department and ASD are hosting a professional development workshop in early December titled, "Race and Racism in the Student Affairs Workplace: A Conversation with Dr. Tom Segar". Finally, the SAHE faculty are devoting a portion of their meetings engaging in their own conversations on racial justice prompted by articles, videos, and podcasts they share with one another, find a selection of their readings on the following page. The Racial Justice Advisory Committee will continue to meet to hold ourselves, as a community of learners and educators, accountable for creating and maintaining a more socially just community.



Our New Digital Outreach



A hallmark of recruitment and admissions is ongoing contact and connection with prospective students. COVID-19 has made that more difficult this year, but the Department of Student Affairs in Higher Education has come up with an idea to work around this. In addition to continuing our very successful online Information Sessions, SAHE has created a YouTube channel with short videos featuring our alumni, our current students, and our faculty.

There's also a video that guides prospective students through the application process. The department hopes that prospective students view the video and get a better sense of the culture and the feel of the department, and that this will help them feel more connected as they go through the application process. SAHE graduate assistant, Chandler Stafford ('21), and SAHE graduate student (and IUP Communications Media alumni) Tom Lyttle ('21), have been instrumental in producing and editing these videos. Check them out at IUP SAHE Admissions on YouTube.



Racial Justice Continued

IUP SAHE Diversity Statement

The SAHE Department is committed to creating and maintaining a diverse, inclusive, and socially just learning environment for our students and faculty. As we observe deeply rooted and pervasive acts of white supremacy and systemic racism, particularly anti-Black racism, we affirm that it is our individual and collective responsibility to draw on our life experiences, our interactions with one another, and our education (both inside and outside the classroom) as sources of awareness, knowledge, and skills. We are committed, as individual faculty and students, to continue to expand our own multicultural awareness, knowledge, and skills in this important area and to take meaningful and transformative action toward change.

Literature to Pay Attention To

As noted in the Racial Justice Advisory Board article, the faculty have devoted the first part of their meetings to conversations on racial justice. Below is a sample of the sources they have discussed:

- Brown, L. (Host). (2020, August 14). Black at Mizzou: Confronting race on campus. In *Educate*. NPR.
<https://www.npr.org/podcasts/381443931/american-radioworks>
- Fulford, P. (2020, November 19). What if instead of calling people out, we called them in? *The New York Times*.
<https://www.nytimes.com/2020/11/19/style/loretta-ross-smith-college-cancel-culture.html>
- Jones Boss, G., & Bravo, N. (2020, September/October). (En)Counterspaces: Working conditions for student affairs professionals of color in an un-ideal world. *Talking Stick*, 38(1),
https://ts.acuho-i.org/september_2020/ideal.html
- Patton, L. D., & Haynes, C. (2020, March/April). Dear white people: Reimagining whiteness in the struggle for racial equity. *Change: The Magazine of Higher Learning*, 52(2), 41-45..



50 Years of SPS/SAHE

SAHE is celebrating its 50th anniversary in November of 2021. While the details are not fully fleshed out, stay tuned on social media for updates as we prepare for a celebration open to all alumni and current students. Follow our Facebook pages, Instagram, and Twitter below as we are planning a featured SAHE History series, trivia, and more. Stay engaged with #IUPSAHE50 as we countdown half a century of excellence.

As for the celebration itself, expect featured speakers, student networking, and lots of storytelling. Pending the ongoing pandemic, we hope to celebrate in person, forming new connections and reinvigorating old ones.

This idea started and hit the ground running in March of this year, when alumni were called on to work with our department to make this possible. We now meet once a month. We are planning this event with three committees: Marketing, which will run our social media campaign, Social which will coordinate events the day of, and Professional Development which will create networking opportunities for current students. Also a part of the committee are fifteen alumni representing our program from as far back as the 1990s. We are lucky to have them with us!

Call for Nominations!

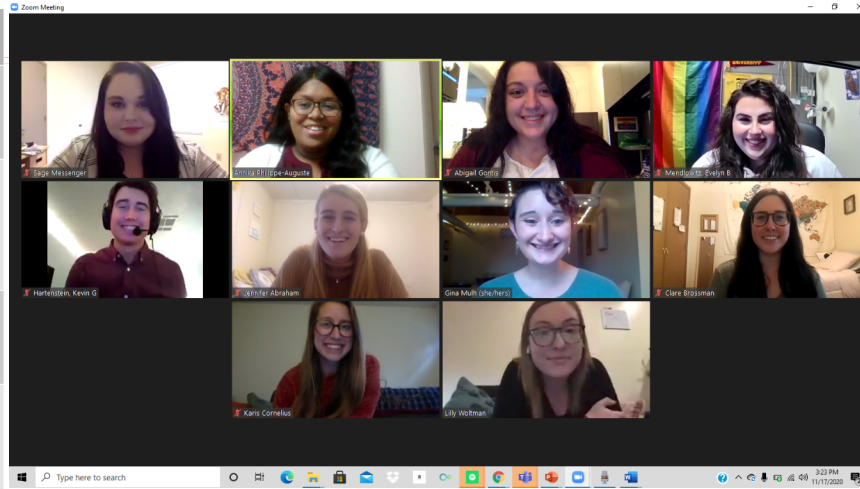
The SAHE department is now accepting nominations for the Ron Lunardini Distinguished Alumni Award. This award is presented to an alumni of the SAHE department who has been a student affairs professional for at least five years and whose practice reflects the standards and values of the SAHE department. Details on the nomination criteria and process are available on the SAHE website below. Nominations are due by February 1, 2021 and the announcement of the recipient will be made prior to the NASPA and ACPA conventions. Please consider nominating one of your SAHE colleagues and/or mentors who is deserving of this recognition. If you're considering nominating someone and/or have any questions, feel free to contact John Mueller at jmueller@iup.edu. Please visit our website for more Information, click [here](#).

#IUPSAHE50



Associates for Student Development

| Position | Current | New |
|---|-------------------------|-------------------|
| President | Annika Philippe-Auguste | Jennifer Abraham |
| Vice President of Administration and Finance | Sage Messenger | Evelyn Mendlowitz |
| Vice President of Communications | Gina Muhl | Karis Cornelius |
| Vice President of Professional Development | Kevin Hartenstein | Clare Brossman |
| Vice President of Programming | Lilly Woltman | Abby Gontis |



The 2020 Associates for Student Development (ASD) Executive Board has been working hard to provide opportunities for the SAHE community to connect, network, and develop professionally. We introduced a new mentor program in ASD this summer for our first-year students called the Summer Match Program. Each incoming first-year student who signed up for the program was matched with a second-year student to connect with through the summer. This gave the incoming students an earlier connection to the SAHE program and provided them with someone to support them through their process of preparing to start graduate school. We provided a variety of virtual programs throughout the summer including game nights, trivia, and speed-friending events. Although we were unable to have our traditional SAHE Kick-Off this semester, we hosted a virtual edition of the 2020 SAHE Kick-Off. We welcomed 20 new first-year students and members from both cohorts met over Zoom to connect and get to know each other. We continued the tradition of the Cohort Connect Program for our first-year students. Our second-year students received their Alumni Connect matches and we are looking forward to continuing our connections with our matches throughout the year. Our board provided a variety of “Lunch and Learn” opportunities this semester, including the following: APA 7th Edition Information Session, Career Preparation and Development, Loan Forgiveness, a NASPA Information Session, an ACPA Information Session, and “Higher Ed: It’s Just Another Industry”.

We also coordinated a community service program this semester to make cards for students in isolation on-campus and elderly people in the nursing homes in the Indiana community. We recently collaborated with the SAHE faculty to host an event titled “Race and Racism in the Workplace,” with our ASD Advisor and IUP’s Vice President of Student Affairs, Dr. Tom Segar. We are wrapping up the year with a Secret SAHE gift exchange for the holiday season and kicking off a SAHE apparel fundraiser. We are looking forward to welcoming the incoming ASD board and guiding them to plan future events for SAHE.

I am immensely proud of all of the hard work our board put in throughout the semester to foster connection and development among the SAHE students, despite all of the setbacks for the pandemic. It has been my pleasure to serve as ASD President this year and I couldn’t have asked for a better board to work with. Thank you to the SAHE faculty and alumni for all of their support this year. Lastly, I wanted to send a huge thank you to our amazing advisor, Dr. Segar, for all of his help and guidance to our board during our term.

Annika Philippe-Auguste, ASD President

The SAHE Development Fund – Supports the needs of the SAHE program that are not covered by funds from the University (e.g., student support for professional development activities, research support to students, Outstanding Scholar Award, Outstanding SAHE Alumni award). (Acct # 4647) NCSPF/DEPT/AF10

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A Note from the editor:

Hey all! With my first issue of *Developments* now under my belt, and my first semester winding down, I have to say what a wonderful experience it has been to work with faculty, students, and alumni in creating this periodical. While I do not envision graphic design in my future, it was a pleasure to try my hand at something new, and something I look forward to doing more of in the future. I'd like to thank Dr. Mimi Benjamin, Dr. John Lowery, and former GA, alumni, and *Developments* editor Sarah Bernhardt for working so closely with me. Until Spring,

