

AIMHO Angle

March 2019 Edition





Overview

The AIMHO Angle is the official publication of the Association of Intermountain Housing Officers (AIMHO).

The AIMHO Angle is published on a quarterly basis throughout each year and includes submissions and articles by staff and students of the region. The AIMHO Angle is compiled and distributed by the AIMHO Marketing Committee.

The purpose of the AIMHO Angle is to provide additional, year-round, out-of-conference opportunities for associated members to share information and learn. All members of AIMHO are encouraged to write for and submit articles to the AIMHO Angle about topics such as passion areas, research, hot topics in housing, projects happening on their campus, and best practices in the field.

If you are interested in submitting to the AIMHO Angle, learn how to on AIMHO Angle website at <http://www.aimho.org/?page=SubmitAnArticle>. You will also find previous issues of the AIMHO Angle on the website for your reference and to download. If you have any questions, please email aimhoangle@gmail.com

We look forward to receiving your submissions!

Marketing Committee

Megan Letchworth: Prescott College (Chair)

TJ Pegg: Arizona State University (Co-Chair)

Bethany Harowitz: Grand Canyon Univeristy

Cassandra Balzarini: Arizona State University

Erik Buol: University of Utah

Evan Weyrauch: University of Nevada, Reno

Jaylyn Jones: Arizona State University

Jimmy Hicks: Colorado State University

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President's Corner

Telling Our Stories

Cory Shapiro, AIMHO President,
Arizona State University



Just over a month ago, I began my new AIMHO story as I stepped into the AIMHO President role. Since then, I have enjoyed connecting with the AIMHO Leadership Team, watching our committees form, attending meetings with the other ACUHO-I Regional Presidents, getting to know many of you and your institutions better, and diving full steam ahead into plans to create an even more amazing and inclusive association in AIMHO.

In fact, this February has been a busy month for AIMHO. I have worked with the Executive Committee and HelmsBriscoe in reviewing different bids in Montana for AIMHO 2020 sites, and I look forward to site visits in March. Past President Brad Shade and I have met with different committees to visit ideas for furthering the mission of our Association. We have confirmed dates for our AIMHO 2019 Summer Meeting. We also re-opened the applications and nominations for AIMHO Elections for the President-Elect, Technology Coordinator, and Corporate Relations Coordinators, which were due on March 3; please take a moment to look through the candidate bios in this AIMHO Angle and vote for these positions. I also had the honor of representing AIMHO at the recent NWACUHO Conference in Portland, Oregon.

AIMHO has had a long-time relationship with ACUHO-I's Northwest Affiliate. At NWACUHO, I was provided a wonderful opportunity to share all of our stories in one as I shared what AIMHO is all about and what makes us unique through an AIMHO update during their business meeting. I also served as a Featured Speaker and judged the Case Study Competition. I enjoyed visiting with two of our AIMHO institutions (Boise State University and the University of Idaho) who were in attendance at the conference. NWACUHO is so similar to us in many ways from the friendly and more casual conference setting, the region's large geographic area yet small number of institutions, and the many ways to engage

members at the annual conference or throughout the year. I also learned much from NWACUHO from their year-round mentorship program, Mid-Level Challenge with Corporate Partners, and programming options including the Town Hall and Sprint Sessions. I look forward to building upon the strong relationship between our two regions.

AIMHO's mission is "to provide members opportunities to learn, collaborate, and network for the advancement of best practices in the stewardship of college and university residential communities." Thanks to our Appreciative Inquiry process, we recently came up with four strategic initiatives to best accomplish our mission focused on involvement, one-stop shop, innovative education, and inclusion. I know that our stellar AIMHO committee members, State & Provincial Representatives, and Leadership Team members (inclusive of our Executive Committee and Committee Chairs and Co-Chairs) will be coming up with innovative practices for our association as we make AIMHO a one-stop shop for Housing resources and networking. I also look forward to seeing how we can be even more inclusive of an association as we meet the needs of ALL of our members and their institutions in one way or another moving forward.

With that said, I would like to pose the question, "What is YOUR story?" What do you want your story to be in the future? What legacy do you want to leave for AIMHO? Your institution? The Housing profession? Later this month, after we complete our latest round of elections, I look forward to introducing you to your new AIMHO Executive Committee members while providing you more insight into my own story as your AIMHO President. In the meanwhile, please feel free to reach out if you have any ideas of how AIMHO can better serve you, your peers, or your institution. Have a wonderful March!



AIMHO Executive Committee Candidates

A Note from Past President

Brad Shade

As most of you know, we have been seeking candidates to fill our President-Elect role and our new Executive Committee positions that were approved at the AIMHO Annual Conference in Phoenix last November. The new voting member positions on the Executive Committee are the Technology Coordinator and Corporate Relations Coordinators. We were looking for some talented and committed people who are willing to give back to our region in these capacities.

Successful candidates play an instrumental role in the management of the AIMHO professional association. From budgets to event planning to risk management, service on the AIMHO Executive Committee can expose them to a wide variety of ACUHO-I's Core Competencies and this can help them develop professional skills and network, which is a benefit not only to individuals but also to the institutions that support them.

We have candidates for two of the roles, but unfortunately, we are still seeking applicants or nominations for our Technology Coordinator role. We would ask that anyone reading this article please submit your nomination / application at the following link: <http://bit.ly/2G8SyA9> We hope to fill this last position swiftly and if anyone has any questions, please reach out to Brad Shade or Cory Shapiro for further assistance.

All AIMHO 2019 member institutions will have an electronic ballot sent to the respective institutional voting member with the candidates noted below and will be asked to casting their vote Tuesday, March 12th. While there will only be one ballot cast per institution, we do encourage departmental discussion in decision-making. In order for this election to occur, our bylaws require that 60% of all Institutions return ballots and a simple majority selects each candidate. Upon receipt of the required percentage of votes, our President, Cory Shapiro will announce our newly elected officers on Wednesday, March 13th.

President Elect Candidate



Chip Thomas

Director of Student Life & Housing
Colorado Mountain College

It is with great enthusiasm that I submit my name for the President-Elect position for our AIMHO Region. A quick history of my career, I have spent more than 20 years in college/university housing, with about 17 years in the AIMHO region. I can cite several current and retired members as my mentors and guiding "gurus" that helped me during my career. I started out as a Resident Assistant and worked my way up to Director of Housing at three different institutions. During my time in housing, I have created conduct programs, designed handbooks, implemented software, trained over 1,500 student staff, and designed and built over \$30 million in residence halls and apartments throughout my career.

I have worked tirelessly on supporting students of need, creating opportunities for success through scholarships, living learning programs, and instilling learning constructs within my departments. I believe in a student centered focus within my departments and my career.

It is my hope, if elected, to build bridges to the institutions within our region to join us to understand how we as a collective group can help them in supporting their programs. I want to continue to build the bridge between NWACHUO and other regions to continue to build a collaborative and strong connection to our students, faculty, staff, and the international housing community. I will, during my term, seek to learn and support President Shapiro in his mission to grow the region, but to also learn from Past President Brad Shade about his path during his tenure on the Executive Board.

I have been a part of AIMHO since 1996. The growth in the region, the changes, the learning opportunities, and the people is what keeps me coming back. I have taken advantage of just about every learning opportunity within the national organization and within our region to help grow my knowledge base and experience. As I look back, the history and knowledge of college and university housing just within our region is something to continue to build on. It is my hope, if elected, that I will be able to tap into that history and continue to build our region, but to maintain that “family” atmosphere that I experience at every conference, program, training, and individual connection. As I stated earlier, current and retired members who have helped me during my career is what made this region the best, I see it as my turn to give back to the region in the same manner, as a mentor, teacher, leader, but most importantly friend.

Thank you for taking the time to read this, and if there are any questions please let me know.

Hello! My name is Jediah Cummins and I would like to state my interest in being considered for one of the AIMHO Corporate Relations Coordinator roles. My involvement in AIMHO began when I was honored as one of the association’s outstanding undergraduate students in 2006, when I was at the University of Northern Colorado (UNC). For a short time, I left the region as I pursued my master’s degree and full-time work at Texas Tech, I was involved in SWACUHO during my time there. When UNC had a Hall Director opening I jumped at the chance to move back to Greeley and back into AIMHO.

My first AIMHO Conference was in 2013 and I really fell in love with the region and with the folks I met there. I couldn’t attend the next few conferences due to limited institutional funding, but I was able to attend the Corporate Partner Fair in 2016 at CU Boulder due to its proximity to UNC (I am hoping

Corporate Relations Coordinator Candidate



Jed Cummins
University of Northern Colorado
Assistant Director of Housing Services

the statute of limitations for crashing an AIMHO has passed at this point!) Later that academic year my direct supervisor was nominated as President Elect and I was asked to step into the recently vacated Technology Coordinator Role. I have served AIMHO in this role for a few years and have enjoyed being able to help grow the organization in its technological capacities as well as helping to create a great organizational culture. However, when the opportunity opened for the Corporate Relations Coordinator I felt that this was an opportunity that was too good for me to pass up!

In my current role at UNC I work with corporate partners every day. I am already a member of the executive committee and am willing to commit to a few more years serving this organization. I have seen how helpful our Corporate Partner Advisors have been to help us develop and I would enjoy the opportunity to work more in developing this opportunity.

Additionally, due to my current experience with AIMHO's technology, I would be well suited to help to develop a database of current, past, and potential Corporate Partners. I am excited for the opportunity to work with corporate partners in understanding how to attend to our annual conference, and the benefits that various partnership levels afford them. I think we also have a great amount of opportunity to build our offerings with the Corporate Partner Reception, Fair, and Luncheon at the Annual Conference both for partners and attendees.

I love AIMHO and the Corporate Relations Coordinator role seems to be tailor made for someone like me! I hope the region will strongly consider me in my candidacy for this opportunity to develop our relationships with our vendors and to help introduce a variety of AIMHO members to this important aspect of being a Housing professional. Again, my name is Jediah Cummins and I am applying to be one of AIMHO's first Corporate Relations Coordinators!

Corporate Relations Coordinator Candidate



Cassandra Balzarini
Community Director
Arizona State University

Hello AIMHO!

It is with great excitement that I submit this letter of interest regarding the AIMHO executive committee. As a Community Director at Arizona State University, spending my first year living west of the Mississippi River, I am truly excited for the opportunity to get more involved in the AIMHO region. At this time I am interested in the Corporate Relations Coordinator position and believe that my previous experiences working for a housing organization within an executive role and experiences collaborating alongside both corporate partners and sponsors, will make me an effective candidate for this role.

I first became involved in AIMHO this past year, where I served as a member of the Annual Conference Host Committee, it was during my time assisting with the planning and facilitation of this conference that I was able to start building relationships with colleagues and new friends throughout our region.

Currently, I also serve on the AIMHO marketing committee, collaborating with colleagues and members from all over AIMHO and numerous host institutions. I am excited for the opportunity to continue to cultivate these relationships and build new partnerships within the Corporate Relations Coordinator role.

In terms of my past experience, I served as a member of the Regional Board of Directors in the NEACURH region of NACURH for two years. In my Regional Director role I was actively involved with the recruitment, support and recognition of corporate partners and stakeholders for our two annual student leadership conferences. I was additionally responsible for the coordination and execution of the regional reception and recognition ceremony concluding the conferences. During this experience I learned that corporate partners play an integral and essential role in the success of our regional endeavors, because of this, sustaining and nourishing these relationships is critical. In regards to additional relevant experience, during my time in graduate school, I served as the membership coordinator for Maine NASPA. In this role I was responsible for maintaining a database and relevant communication with all state NASPA members along with ensuring that they received relevant membership benefits, I believe that these experiences translate soundly into the Corporate Relations Coordinator role.

When considering my desired accomplishments within the Corporate Relations Coordinator Role, I have established three initial goals. 1. Provide consistent, personable and reliable communication to Corporate Partners, ensuring they remain aware of regional initiatives and feel appreciated for the role they play on our team. 2. Sustain and nourish pre-existing partnerships while remaining pro-active in opportunities to create new relationships, aiming to grow and develop our corporate partner network 3. Serve as an active member of the AIMHO executive committee, providing support and assistance to my fellow members, supporting all goals and initiatives throughout my term.

Above anything else, I am an enthusiastic worker with a strong desire to both succeed and grow as a young professional. I believe that I am well qualified for this position and would welcome the opportunity to share what I can offer to the AIMHO Region. I greatly appreciate the consideration for this role.



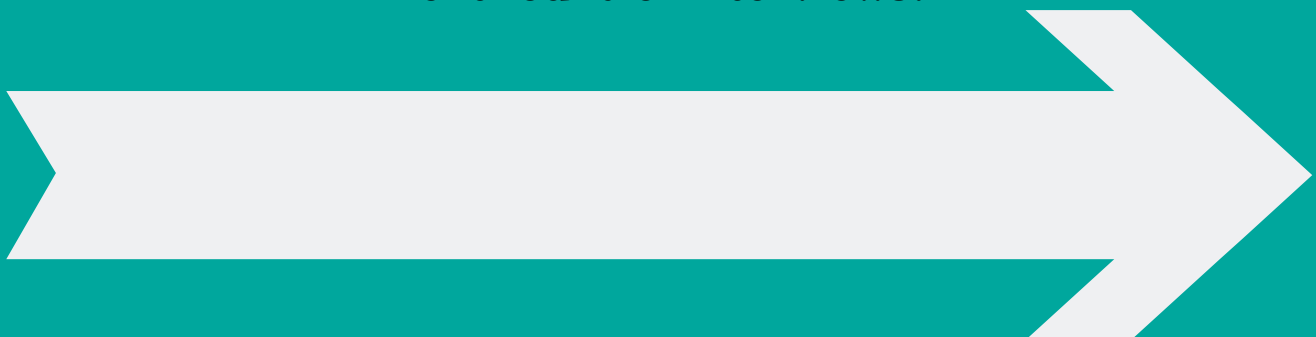
Interviewing with Student Development and Transparency in Mind

Kelly Schiess (Arizona State University) and Jeremy Heftel (Brigham Young University)

We are in the middle of student leader recruitment season, and I bet you've sat through a million interviews already, or are mentally preparing yourself for interview season! Have you ever had a student sit down in an interview and not answer a single question you've asked?

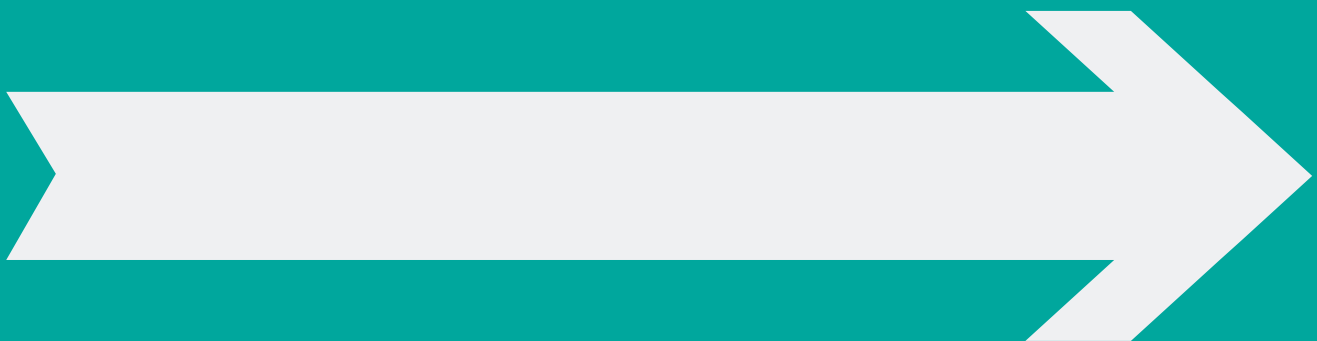
Have they ever given an answer, and you wonder if they heard the same question you asked? Something along the lines of: "What kind of programs would you like to hold as an RA?" "Well, I've been to some really great programs, and I met some really cool people there, one time I met the university President and got to talk with him, so I really liked that."

We know that our students are still developing their interview skills, and at Arizona State University (ASU) and Brigham Young University (BYU), we are working to help our students learn about interview etiquette, develop strong interview skills, and also showcase the best of themselves to us during their interviews for student leader positions. Here are 5 things we are doing that we recommend you try out in your next round of interviews!



1. Hold Interview Prep Sessions: In the weeks leading up to our Community Assistant interviews at ASU and Resident Assistant applications at BYU, we hold information sessions. At these sessions at ASU, we talk about what the interview experience will be like, so our students can feel prepared going into their interviews. What to wear, what questions to expect, how to thoroughly answer questions, how to learn more about the job - these are all things that are covered, and we also allow students to ask questions as well. BYU focuses more on the job dynamics by having current RA's come and speak with potential applicants about the job so that the applicants can feel they have a good basis for the entirety of the job. Sessions like these help students feel prepared, worry less about the structure of the interview and the logistics, and work more on their answers and what examples they are going to share in the interview.

2. Provide Interview Questions the Night Before: In years past at ASU, we have routinely seen students come to interviews, speak with us, and not really answer the questions we asked them. We were looking for solutions to this, and we decided that this year we would provide the questions in writing to our students the night before. This allows our students to review the topics, be prepared for the questions, and (hopefully) fully understand the question we are asking. This is extra helpful to our candidates who speak multiple languages and don't have English as a first language, and our students who need time to process the questions and their answers. BYU also does something similar by providing written instructions a few days before their interview for a community development discussion they want the applicants to lead during their interview. We were originally hesitant that providing questions and topics early might cause students to script their answers and not give genuine responses, but we found that this wasn't the case, perhaps mitigated by the fact that our students received the questions only the night/day before, limiting their time to script answers.



3. Provide Interview Questions in Writing During Interviews: Have you ever sat in an interview, been asked a question, and while you are thinking about your answer or starting to answer, you forget the question? Or one of the parts of the question? This happens all the time to us, and also our students. We wanted to provide more support during our interviews, so at ASU, we have started to provide the interview questions in writing to our candidates during interviews. When they sit down at the table, they see the questions printed out in front of them. We want to encourage our students to refer back to the writing question if they get lost during their answer, and also fully understand the questions we are asking. This has helped a lot, especially our students who need a minute to process, as well as our students who don't speak English as a first language.

4. Prep Current Student Staff with Interview Goals: Every year, our students talk with their CAs about their upcoming interviews, and they always ask what they should say and what should get them hired. Sometimes our student staff give great answers and wonderful advice, and sometimes....not so great advice. In our community at ASU, we found that our CAs didn't always know what got them hired. They think they know what they said or did to stand out, but sometimes it was way off-base. This year we used a staff meeting to talk with our staff about what we are looking for in a candidate, and asked them to pass it on to residents who are asking about interviews. Just taking a few minutes to outline what we are looking for to our current staff really helped our prospective staff get good information and preparation.

5. Seek out student staff opinions: Include your current student staff in the interviews for future staff! Our student staff are the ones in the halls who know their residents. They know what makes a good coworker, and which residents might be a good addition to the team. We include our CAs in our interviews, and both ASU and BYU ask for their opinions and recommendations from their floors when we are making hiring decisions. This can also create buy-in on your staff as they are welcoming a new class of staff members.

When all is said and done, everyone appreciates transparency in an interview process. Staff appreciate being involved, candidates appreciate preparation for the interview, and when everyone is in the loop, the process can go very smoothly. We are always trying to develop our students' professional skills, and model a transparent, positive interview process for them. One day they will be hosting interviews of their own, and hopefully they can take away some positive structures from their experiences in college.

If you have any questions, feel free to reach out to us at kelly.schiess@asu.edu and jeremy_heftel@byu.edu for more info, and good luck with your next round of interviews!

We love Kelly and Jeremy's tips. Along those same lines what do you do to make your interview process more accessible?

- Are they in buildings that are easy for students to get to?
- Are they at times that work for students?
- If you do a group process are the activities suitable for differently-abled students?
- How can students who are not currently on campus participate in interviews?
- Is the interview room in a place with lots of potential distractions?
- How well you do explain your interview process to students prior to the interview?
- Have you connected with your Career Center to let them know how they can best prepare students for the process?

Let us know what your campus is doing on Facebook or Twitter

facebook.com/AIMHO.Intermountain - [@aimho](https://twitter.com/aimho)

Awards and Recognition Committee Updates

Hello AIMHO colleagues! The awards and recognition committee had our first meeting of the newly formed committee members and we are excited to begin great work.

Below are some of the ideas and plans that we are working on in the coming future.

Who's on the committee anyway?

John Terry (Chair), Utah State University
Alissa Zimmerman (Co-Chair), The University of Arizona
Andy Aslaksen, Embry-Riddle Aeronautical University - Prescott Campus
John Atkinson, Montana State University
Amanda Chavez, University of Nevada, Reno
Whitney Mohr, The University of Arizona
JJ Neal, The University of Utah
Luke Symington, The University of Arizona

Give us a shout out. Buy us coffee. Tell us how your day is going! OR Tell us your favorite way to show recognition to a colleague. Who knows, it may end up here in the Angle! ;)

Spotlight in the Angle:

The Awards and Recognition committee currently does not have a spotlight for the angle this month. The committee is hard at work devising a new method to shine a spotlight on the work our colleagues do. J

To nominate someone for the AIMHO Angle Spotlight please go to AIMHO.org and click to the AIMHO Awards and Recognition page where you will find the online nomination form.

Some current recognition ideas:

- In addition to AIMHO member spotlight, create a spotlight category for AIMHO committee members. Chairs/Co-Chairs will write thank you notes to their committee members that could be posted to the angle.
- Collaborate with the SPR of each AIMHO member state to have them reach out to department heads of the specific AIMHO member so that these directors could give a personal spotlight recognition to them.
- At the AIMHO conference: Make a donation in someone else's name.

Connect with us:

We are currently underway with devising a new social media strategy that would be designed to get and keep AIMHO members in the habit of regular recognition. And of course, keep you up to date on the latest awards nomination information.

In the meantime, the committee welcomes you to engage in regular recognition via social media. This may be familiar to most people, but we want to revive the recognition challenge from this past summer, but as a regular part of our AIMHO culture. Using the hashtag (#recognizeAIMHO) we ask that you take the time and post on Twitter, Instagram, or Facebook, and share about the amazing accomplishments of those within the AIMHO region. It doesn't have to be AIMHO conference related! J The committee will spotlight these on the Awards and Recognition committee page for the AIMHO Region.

If you have any suggestions that you would like the committee to consider, please feel free to email John Terry, Committee Chair, or Alissa Zimmerman, Committee Co-Chair.

Calling All Two-Year Colleges!



Back at the November 2018 conference, I was approached by a professional at a two-year institution who mentioned that folks at two-year institutions who have housing on their campus were not seeing good representation in our programming and offerings at AIMHO.

I wanted to put myself out there as the Entry-Level Member at Large and ask that folks at two-year institutions who are interested in attending AIMHO and want to be more involved to please contact me with thoughts, ideas, and questions. I can be reached at Emilie.nemchak@gmail.com.

Thank you!
Emilie Waggoner
AIMHO Entry-Level Member at Large

AIMHO Strategic Initiatives Update

Richard Clark



Dear AIMHO,

It feels like yesterday since we were all enjoying the sun and hospitality in Phoenix during our Annual Conference. At the conference, I had the honor of sharing AIMHO's Strategic Initiatives at the business meeting. A process that was two years in the making. Now that strategic initiatives have been approved, I wanted to share them again and provide an update. Below, I have outlined our four strategic initiatives.

1. Involvement

We, as the regional association, wholeheartedly welcome every member into AIMHO. Throughout the year, members are engaged in creating and providing transformational opportunities that specifically contribute to AIMHO's stellar reputation as well as participating in tailored experiences that kindle their creativity, productivity and development.

2. One Stop Shop

AIMHO members consistently and intuitively access AIMHO's exceptional state of the art repository of resources keeping members connected, engaged and informed.

3. Innovative Education

AIMHO provides and passionately advocates for cutting edge, continuous, multi-tiered professional development and engagement for all members and schools.

4. Inclusion

AIMHO is an affirming and inclusive organization, where barriers to full participation by all members are identified, examined, discussed, and systematically eliminated. AIMHO's leadership is reflective of the broad range of identities and abilities represented throughout our region, with significant outreach to underrepresented and/or marginalized populations and identities.

These four strategic initiatives will guide the work of the Executive Board, Committees and work AIMHO conducts as we move forward as an association. It's expected that all board and committee members incorporate the strategic initiatives into their planning and annual reports. Reports will be provided to the membership each year at the annual conference on our progress in each area.

If you would like to learn more and/or become more involved with AIMHO and the new strategic initiatives of the association, please reach out to members of the Executive Board or Committee Chairs.

The Greatest Snow on Earth

Lexie Maschoff and Erik Buol, University of Utah

The AIMHO 2019 conference planning committee is busy working on initial preparation for our upcoming conference in November. As we work to ensure that that AIMHO 2019 is a great experience for all participants, Mother Nature is reminding us of one other reason we are excited to invite the AIMHO community to Salt Lake City... SNOW!

Here in Utah, we pride ourselves on having The Greatest Snow on Earth. And turns out, this is more than just a phrase on our license plates—Utah's claim to having the greatest snow on Earth is backed by science, too.

The Wasatch Mountains that surround Salt Lake City and the quick access to several world-class ski resorts, make Utah an ideal destination for winter weather enthusiasts. Whether you're interested in hitting the slopes for a day skiing or snowboarding, or if enjoying the beauty of the winter scenery while cozied inside with a cup of hot cocoa is more your style—there's surely something for everyone. From opportunities to ice skate, snowshoe, and ski, we encourage you to take a look at some of the early winter activities that could be in store for AIMHO 2019 attendees.

This year we've experienced an extra generous winter season. For the first time in at least two decades, the greater Salt Lake area had a Snow Day in early February. Seven public school districts in the area canceled classes, as well as snow closures at the University of Utah and other nearby higher education institutions. Students and staff happily accepted this unexpected break, and snowmen creations popped up around our residence hall buildings. AIMHO 2019 will be held November 19-21, 2019 in Salt Lake City Utah. We are excited to welcome you to our corner of the AIMHO region and will continue to share updates and information in future Angle editions. We hope that you will join us and consider extending your visit to Salt Lake City to come see The Greatest Snow on Earth for yourself.

How AIMHO Can Help Host Your State or Regional Drive-In

Jediah Cummins, AIMHO Technology Coordinator,
and UNC Assistant Director of Housing Services

While the AIMHO Annual Conference only occurs once a year, many states in our region host smaller one day (or one and a half day) drive-in conferences for housing professional staff, Resident Assistants, and more. AIMHO has many resources to help you create more opportunities to get together with other folks from your, state, province, or region. If you have any interest in hosting a drive in for your peers, read on to learn what AIMHO can do to help you host local AIMHO schools on your campus.

How to Host A Drive In

AIMHO is here to help you with your drive-in needs, we offer a centralized way to publicize to your state/provincial/regional audience, put up a website, collect registration information, and put out a schedule of programming. If you'd like to develop a drive-in, please reach out to the AIMHO Executive committee <https://www.aimho.org/page/executivecommittee> and we can help you get started. The first step in hosting is to determine your drive-in's audience.

Audience

Drive in conferences are great as they may allow staff who may not be able to attend our larger annual conferences or students who didn't make it to RAppin' to learn and grow. They also offer an affordable opportunity for many schools to attend a local conference. These one one-day conferences connect the Housing and Residence Life professionals across the spectrum including Administrative Staff, Custodial Staff, Residence Hall Directors, Housing Maintenance Staff, Mid-level Staff, Occupancy Managers, Senior Housing Officers, and more. Once you figure out who you want to come to your drive-in, you will want a website and a way to register participants.

Website & Registration

Getting your institutions approval to host a website can be cumbersome at best and a multi-month process of approvals, trainings, and website creation at worst. AIMHO already has a central location for websites and folks who can help anyone make a drive-in website and registration form, regardless of comfort with technology. AIMHO also offers a centralized registration and payment collection process to help to avoid the headaches of institutional payment collection policies and other compliance issues. Generally, this represents a very small overhead for card and processing fees allowing most drive-ins to be hosted at well under \$40 per participant. Once you know your audience and have a way for folks to get registered, determining the programming and schedule for your event is next

Programs and Agenda

Drive-in are a great chance to share, often this can be a way to showcase great things happening at your institution and to host small group discussion by topic area that may not be possible at larger conferences. You can share policies, procedures, ask pressing questions, and share new ideas. Many hosts also like to show off their residential facilities in tours and as potential programming spaces. AIMHO can also help centralize your call for program process via their website. Potential topics could be: roundtable discussion facilitated by your staff, student/professional staff recruitment, training, desk management, emergency response, residential living-learning communities, facilities management, judicial processes/policies, housing assignments, housing operations, budget management, diversify & social justice, or advising student groups. Here's a sample schedule to help you envision what your next drive-in could look like:

Start Time	End Time	Activity
9:00 AM	10:00 AM	Optional Campus Tour 1
10:00 AM	10:50 AM	Welcome & Keynote
11:00 AM	11:50 AM	Breakout Session 1
12:00 PM	12:50 PM	Breakout Session 2
1:00 PM	2:00 PM	Lunch
2:00 PM	2:50 PM	Breakout Session 3
3:00 PM	3:50 PM	Round Table Discussions
4:00 PM	5:00 PM	Optional Campus Tour 2
5:30 PM	-	Optional Night on The Town

You may want to consider an evening (before or after the main events) activity for those that chose to make your drive-in into an overnight trip to avoid hours of driving in one day. It can be a night on the town to showcase your community, or a more low-key event hosted at a hotel or residence hall.

Upcoming Drive-Ins Near You

For Coloradans and Wyomingites, the University of Wyoming is hosting the AIMHO COWY Spring Drive-In Conference. Mark your calendars for Friday, April 5, 2019 and learn more here: <https://www.aimho.org/page/COWYdrivein>

Utahn RAs and their advisors can attend the Utah RA Drive-In Conference hosted at the University of Utah on Saturday, April 13. Those interested can learn more here: <https://www.aimho.org/page/UtahRAdrivein>

RAs and other student leaders as well as their advisors are invited to attend the COWY Student Leadership Conference hosted April 12-13, 2019 at Colorado Mountain College (the evening of the 12th is optional but there is a hotel block.) The theme is “Leadership is in-TENTS” and more information can be found soon on the AIMHO website.

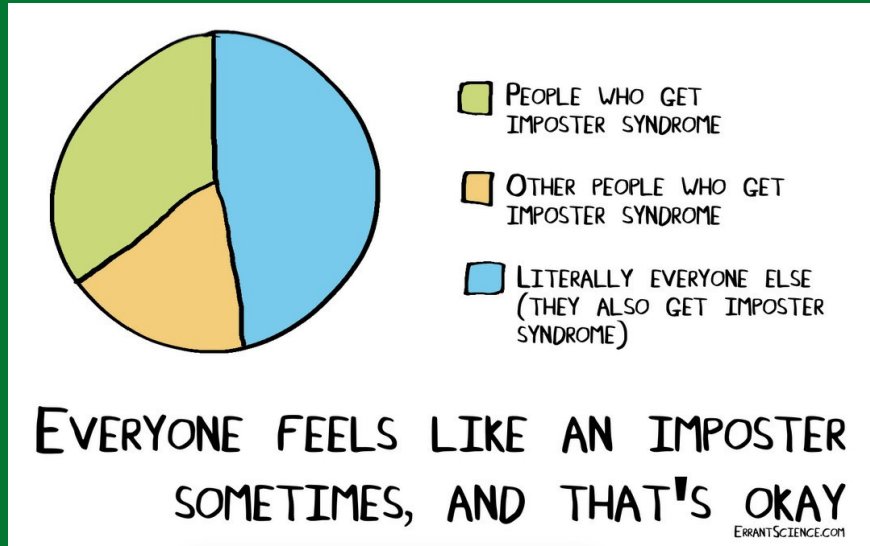
Time for a quick break...

This month as we entire the hiring season the Marketing Committee will be providing tips, thoughts, and professional development around the hiring process. Take a quick break and learn a little about diversity in the workplace with Arwa Mahdawi.



6 Ways Imposter Syndrome is Driving your Job Search

Jacquez Gray, Cha McNeil, and Jessica Velazquez



Applying for your dream job is a thrilling prospect. However, if you are like 70 percent of Americans, you may not feel prepared to move onto the next opportunity. The application process could make you feel, ironically, like a fraud.

You may ask yourself, “What is causing this sense of insecurity?” The answer can very well be, Impostor Syndrome. Impostor Syndrome according to Susan Tardanico, “Occurs when successful and intelligent professionals feel they do not deserve their accomplishments and that they have faked their way to success.” This syndrome can lead to negative stress, loss of confidence, anxiety, fear, and event derailment. Impostor Syndrome over time can influence workaholism, risk aversion, procrastination, a weakened immune system, and sleeplessness; all of which can impact your search.

Impostor Syndrome can influence so many parts of our lives. This being said, there are symptoms and remedies to combating impostor syndrome. If you are starting a job search or know someone who is, here some ways impostor syndrome can influence your career-plus some useful tips to help you flip the script.

1 **Procrastination: “I’ll Do it Next Week”**

Ah yes. The inevitable, I have tons of time and I will do it later. It is so easy to fall victim to timelines when you are not pacing out responsibilities. The fear of failure begins to take the lead which translates to self-sabotage. It is easier to fail when you can say you weren’t really trying, than failing when you put substantial effort into your search. All things considered, you need to learn how to create your own deadlines and stick to them. Put time into what you do and take pride in your current accomplishments and begin to own your triumphs. Reflect on what you hope to achieve in your next position and don’t settle because you don’t see your worth.

2 **Doing it Alone: “I Don’t Want to Bother Anyone”**

Job searching is always tricky. There is social capitalism involved and nuances that some classrooms may fail to teach. This being said, it is important to create a network of people who are invested and cheering for your success. If you’re feeling like you can’t compare to other coworkers or potential job candidates, turn to your mentors for an honest evaluation. Most of the time, they will tell you, you are fine, you are qualified, and you need to go for it. An external observer can put your fears to rest.

3 **Proofread: “It’s Done, I Can’t Look at this Again”**

Reviewing your work is vital. Technology will not catch everything because if I spell ‘on’ and meant ‘one’ the computer will not catch the mistake. Impostor Syndrome makes it difficult to review work because in the moment, anxiety is high, and the need to submit or finish the materials is overwhelming. If you are falling victim to this, try to split up your work over time. Review your product and don’t be afraid to reach out to others for their expertise and knowledge.

A hand-drawn number 4 in a light blue, sketchy style.

Not Applying: “I’ll Never be Qualified”

Moving up can be nerve wrecking and downright terrifying. Each position is going to create a sense of unease where leaning into the discomfort is necessary. There are going to be jobs where you may not make the minimum requirements. However, if you are simply writing off a position based on the title, you are doing yourself a disservice. Don’t be afraid to look at jobs and even see yourself in a new position. Allow yourself the opportunity to dream and challenge yourself to keep moving forward.

A hand-drawn number 5 in a light blue, sketchy style.

Over Compensating: “Everything Has to Be Perfect”

Nothing is ever going to be perfect because sadly, perfection does not exist. Considering the work of Student Affairs, there is always room for improvements and ways in which we can enhance our practice. The harmful piece here, is when individuals become hyper focused or critical of their work, resulting in overcompensation. Spending extensive amounts of time in the office, taking on too many responsibilities, and/or creating unrealistic expectations for yourself are only a few examples of overcompensation. All too often, people fall into the trap of comparing their internal weaknesses to the outward strengths of others (all the while ignoring their own talents). But instead of focusing on all the credentials your colleagues possess that you don't, flip the script and reflect about all your unique achievements.

A hand-drawn number 6 in a light blue, sketchy style.

Tokenism: “What if They Only Hire Me Based Off My Marginalized Identities? “

A question you may be asking yourself may be, “What if people only push me through this process because they only see my last name or pronouns?” The truth of the matter is if that is all they see, shame on them. What you can do is push through and be the candidate you are and shine in the ways you feel most reflects your own authenticity. You cannot control what assumptions people make about you but you can control the narrative you share.

A Reason to Stay: Developing a Shared Purpose to Aid in Staff Retention

Andrew Alexander, Hall Director and Ellen Roberts, Senior Resident Advisor
Cheyenne Arapaho Hall – University of Colorado Boulder



Photo Credit: Jesse Petersen

In residence life, we often experience a lack of cause that lead to burnout amongst staff and students alike due to the high demand of our roles. As we consider recruitment and retention, we must ask ourselves, what keep employees retained? A primary challenge of retention is developing a sense of purpose that permeates in an individual's professional experience as well as in their personal life. As we reflect on what has added purpose to our experiences, our story for creating this purpose begins with the examination of our own community and what we represent.

As Residence Life staff members in Cheyenne Arapaho Hall at the University of Colorado Boulder, it's easy to recognize the salient identities that the residence hall's name is honoring. Though historical and current contributions of indigenous peoples is strong in Colorado, they were not necessarily on the minds of the residents in Cheyenne Arapaho Hall, let alone the students and faculty at CU. This lack of knowledge with regard to diversity and inclusion became apparent after further researching the meaning behind the name of the residence hall and ultimately allowed for us to develop a purpose as Residence Life professionals.

Cheyenne Arapaho Hall was originally named Nichols Hall after David Nichols, one of the founders of the University of Colorado Boulder. In 1987, Nichols's extensive involvement in the Sand Creek Massacre became widely known, and CU students and administrators lobbied to change the name of the residence hall. After a yearlong debate, the hall was renamed Cheyenne Arapaho to respect and honor contributions of First Nations peoples to the university community. Since 1987, it has been an uphill battle to maintain the respect intended with the name change. Students and occasionally administrators have adopted the derogatory nickname, "Chey-Ho" for Cheyenne Arapaho Hall. After understanding more about the building's history, we determined that it was necessary to begin educating our students and faculty about indigenous peoples.

One of our first successes in educating student, staff, and faculty involved engaging with our campus partners. Through this we were connected to our first contact: a local member of the Northern Arapaho. In our initial meeting with her, she shared her experiences as an



Indigenous woman and helped advise us in ways we could incorporate Indigenous culture into our community. With her advice and experiences, we were able to begin building our vision of incorporating Indigenous people, art, and programs into our community. She also connected us to The Towards Right Relationship (TRR) project in Boulder, an organization rooted in decolonization and improving Boulder Valley's relationships with Indigenous

People (specifically the Cheyenne and Arapaho Tribes who were the original inhabitants of Boulder Valley). It was also through our work with TRR that we were connected with two members of the Northern Arapaho Business Council, as well as a Southern Arapaho Chief, who were able to give us further ideas on how to best incorporate their culture into our residential community.

Having connected with various resources, we had developed a solid foundation and direction to begin educating our students and staff. From here, we started with a program titled Roots of Injustice that we invited TRR to host in our community. Its focus was to teach our residents about the injustices faced by native peoples throughout American history from a native lens. Our next big step was to invite our Native contacts into our community to show them our spaces and get their input on where we could improve. It was an amazing opportunity to host Arapaho leadership and it helped advance us in our purpose.

What we have found over our past three years of living and working in Cheyenne Arapaho Hall is that our work has created a community identity that our residents and staff members are passionate about. Not only has this cause provided purpose to our experiences, but we also have retained more members of our staff. In fact, our staff members have insisted on returning to our community to continue this important work. We've developed a cause that they are proud to represent and that they incorporate into their daily practices.

While planning for programs, communications, and outreach we're always trying to look through the lens of representing native communities proudly. There is still great work ahead of us to continue building upon this passion, but with continued input from new and returning staff and students alike, our purpose will carry on. The task at hand, for us as professionals, is to seek and continually develop a purpose that will empower our staffs and build passion within our communities.



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Women in Housing

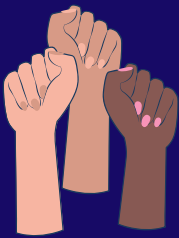
This month is Women's History Month, and in honor of that we'd like to celebrate all the amazing women that work in housing.

Did you know that ACUHO I and AIMHO both have facebook groups to support and connect women in housing?

AIMHO-
<https://www.facebook.com/groups/158199148155173/>

ACUHO-I-
<https://www.facebook.com/groups/198765670211504/>

Or did you know that ACUHO I has a series of Women in Housing Series on YouTube?



Tell us about the amazing women that you work with and that inspire you.

@AIMHO or on Facebook

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Finding Your Next Great Employee at AIMHO's New Career Center

By: Jediah Cummins - AIMHO Technology Coordinator,
University of Northern Colorado

A special reposting from our Nov. 2018 edition because Jed was reading into the future for us when he wrote this and it's just too good to not share again.

Hiring is hard. The search process often hits us at the worst time of the year - during opening, closing, breaks, return sign up, or other busy times (let's face it, we're always busy in the Housing.) Finding the right employee is also critical—a good fit for your institution can lead to greater productivity, less training time, a fantastic work culture, and happier students. Ultimately hiring is also a pricy process, the folks at Recruiterbox estimate the cost of hiring to be anywhere from \$3000-\$10,000 depending on their industry and who is running the process. (Recruiterbox, 2015). AIMHO can't help with all aspects of hiring, but one thing we can help you post your job openings to the region's website. This helps you access an engaged group of folks who already love the intermountain region and may be looking to take the next step in their career with you.

If you'd like to post a job with AIMHO, you can start either at <https://www.aimho.org/career> or by clicking on the "AIMHOME" link on the main page then clicking "AIMHO Job Postings" If you're not logged in, you will only be able to view any existing postings, so make sure you login with your AIMHO membership (If you don't have a login make sure to get one, it's the best way to stay in touch and up to date with the region, learn more here: <https://www.aimho.org/page/PersonJoin>).

The jobs search tool is open to anyone who can visit the website, and job seekers can select from several categories from Internships and graduate assistantships, live in and live off roles, all the way up to the SHO level. Right now, it's pretty quiet in there, which is one of the reasons we want to make sure everyone in AIMHO is knowledgeable about this feature and how to post a job opening!

AIMHO is online to serve the needs of our members and one thing we have heard repeatedly is we need a way to widely publicize job opportunities outside of Senior Housing Officers emailing one another to see who might be a good fit. So if you have an opening at your institution you want the region to know about, start by logging in at <https://www.aimho.org/login.aspx>. Then click to <https://www.aimho.org/careers>. From there, click/tap on "Submit an Opening."

In order to attract the best candidate, please be as thorough as possible with the job description. If you have a posting form your institution already, start from there as it will have most of the info you need. You can post the job for 30, 60, or 90 days. To keep things simple, we'd encourage you to tell folks how to contact you and apply through your main job posting with your institution. When finished describing the job, you'll be asked to submit some basic information about yourself (Name, Email, Phone) and fill out a captcha. That personal submission information helps us find you in case we have any questions about the job or would like to highlight it on an upcoming AIMHO Angle or on social media. Then you're done—you, and anyone one else, can find your job until it expires after the time you selected is up! It's a simple process with a wide audience.

We hope that AIMHO's Career Center will make it easier for you to hire from the grate group of folks in AIMHO, and prospective members who know that AIMHO is the region they'd like to call home. If you have any issues posting or searching for a job, please don't hesitate to reach out to Jed Cummins, the AIMHO Technology Coordinator to learn more <https://www.aimho.org/general/?type=CONTACT>.



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- Education- U. of Arizona
- Residence Hall Director- NAU
- Director of Residential
- Community Director (multiple)- U. of Arizona

Colorado

- Residence Hall Coordinator- Colorado Mesa University
- First Year Programs Manager- Arapahoe Community College
- Resident Director - Colorado Christian University
- Events Coordinator- Fort Lewis College
- Hall Director- U. of Colorado Boulder
- Assistant Dean of Students four Housing, Engagement, and Student Life- Regis University
- Residence Life Coordinator- Colorado School of Mines

Idaho

- Resident Director- Boise State University
- Associate Director for Housing Operations- Boise State University

Montana

- Resident Director- Montana State University
- Associate Director- Montana State University

Nevada

- Residential Life Coordinator, UNLV Campus Life- UNLV
- Coordinator, Support Operations- University of Nevada-Reno

New Mexico

- Residence Hall Director/Area Coordinator- Eastern New Mexico University
- Housing Coordinator- St. John's College
- Residential Life Coordinator- Armand Hammer United World College

Utah

- Coordinator for Communications and Assessment- University of Utah
- HRE Area Coordinator- University of Utah
- HRE Area Coordinator- University of Utah
- Resident Outreach Coordinator- University of Utah
- Access Coordinator- University of Utah

Wyoming

- Residence & Campus Life Coordinator (2 Positions)- Northwest College
- Ast. Dir., Residence Education- U. of Wyoming
- Residence Coordinator- U. of Wyoming

The Possibilities Are Endless...

