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Illinois *Voices*

A PUBLICATION BY AND FOR THE MEMBERS OF THE
ILLINOIS COLLEGE PERSONNEL ASSOCIATION

SPRING 2014

President's Welcome

[John Salazar, Jr.](#)

Dear Friends,

As we head into the summer months, many in our association will transition into a different type of work flow within their offices. The ICPA Board of Directors will seek to do the same as we transition our newly elected Board members, while taking time to plan over the summer for the 2014-2015 year.

During this transition period, I want to take a moment to thank our members for your involvement with our state association. As I've discussed before, ICPA exists to serve you and cannot run without your individual support. From book clubs to summer socials, our association hopes to be more active in the coming months. As such, please consider joining us as we find time and space to gather together in support of our work to students across the state of Illinois.

Finally, as I transition into the role of immediate Past President position on the Board, I must time to thank each member of the ICPA Board of Directors, whom I have been proud to serve these last two years. It has been an honor to serve alongside each of you and, as we step into the future together, know that I do so with the greatest of hopes. Thanks again for allowing me to serve as your ICPA President and enjoy your summer!



Executive Board Elections

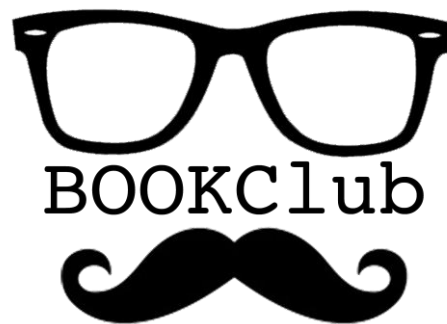
Congratulations to newly elected members of the ICPA Executive Board!

President – Elect: Katrina Caldwell, PhD | Northern Illinois University
Director of Membership: Dianne Timm, PhD | Eastern Illinois University
Director of Finance: Felicia Bohanon | Northern Illinois University

ICPA Book Club!

[Michelle Howe](#)

This summer, ICPA will be hosting a book club to read Brene Brown's book *Daring Greatly*. Michelle Howe, a member of the Communications Committee, will be facilitating the book club discussion throughout the summer. If you are interesting in participating, please join the [ICPA LinkedIn group](#), where we will host the weekly discussions. The discussions will start the week of June 2nd, and you can respond to the questions at your own pace each week. Please watch the ICPA social media pages for more information about the book club!



A Note From Our New President-Elect

[Katrina Caldwell, PhD](#)

Thank you all for this great opportunity! I have received a number of phone calls and emails from colleagues and friends from my institution and other institutions from across the state. I look forward to spending the next year learning from the current ICPA leadership. As I stated in my nomination letter, I believe that we have some of the most cutting-edge, innovative programs in the country and I welcome the chance to work with this team to find ways to share our successes and build on our collective knowledge. As you know, higher education professionals are facing new challenges and opportunities with regards to the types of innovation that will be needed to educate this next generation of students. This is both an exciting and pivotal time in our profession. We have a great deal of work ahead of us and ICPA can play an important role in moving us forward. I hope to work with many of you during my time on the leadership team and welcome your feedback and ideas as I begin this journey.

TED Talks

[Ian Van Anden](#)

TED Talks have ignited a movement of learning in 10 to 20 minute segments about any number of topics. Just today, I received three emails with TED Talk links and notes of encouragement about how each video caused a thought or provoked some nugget for future discussion. It would be far from cutting edge for me to suggest that that you take time from your day to explore the world of TED Talks -- in fact I would be a number of years late. However, I did want to highlight a couple of TED Talks that were recently sent to me and encourage you to watch them, reflect, and maybe engage in conversation about what they make you think.

Earlier this week, a colleague and friend of mine send me a video featuring Jason Fried titled, "[Why work doesn't happen at work](#)." In this less than 16-minute video, Fried argues that meetings are frequent, unproductive, interruptions that stop real work from happening. I tend to agree with Fried, but I am also far from ready to remove meetings from my life. His arguments have encouraged me to think about how and why I am scheduling meetings. I have been challenged to insure the meetings have purpose and are productive. Second, Fried's words have given me further permission to block time in my day for myself -- to create uninterrupted time to focus on a project.

My supervisor recently sent me a video titled "[Why good leaders make you feel safe](#)," facilitated by Simon Sinek. In the nearly 12 minute video, Sinek describes leaders and unfolds stories of leaders who took bold risks to demonstrate to those they lead that it is safe to take risks and that taking care of each other is most important. This video challenged me to think of how I can make those I supervise, advise, and interact with feel safe enough to take risks and not worry of consequences. I believe there can be incredibly powerful results when people feel empowered to take risks and think big rather than being trapped by the consequences that might exist. This was certainly worth the 12 minute watch -- challenge yourself to be the kind of leader whose students would step up for when times get tough because of the safe space they have.

It has been well documented that TED Talks are an awesome resource. These are just two of the over 1700 available TED Talks. Take some time this summer to watch some new ones, re-watch a favorite, and then I encourage you to post to the [ICPA Facebook Page](#), tweet your thoughts to [@icpatweets](#), or go low tech and talk to your colleagues about what you learned or what thoughts we provoked. The sharing of ideas creates endless possibilities -- go forth and create!

News & Updates

Updated Contact Information
It's job hunting season!
If you change positions don't forget to update your email address with cgrogan@uic.edu.

ACPA Summer Career Central
St. Louis, MO
June 10 – 11
Employer Registration: \$150
Candidate Registration: \$50
Includes two meals!

Do you come from a background outside of student affairs? Email cgrogan@uic.edu and tell us more. We want to highlight non-traditional backgrounds in the next newsletter!

Did you recently graduate? Thinking of a career change? Use our LinkedIn page to network with colleagues throughout the state!

Higher Ed Program Highlight

[Tyler Kalahar](#)

Institution: Eastern Illinois University – Charleston, IL
Degree: Master of Science in College Student Affairs

Selected Coursework:

- Student Development Theory
- Legal & Ethical Issues in College Student Affairs
- Thesis & Research
- Collegiate Environments

Program Highlights:

- 48 credit hour, two year program
- Every EIU CSA student is required to complete a Master's Thesis. Students work one-on-one with faculty members to complete their thesis during their two years in the program.
- Students enrolled in the College Student Affairs program are required to have an assistantship in order to be accepted into the program. Theory-to-practice is significant part of the program.

Deadline to apply is February 7th. Graduate Assistantship Interviews take place on campus February 23 – February 25.

We will feature a different higher education program in Illinois in each newsletter. Please pass this info along to anyone considering a graduate degree in our field!

Little League College

[Ian Van Anden](#)

The little league baseball model of student affairs I believe captures what many hope college provides for students. At the heart of this model are three concepts. Positionality is the first theme, depicting the process through which students are finding where they fit best in the world and understanding their positionality in relation to various communities. The second theme is students growing into the tools that they have at their disposal. And finally, sometimes the results are not as important as the learning that happens.

In many little league teams coaches allow players to experience different positions throughout each game. This allows players to test themselves in different positions and see the game from different angles. Over time students begin to see where their particular perspective and strengths best serve the world around them. Whether players are sitting on the bench, standing in the outfield, pitching, or searching for the right place to stand while playing second base, they each get a unique view of the game. And through this unique perspective they also have unique responsibilities as the game unfolds. Additionally, these various experiences allow the players to appreciate the challenges of different positions and the importance of having a diverse skill set as part of their team and diverse members on their team.

College provides (or at least should) a similar experience for students. Ideally, students are exposed to difference -- in the form of ideas, people, etc. Through this exposure the hope is students develop an understanding of that difference and can better understand their own position in the world. Like, little league baseball players, college students can also work through some of those different experiences to understand where they fit and how they can best be a part of a given community. Experiencing all these different experiences can often be a challenging and difficult thing, but it is still essential.

Ultimately, college is about equipping students with tools and skills that they can use to be successful after college. It takes time for students to learn how to use those tools and develop the skills they need. Little league baseball is similar. Imagine an eight-year-old little leaguer weighed down by over-sized catchers gear. The helmet and chest protector clumsily draped, stunting any movement. However, overtime with practice and growth that same gear becomes essential to the success of the little catcher. It is the same at college -- when first presented with leadership skills and tools, students are awkward and clumsy with them. However, with growth and time students become more comfortable and refined with their implementation and use of those same tools and skills.

When I was a little leaguer the number one question we asked was "What is the score, who is winning?!" Now, I think of college students desperately begging to know how they are doing, what their grade is, if they are going to win the award or prize. Both of these scenarios paint a picture where the results are more important than the process of what is happening. In both little league baseball and college a results focus is flawed. It should not matter if the program or meeting was perfect, rather, the focus should be if the students are being challenged, are learning, and are growing. Through this process-based perspective, learning is placed at the center and becomes a deeper priority.

For me baseball has long been one of the great metaphors for my life. It has helped me make sense of the work I do and the impact I hope to have on the students I work with. This metaphor helps remind me to push students into new and different perspectives, give them time to grow into the skills and tools they are working with, and remind them that the process is often more important than the final results.

NOTEWORTHY NOTES



SAY IT HERE

Have an event or workshop going on you'd like to share with the ICPA membership? Send any newsletter content to Carrie Grogan at cgrogan@uic.edu.

MEMBERSHIP

Looking to become an ICPA member or renew membership? Undergraduate and Graduate student memberships are free – email John Salazar Jr. at jsalazar@monmouthcollege.edu to get on our list. Professional memberships are paid through the ACPA membership site.

CONNECT WITH US

In addition to our quarterly newsletter, we are updating social media regularly! Don't suffer from FOMO (fear of missing out) - stay connected by using [#ICPA!](#)



[@icpatweets](#)



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