Educational Session Guide

NODA Annual Conference
Houston, TX | October 20-23, 2019
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<td>8:30 a.m.</td>
<td>10:45 a.m.</td>
<td>2:15 p.m.</td>
<td>3:15 p.m.</td>
<td>4:15 p.m.</td>
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### Educational Session Block Key
- Educational Session
- Highlight Session
- Regional Showcase Winner
- Extended Session
- Extended Orientation Track Presentation
- Network Meeting

### Monday, October 21 - Page One

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<td>Online Orientation: The Starting Point for an Integrated College Experience</td>
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<td>Navigating Dual Roles as a Parent and an OTR Professional</td>
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<td>A Dialogue on Dismantling White Supremacy Culture in OTR</td>
<td>Preparing to Launch: Navigating New Approaches to Content Delivery</td>
<td>Supporting the Student Transition Through Technology</td>
<td>ASCEND to Higher Retention Rates</td>
<td>Extended Orientation Leadership Curriculum</td>
<td>Taxation and Tokenism: When Helping Hurts</td>
<td>Non-Traditional Student Network Meeting</td>
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<td>Requirements vs. Capabilities: Online Orientation Software</td>
<td>Developing a Small Group Athlete Orientation Program</td>
<td>The Power of Storytelling in Orientation</td>
<td>Creating Cohesive Orientations or Welcome Weeks with Faculty</td>
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<td>Houston We Have a Wellness Problem</td>
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<td>Exploring Orientation’s Impact on Identity Formation</td>
<td>Safe Zone Training for LGBTQ+ Allies</td>
<td>All in Together: Cross-Campus Collaborations to Meet NODA’s Core Competencies</td>
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<td>Online Orientation: Launching Retention Through Technology</td>
<td>Transition’s and Orientation’s Role in Curbing Summer Melt</td>
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**Monday, October 21 - Page One**

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- Supporting the Student Transition Through Technology
- ASCEND to Higher Retention Rates
- Creating Cohesive Orientations or Welcome Weeks with Faculty
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- Transition’s and Orientation’s Role in Curbing Summer Melt
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### Monday, October 21 - Page Two

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<td>Ready to Launch a Family Council?</td>
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<td>Highlight Session</td>
<td>Planning for Pluto: Dynamic OTR Work at a Small College</td>
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<tr>
<td>2:15 p.m.</td>
<td>Extended Session</td>
<td>Cultivating Community to Enrich the Transfer Transition into the Classroom</td>
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<tr>
<td>3:15 p.m.</td>
<td>Extended Session</td>
<td>Navigating Your Launch Into Your First Year on the Job</td>
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<tr>
<td>4:15 p.m.</td>
<td>Extended Session</td>
<td>First-Generation Student Network Round Table</td>
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<td>Extended Orientation Track Presentation</td>
<td>Creating Space for Learning with Student Directors</td>
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<td>Regional Showcase Winner</td>
<td>Small Change, Big Impact: Sustainable Efforts Across Campus</td>
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<td>Managing Through Transition</td>
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<td>3:25 p.m.</td>
<td>Network Meeting</td>
<td>Transitioning from Undergrad &amp; Graduate School to Professional</td>
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<td>3:35 p.m.</td>
<td>Network Meeting</td>
<td>Build Them Up: Developing Effective OL Evaluation Processes</td>
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<td>Five Pillar Approach to a Blended Peer Leader Training Program</td>
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<td>3:45 p.m.</td>
<td>Educational Session</td>
<td>3...2...1...Blast Off with a High Impact Practice</td>
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<td>3:55 p.m.</td>
<td>Highlight Session</td>
<td>Outdoor Extended Orientation Programs – Where To Begin?</td>
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<td>4:05 p.m.</td>
<td>Extended Session</td>
<td>Launch Plan: Student Accessibility at Orientation</td>
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<td>Extended Session</td>
<td>First Gen Student Success: A National Landscape Analysis</td>
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<td>Extended Orientation Track Presentation</td>
<td>Assessing Sense of Belonging Through a Welcome Week</td>
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<td>5:00 p.m.</td>
<td>Network Meeting</td>
<td>Incorporating iGen</td>
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<td>5:10 p.m.</td>
<td>Network Meeting</td>
<td>Building a Dynamic Orientation Brand</td>
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<td>5:20 p.m.</td>
<td>Educational Session</td>
<td>Interim: Lessons From Leading with a Label</td>
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<td>5:30 p.m.</td>
<td>Highlight Session</td>
<td>Leaders in Crisis: A Proactive Approach</td>
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<td>5:40 p.m.</td>
<td>Extended Session</td>
<td>But I Have Work to Do: Self Care as a New Professional</td>
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<td>5:50 p.m.</td>
<td>Extended Session</td>
<td>Involving University Stakeholders in the Change Process</td>
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<td>6:00 p.m.</td>
<td>Extended Orientation Track Presentation</td>
<td>Success Coaching: Increasing Success for At Risk Students</td>
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<td>Regional Showcase Winner</td>
<td>Student Leader Selection: Check! Now What?</td>
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- Six Steps for OL Training Success!
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<th>Session 9</th>
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<tbody>
<tr>
<td>8:30 a.m.</td>
<td>Mission FYE: Training Peer Mentors for Big Results</td>
<td>Understanding and Support for Bereaved College Students</td>
<td>Creating an Extended Online Orientation to Impact Success</td>
<td>No Budget? No Problem! How to Develop Online Orientation</td>
</tr>
<tr>
<td>10:45 a.m.</td>
<td>May the Transfer Track Be With You</td>
<td>Combining Purpose and Passion in Your Profession</td>
<td>Using Orientation to Launch New Students into Success!</td>
<td>Early Identification for Early Intervention</td>
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<tr>
<td>1:45 p.m.</td>
<td>Integrating Religious Diversity into Orientation Programming</td>
<td>Breaking Session with Keynote Speaker Jose Antonio Vargas</td>
<td>A Blueprint for Building a Transfer Student Mentor Program</td>
<td>Breaking Down Silos: Developing a Transfer Friendly Culture</td>
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<tr>
<td>2:50 p.m.</td>
<td>Not Covered in Grad School: Tales of a New Professional</td>
<td>Launching the First Year of a First Year Office</td>
<td>Planning Versus Reacting: Crisis Communication on a Large Scale</td>
<td>Hidden Figures: Recruiting and Retaining Staff of Color</td>
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**First Generation College Student Network Meeting**
- Integrating Cultural Wealth into Orientation
- Mission FYE: Training Peer Mentors for Big Results
- Understanding and Support for Bereaved College Students
- Creating an Extended Online Orientation to Impact Success
- Combining Purpose and Passion in Your Profession
- Using Orientation to Launch New Students into Success!
- Introducing the First Year of a First Year Office
- Planning Versus Reacting: Crisis Communication on a Large Scale

**Network Meeting**
- Not Covered in Grad School: Tales of a New Professional
- Leading NODA
- From Toxic to Transformative: Developing Service-Minded OLs
- Importance of Recognizing Academic Success in FY Students
- The New Student GPS: A Digital Experience to Ease Transition
- Sense of Belonging in Transfer Students
- Level Up Your OTR Programs
- Empowering Generation Z in Higher Education

**Extended Orientation Track Presentation**
- The Blame Game: Performance and Accountability Action Planning
- Bolstering Relationships to Prepare Students for Success

**Extended Session**
- Icebreaker Toolbox
- Early Identification for Early Intervention
- Hidden Figures: Recruiting and Retaining Staff of Color

**Highlight Session**
- The Importance of Recognizing Academic Success in FY Students
- The New Student GPS: A Digital Experience to Ease Transition
- Sense of Belonging in Transfer Students

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**Network Meeting**
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- Icebreaker Toolbox
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<td>Revamping Orientation Sessions Using Program Evaluation</td>
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<td>NACE Competencies in Student Staff Assessment and Evaluation</td>
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<td>340 A</td>
<td>Using Student Staff to Supplement Online Orientation</td>
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<td>340 B</td>
<td>Family First Seminar: Connecting Families to Campus</td>
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<td>343 A</td>
<td>Tell Me About Yourself (and Your Interview Process)</td>
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<td>343 B</td>
<td>Collaboration: The Key to International Orientation Success</td>
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<td>344 AB</td>
<td>Developing a Sense of Belonging Among Non-Traditional Students</td>
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<td>GLBTA Network Meeting</td>
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<td>Creating a Culture of Commitment for Orientation Leaders</td>
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<td>Helping Future Student Leaders Overcome the Decline Letter</td>
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<td>Serve Don't Swerve: Services for First Year Commuters</td>
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<td>&quot;We Were So White&quot; Changing the Culture of Our OLs</td>
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<td>Beyond Orientation: Launching Student Transition Experiences</td>
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<td>Beyond Breaking the Ice: Building Real Student Connections</td>
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<td>Developing a New Commitment Statement Framework</td>
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<td>Partners in Takeoff: Peer Mentors for Students with Autism</td>
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<td>Launch into Extended Orientation</td>
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<td>From Volatile to Vibrant: Saving Healthy Partnerships</td>
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<td>Engaging Families: Acceptance to Graduation</td>
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Core Competency Key

**Basic**

**TIK** Theoretical and Institutional Knowledge
OTR practitioners must have theoretical knowledge of student learning and development combined with a working knowledge of the institutional functions.

**DIA** Diversity, Inclusion, and Access
OTR practitioners value the intersectionality of students’ identities and serve as allies through inclusive transitional practices.

**CC** Campus Collaboration
These competency areas outline knowledge, skills, and abilities necessary for the OTR practitioner to possess in order to shape and maintain strong collegial relationships.

**CCD** Curriculum and Content Development
OTR practitioners have a strong skill set in strategically designing and organizing content and transitional learning on an ongoing basis.

**PDM** Program Delivery and Management
OTR practitioners must be intentional in event management and delivery to implement effective programming designed to facilitate new student transition.

**OL** Organization and Leadership
OTR practitioners must be cognizant of OTR’s organizational placement within the institutional structure and provide effective leadership for the success of programs dedicated to the orientation, transition, and retention of students.

**Intermediate**

**C** Communication
Competency in this area refers to the skills and understanding necessary to interact with others in an educational setting using a variety of methods and strategies.

**CM** Crisis Management
OTR practitioners must develop an awareness of and appropriate skills in response, direction, and management of high impact/high stress situations.

**FM** Financial Management
Competencies in financial management require an understanding of budgeting, priority management, fiscal responsibility, and ethical judgment.

**LPG** Laws, Policies, and Governance
OTR practitioners must have a current awareness of internal institutional policies, legal implications, and the impact of state/province, federal statutes, and laws on the daily operations and procedures of OTR programs.

**EM** Enrollment Management
To support the institutional goals, OTR practitioners must have knowledge and be active participants in the enrollment process with the end goal of student success and retention.

**Advanced**

**RAE** Research, Assessment, and Evaluation
OTR practitioners must possess knowledge and skill in the development and the use of research, assessment, and evaluation tools as well as the interpretation and use of information gathered.
The Science of Orientation
Location: 335 A
Audience: Graduate Students & New Professionals
Lizzie Brister, University of Colorado Boulder
Why do we do what we do during orientation? Empower your student staff with a credible “why” by adding an overview of applicable theoretical models and student development theory into their training. This presentation offers practical suggestions for incorporating transition theory, identity development models, and research on student persistence into student trainings in order to promote better customer service, increased empathy, and stronger leadership skills across your team.

Big Ideas, But No BIG Identities: Authentic Professionalism
Location: 335 B
Audience: Graduate Students, New & Mid-Level Professionals
Tav Horne, Clemson University, Pearson & Samantha Cole-Reardon, Florida State University
Whether it is the style of our hair, the vernacular in our speech, the clothes we wear, or the ways we create relationships, the culture and expression of Graduate Students and young professionals has often been characterized as unprofessional and unsuitable. This session advocates for expanding and reconceptualizing professionalism as well as empower supervisors and supervisees to advocate for themselves as well as embrace their authenticity without sacrificing their professionalism.

Planning for Pluto: Dynamic OTR Work at a Small College
Location: 339 B
Audience: New & Mid-Level Professionals
Kait Rooney & Aileen Schatz, Albany College of Pharmacy and Health Sciences
We may not be Jupiter, but we know our work still matters. Join us in this session as two professionals talk about how we have learned to modify and adapt best practices learned at past NODA conferences to fit our orientation and transition needs at a small college. This session will reflect on current best practices and modifications we have made to ensure our small college orientation programs are still out of this world.

Moving Up, But Not Moving On
Location: 335 C
Audience: Mid & Senior-Level Professionals
Tina Arthur, University of Iowa, Karnell McConnell-Black, Westminster College Katharine Pei, Washington University in St. Louis Chris Verhaeghe, University of Wisconsin Madison
Professionals moving up in roles and responsibilities, but not changing institutions, experience a unique set of challenges, opportunities, and politics. This panel will share personal experiences about transitioning roles at the same institutions, while navigating organizational change and institutional politics. Join us to learn from these perspectives and for a discussion about longevity at an institution and career advancement opportunities. Bring questions to ask this veteran OTR panel.

Ready to Launch a Family Council?
Location: 339 A
Audience: Mid & Senior Professionals
Elizabeth Harris, Temple University
Are you thinking about creating a version of a Family Council on your campus? Or maybe you already have one, but want to restructure it? Learn how one institution established their non-dues paying, selective, 23-member family council in just 5 months, along with the goals and outcomes in place to ensure the group’s success.
Cultivating Community to Enrich Transfer Transition in the Classroom

Location: 340 A

Audience: Graduate Students, New & Mid-Level Professionals

Amy Lintner & Lindsey Winter, The University of Maryland

This innovative transition course in the School of Public Health allows first semester transfer students to engage with academic resources, solution-driven grant writing opportunities, identity development, faculty/alumni engagement, public health issues, and physical activities, with the goal of community cultivation. This program will create space for dialogue among professionals to discuss how similar transition courses can work within college-specific spheres for unique student populations.

Online Orientation: Countdown to Student Success

Location: 329

Audience: Mid & Senior-Level Professionals

Highlight Session

Dave Roberts, Advantage Design Group,
Cody Cramer, Oklahoma State University

3. Transitions take time. 2. Orientation is more effective when delivered over time. 1. Start orientation earlier. Blast off with a powerful strategy to spark the new student transition process. Explore a 3-part on-boarding system centered on orientation technology that takes the rocket science out of content delivery, interaction and student engagement. This session includes an open discussion and demonstration followed by Q&A.

Informational Meeting:
Large Institution Network

Location: 338

Audience: All experience levels welcome!

Network Meeting

Sam Glazer Hewson, Network Co-Chair

Join the Large Institution Network as we discuss network activities, best practices and trends and information in relation to Large Institutions.

Growth Mindsets: Creating an Environment of Constant Improvement

Location: 330

Audience: Undergraduate Students

Region III Showcase

Eduardo Diaz De Ramon, Stephanie Trujillo & Hannah Lovin, University of Colorado Colorado Springs

Working in the dynamic and ever-changing nature of Orientation requires a mindset that is adaptable and flexible to change. Therefore, it is important to structure a team around a dynamic environment to ensure that incoming students receive the best experience on their Orientation day. Showcasing Carol Dweck's Growth Mindset, this session will highlight the strategies Orientation Leaders can implement today to cultivate a culture of growth - individually, as a team, and as an Orientation program. We aim to demonstrate how the implementation of a Growth Mindset in any orientation program will foster positive change necessary to provide the most satisfying Orientation student experience.

Navigating Your Launch into Your First Year on the Job

Location: 340 B

Audience: Graduate Students & New Professionals

Matthew Hicks, University of Tennessee at Martin,
Justin Gambone, Gonzaga University

Did you just start a new job? Or are you in the search process? Feeling the pressure to recreate the wheel or discover something ground breaking in your division? We understand - we have been there. This presentation is aimed to help you navigate your first year in a new job. We have experience, good and bad, as well as advice we have learned along the way we would like to share with you so you can have a successful foundation to your new role!
First Generation Student Network Roundtable Discussion

Location: 343 A
Audience: All Professionals

First Generation Student Network Endorsed
Chad Zoller & Devan Zgleszewski, Network Co-Chairs

First-generation students face unique challenges navigating the higher education landscape and learning how to thrive in the college environment. Join us for this session as we will discuss the needs, challenges, and opportunities to working with this population and share best practices for how OTR programs and professionals can support first-generation student success.

Small Change, Big Impact: Sustainable Efforts Across Campus

Location: 344 AB
Audience: All Professionals

Adam McNeil, Loyola University Chicago,
Michael Payne, Northeastern State University

Colleges and universities can lead the charge in inspiring people to practice sustainable practices in their future, and it begins at their orientation session. Come and learn how a few simple changes to your orientation programs can leave a lasting impact on the campus community for years to come.

Managing Through Transition

Location: 346 AB
Audience: Mid & Senior-Level Professionals

Kristopher Klann, University of Florida

As OTR professionals, we are responsible for leading new students and families through a variety of transitions. But what happens when we go through our own professional transitions? By utilizing a leadership framework from the Harvard Business Review, this presentation will provide contextual review of leadership resources and how to manage workplace transitions.

Creating a Retention Narrative Through Orientation & Transition Experiences

Location: 327
Audience: Mid & Senior-Level Professionals

Beth Lingren Clark, University of Minnesota Twin Cities
Rick Sparks, Virginia Tech

Attend this session and learn strategies for creating a retention narrative on your campus leveraging your orientation and transition experiences. This session will feature several experienced professionals including faculty coaches from the Retention Symposium. Presenters will discuss specific strategies and methods for connecting student experiences to first year retention efforts.

For the Students, By the Students

Location: 328
Audience: Graduate Students, New & Mid-level Professionals

Dawn Wojkovich, Purdue University Northwest

Cultivating a sense of belonging is essential to student retention. In culturally and socioeconomically diverse environments, this can be challenging. Utilizing student orientation leaders during both the orientation and transition process allows new students to feel comfortable more quickly. This presentation focuses on creating a culture of care and inclusion by the students, for the students.

Creating Space for Learning with Student Directors

Location: 343 B
Audience: New & Mid-Level Professionals

Molly Basdeo Mountjoy & Mayra Garces, Northwestern University

As student affairs professionals in OTR much of our time spent creating student leader curriculum and training is focused on student leaders who work directly with new students, but what about our student leaders who help in the learning and development of their peers? Learn how we created a student leader curriculum and assessment for students that focused on learning and development in: Facilitation, Organization, Conflict/Tension, Communication, Peer-to-Peer Accountability, and Leadership.
NODA Business Meeting  
**Location:** 327  
**Audience:** All experience levels welcome!  
*Joyce Holl, NODA*  
*Melanie Payne, NODA President*  
The business meeting is the Association’s opportunity to provide the “State of the Association” to the NODA community. Information about the general business of NODA will be shared during the session.

Online Orientation: Moving Beyond Text and Video  
**Location:** 328  
**Audience:** All Professionals  
*Nicole Crozier, University of Victoria*  
Online orientation programs have huge potential to impact student readiness and confidence. However, to truly capitalize on their potential, we need to move beyond text and video content and develop online activities that are truly interactive and focused on learning. This session will introduce the outcomes-based, activity-based approach that one institution used to create an informative and engaging online orientation experience that received positive reviews from students.

Orientation: The Starting Point for an Integrated College Experience  
**Location:** 329  
**Audience:** Mid & Senior-Level Professionals  
*Tracy Skipper, National Resource Center for the First-Year Experience & Students in Transition*  
Orientation is ubiquitous on college campuses, but what is its role in supporting student success across the undergraduate experience? This interactive session will explore models for situating orientation as the starting point for an integrated and developmentally sequenced approach to student success initiatives. Participants will have the opportunity to reflect on their own campus practices and consider strategies for embedding orientation into a comprehensive student success framework.

Launching a Program Review? Let CAS Standards Be Your Guide  
**Location:** 330  
**Audience:** All Professionals  
*Ann Hower, University of Michigan, Ann Arbor*  
Orientation professionals can improve orientation programs and enhance the quality of student learning by utilizing the CAS (Council on the Advancement of Standards in Higher Education) Standards in their assessment processes. The CAS standards provide an important set of tools that helps professionals in the self-assessment of their programs.

Dismantling Silos: Collaborating to Enhance Student Success  
**Location:** 335 A  
**Audience:** All Professionals  
**Large Institution Network Endorsed**  
*Leigh Cherry & Ashton Braddock, University of Tennessee*  
Postsecondary institutions aim to help students successfully navigate the college experience. Despite this overarching objective, student success is often approached in silos, demonstrating a misalignment between goals and desired outcomes. In this engaging session, participants will discuss collaborative efforts that span traditional academic and student affairs boundaries and explore innovative ways to execute successful cooperative activities that enhance OTR programming across institutions.
Navigating Dual Roles as a Parent and an OTR Professional

Location: 335 B
Audience: All Professionals
Whitney Jones, Baylor University
Dakota Farquhar-Caddell, Baylor University,
Zach Manning, Texas Tech University
Tara McWhorter, Texas Christian University

Come hear from OTR professionals as they share stories regarding parenting while meeting the demands of work. In addition, panelists will discuss their path to family planning.

Breakout Session with Keynote Speaker Claudio Sanchez

Location: 335 C
Audience: All experience levels welcome!
Claudio Sanchez, Keynote Speaker

You are invited to learn more from Keynote Speaker, Claudio Sanchez, immediately following his Keynote address.

Network Informational Meeting: Small College Network

Location: 338
Audience: All experience levels welcome!

Network Meeting
Alex Barkley & Bart Stucker, Network Co-Chairs

Join the Small College Network as we discuss network activities, best practices and trends and information in relation to Small Colleges.

Transitioning from Undergraduate & Graduate School to Professional Life

Location: 339 A
Audience: Graduate Students and New Professionals
Region I Showcase
Elizabeth Rumball, Saint Martin’s University

Transitioning from the life of a student to the life of a professional can be as daunting as it is exciting. Walk through this session led by a fairly new professional and learn a few tips and tricks to putting the pro in professional.

Build Them Up: Developing Effective OL Evaluation Processes

Location: 339 B
Audience: Graduate Students, New & Mid-Level Professionals
Rick Garcia, Sarah Loeffler, & Megan Arnold, Bowling Green State University

In administrative settings, it’s easy for us to see how assessment directly relates to the future of our programming. We administer surveys to incoming students, their guests, and maybe even campus partners, but how do we specifically assess our student leaders? In this presentation, we will address the importance of assessing and evaluating student leaders in Orientation, Transition, and Retention programming, and how engaging in these practices enhances their experience.

5-Pillar Approach to a Blended Peer Leader Training Program

Location: 340 A
Audience: Graduate Students, New & Mid-Level Professionals
Danielle Maxson, Christopher Shemanski, & Julia Aitchison, Stevens Institute of Technology

Peer Leaders work in collaboration with Academic and Student Affairs to ensure students are supported holistically in their transition to college, encompassing academic, social, emotional, and extra-curricular areas. Through a 6-day training program, student leaders engaged in an intentionally designed experience to equip them for their role. To structure the experience, the program was built on 5 Pillars: Relationship Building, Support, Teamwork, Utilizing Resources, and Navigating Difference.
3, 2, 1...Blast Off with a High Impact Practice
Location: 340 B
Audience: Graduate Students, New & Mid-Level Professionals
Chelsea Ratcliff, The University of Alabama
As the next generation arrives on our campuses, their desire for hands-on learning and practical skill application is more apparent. Blast Off with a High Impact Practice as the presenter describes the experience of taking an existing program and enhancing it to be a High Impact Practice with key components to enrich a student’s out-of-class learning. This presentation will guide you through the experience as well as encourage self-reflection to develop or convert your own program into a HIP.

Outdoor Extended Orientation Programs... Where to Begin?
Location: 343 A
Audience: Graduate Students, New & Mid-Level Professionals
Extended Orientation Track
Andrew Carruth & Sarah Edwards, Texas A&M University
Do you have an outdoor orientation program? Are you in the process of starting one? Do you want one, but have no idea where to begin? Presenters will discuss their experiences collaborating with various campus partners to create an outdoor extended orientation program. Presenters will facilitate an open discussion with attendees to discuss successes, challenges, and future opportunities for starting and developing an outdoor extended orientation program.

Launch Plan: Student Accessibility at Orientation
Location: 343 B
Audience: Graduate Students, New & Mid-Level Professionals
Ali Jensen & Blake Red Elk, Iowa State University
Join us for a discussion of how one university designed a "Launch Plan" for student and guest accessibility during orientation as well as our Welcome Week program. We will talk about what the laws stipulate, how our institution interprets these policies, what challenges we face, and how we continue to improve our services for students with disabilities. There will be opportunities to share with and learn from various institutions during our discussions.

First-gen Student Success: A National Landscape Analysis
Location: 344 AB
Audience: Graduate Students, New & Mid-Level Professionals
First Gen Student Network Endorsed
Sarah Whitley, Center for First-generation Student Success, NASPA
Using insights from higher education leaders, practitioners, and student groups, this session will detail findings from a national landscape analysis of first-gen programs at four-year institutions. For consideration will be priorities, approaches and limitations, resources, and key collaborations for supporting first-gen students along with recommendations for institutional improvement and systemic change in higher education.

Assessing Sense of Belonging Through a Welcome Week
Location: 346 AB
Audience: All Professionals
Virginia Cabrera, Purdue University
Welcome week models are hard to come by, but they can take your new student orientation programming to the next level. Hear how a welcome week model instills a sense of belonging in incoming cohorts of students each year and how assessment can help you measure if your programs are helping you meet your desired outcomes.
A Dialogue on Dismantling White Supremacy Culture in OTR

Location: 327
Audience: All Professionals
Extended Session 2:15-3:45 p.m.
Natalie Rooney, Oregon State University
Kyle Flowers, Macalaster College

Last year at NODAC 2018, we hosted the session "Together, white colleagues, we can be better" and have utilized participant’s feedback on improving the space. We know that as white educators, it’s imperative that we critically engage in conversations that hold ourselves accountable in moving along our social justice journey. Come join us in a discussion where together, we center race and outline the importance of naming white supremacy and oppressive culture in the workplace.

Preparing to Launch: Navigating New Approaches to Content Delivery

Location: 328
Audience: All Professionals
Extended Session 2:15-3:45 p.m.
Eddie Higginbotham IV, University of Tennessee
James Kelly, University of Tennessee
Elizabeth Manuel, University of Central Florida
Karen Smith, East Carolina University

All too often, we hear that orientation is like drinking from a firehose and, all too often, we simply accept this as an intrinsic truth of our work. It’s time to take a critical look at when information is shared, where it is shared, and how it is shared to increase your program’s relevance, retention of information, and participant satisfaction. This presentation will highlight strategies from on how to repackage content delivery to do just that using the "time, place, manner approach."

Requirements vs. Capabilities: Online Orientation Software

Location: 329
Audience: All Professionals
Highlight Session
Doug Sawyer, Comevo

Discuss the elevated requirements placed upon online orientation software to serve an ever-growing list of requirements, topics, objectives, and cohorts.

Developing a Small-Group Athlete Orientation Program

Location: 330
Audience: All Professionals
Alexis Parrill & Amanda Zeltner, Princeton University

The Athlete Small-Group Experience was created for first-year athletes to fulfill their pre-season obligations while participating in and benefiting from an extended small-group orientation experience. The presenters will share how they partnered with the Athletics Department at their Division One institution to develop the program, including sharing our curriculum, Athlete Orientation Leader training schedules, and assessment highlights.

The Power of Storytelling in Orientation

Location: 335 A
Audience: All Professionals
Funlola Fagbohun & Sarah Dodge, University of Virginia

“I am UVA” is an innovative program where Orientation Leaders have the opportunity to share their stories with new students at the university and facilitate conversations where they help students to articulate who they are and who they might become during their time at college. In this presentation, professional staff will explain the creation, implementation, and outcomes of our story sharing process. Join us and learn more about how to help Orientation Leaders and new students alike share their stories!
Extended Orientation Leadership Curriculum
Location: 335 B
Audience: Graduate Students, New & Mid-Level Professionals

Extended Orientation Track & Network Endorsed
Candace Woolverton, Sarah Edwards, Ph.D., Andrew Carruth, & Bradley Burroughs, Texas A&M University

In addition to developing students in their leadership roles, the Extended Orientation team has created a leadership curriculum that helps students identify and practice leadership in all aspects of their life. This award-winning curriculum encompasses a variety of assessments, collaborations, and retreats to promote the values established by Extended Orientation. In this presentation, we will discuss, explain, and provide tips for creating your own curriculum for your student leaders!

Taxation & Tokenism: When Helping Hurts
Location: 335 C
Audience: Graduate Students, New & Mid-Level Professionals
Multicultural Network Endorsed
Jonathan Tunwar & Shaquille Lowe, University of Florida

Cultural taxation describes the burden where additional responsibilities are placed upon non-white persons because of their ethno-racial backgrounds. Come and learn how to avoid this with your students and professional staff. Attendees will leave with an understanding of tokenism and tactics to recruit and retain students and staff of color.

Network Informational Meeting: Non-Traditional Student Network
Location: 338
Audience: All experience levels welcome!

Network Meeting
Jonathan Fries & Amanda Gelber, Network Co-Chair
Join the Non-Traditional Student Network as we discuss network activities, best practices and trends and information in relation to Non-Traditional Students.

Incorporating iGen
Location: 339 A
Audience: Graduate Students, New & Mid-Level Professionals
Region V Showcase
Ali Jensen & Nicole Nicholson, Iowa State University

Join us for a conversation about incorporating the needs and wants of iGen (or Generation Z) students into your programming efforts! We will discuss the changes our office has made from student leader recruitment to programming and all the details in between. Come to this session ready to discuss what you know, what you’re doing, and what you want to accomplish!

Building a Dynamic Orientation Brand
Location: 339 B
Audience: All Professionals

Nate Alcorn, California Arizona State University, Halie Swanson, Clemson University

When it comes to orientation, planning, prepping, and working can be an entire 12-month process. Building a strong campus brand can significantly help grow advocacy and justification for your programs while building your department’s presence as a year-round operation. Learn assessment-proven strategies and tips that can help your department and programs build an annual brand on campus and your community.

Interim: Lessons from Leading with a Label
Location: 340 A
Audience: All Professionals

Craig Johnson, Purdue University, Jenni Brost, University of Nebraska-Lincoln

When leadership is in transition, office dynamics shift, internal and external relationships can be altered, and programmatic elements can be lost. Enter the role of the Interim: the temporary leader looked to for support, leadership, and to best get through a difficult transition. This session provides the opportunity to engage with others who have operated with the interim label, and get first-hand insight from professionals who navigated this transition.
Leaders in Crisis: A Proactive Approach
Location: 340 B
Audience: All Professionals
Katie Murray & Kathryn Knaus, Towson University
Orientation student staff members are often looked at as the epitome of a student leader. What happens when those students need support? Is discussing self-care enough? How do you shift the campus culture from a reactive approach to proactive? This presentation will address these questions and layout the contrast between a 2018 team in crisis to a 2019 resilient team.

But I Have Work to Do: Self-Care as a New Professional
Location: 343 A
Audience: Graduate Students & New Professionals
Nieesha Earls, University of Houston
Working in orientation can be a whirlwind of advocating for new programming, training new OLs, navigating through politics, and dancing through the long hours of summer orientation; but, when everything is said and done, who is advocating for you? As new professionals, it can be overwhelming to master your responsibilities and successfully develop self-care strategies. In this roundtable discussion, we will assess your overall well-being and compare successful self-care practices.

Involving University Stakeholders in the Change Process
Location: 343 B
Audience: All Professionals
Alex Kappus & Betty Wagner, Central Michigan University
Change is inevitable. In a university re-organization, the function of new student and family programs moved from academic advising to the office of student success at Central Michigan University. The orientation program went through significant structural change to align with NODA professional standards in a matter of just six months. Learn how the leadership team developed a three phase change plan and engaged over 175 campus faculty and staff through various workshops, stakeholder meetings, and campus preview sessions.

Success Coaching: Increasing Student Success for At-Risk Students
Location: 344 AB
Audience: Mid & Senior-Level Professionals
Small College Network Endorsed
Jessica Hale, Washtenaw Community College
Retention of at-risk students is a growing concern at colleges across the country. This presentation will discuss the use of Success Coaching as a means to increase success rates for at-risk students. Effective practices such as triage, referral methods, faculty collaborations, and tracking methods will be discussed. Success data will be highlighted and future recommendations proffered.

Student Leader Selection: Check! Now What?
Location: 346 AB
Audience: New & Mid-Level Professionals
Small College Network Endorsed
Laura Laughlin & Austin McDonald, University of Southern Mississippi
You’ve read the applications, facilitated the group interviews and made the offers. So, what comes next? Coming up with a strategy to effectively train your student leaders can feel overwhelming. You’ll walk away from our session with tips, tricks and syllabi that will help you begin or begin to re-examine your student leader training program.
Supporting the Student Transition Through Technology

Location: 329
Audience: All Professionals
Highlight Session
Elizabeth Leslie, Guidebook

You are committed to supporting students by meeting them where they are. Shouldn't your mobile strategy do that too? By harnessing the power of mobile, schools can shape the student experience before they even set foot on campus. This presentation will draw on student development transition theories and examples of effective implementation to examine how a well-executed mobile strategy can support students in the transitions to college and help them to thrive throughout their academic career.

ASCEND to Higher Retention Rates

Location: 330
Audience: All Professionals

Dr. Jared Tippets & Dr. Eric Kirby, Southern Utah University

Join the authors of NODA's recently released book on retention strategies and student success efforts as they share practical ideas for increasing student retention, completion, and student success on your campus. The presenters will share their homegrown and cost-efficient ‘ASCEND’ model that has resulted a 10 percentage point bump in retention rates on their campus over the past four years. Attendees of this session will walk away with lots of creative, innovative, and cost-effective strategies to immediately implement on their home campuses to improve their retention rates.

Creating Cohesive Orientations or Welcome Weeks with Faculty

Location: 335 A
Audience: All Professionals

Small College Network Endorsed
Rachel Pridgen, North Central College,
Mark Carbonara, Dominican University

Working with faculty for orientation or welcome week can pose challenges and create barriers that come with that role. However, research clearly shows that building those bridges and having cohesive opportunities for engagement have shown strong effects on student efficacy, sense of belonging and retention. Through two small school perspectives, participants will see how we have each taken varying approaches to ensuring a strong relationship with faculty and orientation.

Ethical Reasoning & Compassion in the First-Year Experience

Location: 335 B
Audience: All Professionals

Region VIII Showcase
Josh Eisenberg, Pomona College
Amy McKiernan, Dickinson College

In a unique partnership between faculty and Student Life, a two-part program was designed for New Student Orientation aimed at introducing ethical reasoning and compassion as learnable skills. Through small group discussions, meals with classmates and a first-year-focused four corners activity data has shown that students engaged in critical thinking, productive conversations, and articulate their beliefs. Presenters will share data and materials for attendees to replicate the program.

Houston, We Have a Wellness Problem

Location: 335 C
Audience: All Professionals

Elizabeth Calagias, Fort Lewis College

With anxiety, depression, and other mental health issues on the rise, one campus wanted to change how it prepared students to handle the stress and pressure of college life. Come learn about data trends, creative brainstorming methods, and innovative programming that was implemented before, during, and after Orientation.
Bursting the Bubble: A Unified Peer Leader Program

Location: 339 A

Audience: New & Mid-Level Professionals

Chris Shemanski, Julia Aitchison, & Danielle Maxson, Stevens Institute of Technology

Despite historical precedent and departmental expectations, Academic Affairs and Student Affairs joined forces to re-imagine their respective Peer Mentor and Orientation Leader positions, which were both designed to support incoming students. Through this examination, they found not only redundancy in efforts, but also competing priorities among their student leaders. This session will explore how they implemented a unified Peer Leader Program in Fall 2018 aligning with best practices and institutional needs.

Implementing New Technology to Enhance Family Engagement

Location: 340 A

Audience: All Professionals

Elizabeth Harris, Temple University
Kathryn Knaus, Towson University

Are you struggling with how to effectively engage and communicate with your parents and families? What if you could create an online one-stop-shop that not only enhances family engagement but also drives student success? Learn more about how two institutions use CampusESP, a strategic engagement tool that is an effective, easy, and innovative way to communicate information to parents and family members to positively impact their student’s university experience.

Cultivating Orientation Assessment Opportunities

Location: 339 B

Audience: New & Mid-Level Professionals

Nicholas Lockwood & Hailey Santonastaso, University of Colorado Colorado Springs

While satisfaction assessments are the most frequently utilized data for orientation program development, there is a realm of other opportunities available at our disposable that is worthy of Orientation, Transition, and Retention (OTR) consideration. This session will highlight 3 assessment types, opportunities for implementation, and strategies to present data in a way that may be used to enhance campus collaboration, programmatic development, and student success.

Houston, We Have a Problem: Holding Supervisees Accountable

Location: 340 B

Audience: All Students

Reggie Gacad & Dacoda Scarlett, Washington University in St. Louis

Within supervision, accountability conversations are often "catastrophized" and associated with avoidance, difficulty, and dread. This presentation will equip participants to re-frame this mindset and provide tools to prepare for these conversations. Through this session, participants will reflect on their current supervising practices, recognize barriers to successful accountability conversations (i.e. socialization, assumptions and attitudes, and external factors), and work through case studies.
The Seasoned Professional: A Roundtable Discussion

**Location:** 343 A

**Audience:** Senior-Level Professionals

Angelo Colon, University of Lynchburg,
Katie Murray, Towson University
Lynanne Yndestad, Virginia Commonwealth University
Jennifer Radwanski, Stockton University

Spend time with other seasoned professionals discussing topics such as managing multiple functional areas, advocating for the needs of your department, budget management, strategic visioning, and next professional steps. Moderators will share their stories and invite others to do the same. Discover information gaps for future program proposals targeting seasoned professionals. Anyone with 8+ years in Orientation, Transition, and/or Retention should attend.

Drive In and Stay: Helping Commuter Students Succeed

**Location:** 343 B

**Audience:** New & Mid-Level Professionals

Non-Traditional Student Network Endorsed

Jonathan Fries & Brennan Gourley, Lynchburg University
Amanda Gelber & Lisa Quell, Randolph College

This session will include presentation and discussion on the challenges and successes of working with first-year commuter students. This presentation will encompass current trends with first-year commuter students in orientation, transition, and retention. Participants will engage in discussion about what works and doesn’t work at other institutions.

Supporting the Transition of Off-Cycle First-Year Students

**Location:** 344 AB

**Audience:** Mid & Senior-Level Professionals

Cameron Hill, Genna Martella, & Michael Coombes, NC State University

This presentation will share the experience of one university adapting their processes and support for off-cycle first-year students. Using our institution’s spring start cohort as a case study, we will examine how transitional challenges can be addressed using campus collaboration, communication, and ongoing programming.

Six Steps for OL Training Success!

**Location:** 346 AB

**Audience:** All Students & New Professionals

Devan Lenz-Fisher, Concordia University Wisconsin
Katie Radtke, Marquette University

How impactful is your orientation leader training program? Are you looking to create one for the first time or revamp an existing one? Come learn about six core aspects of student leader training: Structure, Learning Objectives, Theoretical Framework, Topics, Assessment and Supervision. After taking an in-depth look at two schools’ training programs and discussing your questions, problems and successes with fellow colleagues, you will leave with tangible takeaways for your own program.
Exploring Orientation’s Impact on Identity Formation
Location: 327  
*Audience: All Professionals*  
**Extended Session 4:15-5:45 p.m.**

*Kayla Molnar, Baylor University*

Crucial to the transitions of students to college/university are orientation leaders who introduce them to campus values and traditions. Yet, the impact of orientation leaders and the narratives they endorse on students’ identity development is a topic hardly discussed. In this session, participants explore how theory informs these issues and glean important take-aways necessary for "launching big ideas" that augment their orientation programs and enhance outcomes related to student success.

Safe Zone Training for LGBTQ+ Allies
Location: 328  
*Audience: New & Mid-Level Professionals*  
**Extended Session 4:15-5:45 p.m.**

*Christopher Hensley, Texas A&M University-Commerce*

Fostering an environment that is welcoming and safe is a key part of Orientation, Transition, and Retention, but it is even more critical for LGBTQ+ students and leaders. This Extended Session will prepare you with the resources and skills to serve as an effective ally to LGBTQ+ individuals on your campus, during your programs, and beyond!

Defining Sentiment
Location: 330  
*Audience: New & Mid-Level Professionals*  
**Highlight Session**

*Harold Green, Flowers for the Living Foundation*

Defining Sentiment is a writing workshop based around the idea that through creative writing, specifically poetry, we can define our emotions, create a human connection, and find purpose. I plan to showcase how poetry writing workshops can positively contribute to orientation events, assist in transitionary efforts, and increase retention levels.

Cross-Campus Collaboration to meet NODA’s Core Competencies
Location: 329  
*Audience: New & Mid-Level Professionals*  
**Highlight Session**

*Jamie Mantooth, University of Tennessee at Martin, for Skyfactor*

Everyone has a role in student retention and success and your colleagues across campus want to see your programs succeed. Big ideas need help to be fully effective. The inaugural UT Martin Transfer Boot Camp is a testament to cooperation and knowledge sharing at the office, departmental, university, community, and state level. During this interactive session, we will discuss ways to involve campus and community partners to the full benefits of your students and your institution.

Getting Creative with the 8 Second Generation
Location: 335 A  
*Audience: New & Mid-Level Professionals*  

*Jessica Wolbert, Clarion University of Pennsylvania*

Getting Creative with the 8 Second Generation will cover how presentations can be revamped to reach Generation Z. With an average attention span of only 8 seconds, Generation Z needs more than PowerPoint. Through programs such as Powtoon, Kahoot, Quizizz, and more we can create engaging presentations that connect with members of Generation Z, and provide resources for making memorable presentations.

Developing a New Commitment Statement Framework
Location: 339 B  
*Audience: All experience levels welcome!*

*Diversity & Inclusion Committee*

In 2018 the Association introduces its commitment statement for Equity, Inclusion, and Social Justice. Over the past year, the Diversity and Inclusion Committee has worked diligently to gather feedback from various populations of the NODA Community in the pursuit of developing a consistent framework for putting the commitment statement to practice. The D & I Committee invites you to share with us your thoughts and vision for how an Equity, Inclusion, and Social Justice Institute can be created.
Online Orientation: Launching Retention Through Technology
Location: 335 B
Audience: All Professionals
Kristen Tobey, Remington Freeman, Brandon Barile-Swain, Hobart & William Smith College
An online orientation program was implemented to engage with new students earlier. Goals included connections to acclimate new students to campus resources so they identified as part of the campus community. Due to the integration of online technology, we re-imagined our in-person orientation program to focus on student connections and relationship building. Participants will learn how to execute a fully interactive online orientation platform within only 5 months.

Transition's & Orientation's Role in Curbing Summer Melt
Location: 335 C
Audience: All Professionals
Region II Showcase
Shawn Ryan, California State University, Sacramento
Do you struggle keeping students engaged in the summer weeks before and/or after your Orientation program? Did you know that 20% of students that formally commit to attending college do not enroll? Most of these students are from a low-income, first generation college background. This session will showcase how colleges and universities around the country are supporting students throughout the summer months and provide strategies to keep students engaged on non-orientation days.

Network Informational Meeting: Extended Orientation Network
Location: 338
Audience: All experience levels welcome!
Network Meeting
Molly Basdeo Mountjoy, Network Co-Chair
Join the Extended Orientation Network as we discuss network activities, best practices and trends and information in relation to Extended Orientation.

Theoretical Grounding of OTR: A Dynamic Three-part Heuristic
Location: 339 A
Audience: Mid & Senior-Level Professionals
Research Endorsed
Dennis Wiese & Emily Wheeler, University of North Carolina at Charlotte
The Prepare, Process, Perform Heuristic [3P], presented in the forthcoming NODA monograph, describes an integrated transition process for higher education. The heuristic links existing research findings and theoretical constructs into a relativistic framework to outline the transition process for new students. Session participants will learn the foundations for the 3P heuristic, examine their existing OTR practices, and develop a plan to leverage the heuristic on their home campuses.

Launching Population-Specific Orientation Programs
Location: 340 A
Audience: All Professionals
Tyler Vuillemot, Cal State San Marcos,
Virginia Cabrera, Allison Maldonado-Ruiz, & Todd Braverman, Purdue University
Does your university-wide orientation adequately serve the needs of all students? This session will provide an overview of specialized orientation programs designed for low-income students, conditionally-admitted students, international students, and transfer students at a large research university. Participants will learn the basic process of developing orientation programs designed to address the unique needs and launch the college careers of specific populations of students on their campus.
Orientation Leader Training: A Flipped Learning Approach
Location: 340 B
Audience: Graduate Students, New & Mid-Level Professionals
Victor Borges & Deanne DeCrescenzo, Temple University
Are you facing challenges with your orientation leader training? Learn how one institution utilized a flipped-classroom approach to training and reduced training time and costs without sacrificing the preparedness of our Orientation Leaders. Presenters will provide details about flipped learning as a pedagogical approach, discuss how this was implemented with student training, and share what we learned moving forward. Join us to discover how this might be accomplished at your institution.

SistaSista | Developing Black Women in OTR Using Sista Circles
Location: 343 A
Audience: All Professionals
Multicultural Network Endorsed
Lyndsey Williams Mayweather, Augusta University
Tara McWhorter, Texas Christian University
Pearson, Florida State University
Navigating identity in OTR is challenging and rewarding. Navigating it alone can lead to feelings of isolation and apathy. Engage with Black women in OTR as we discuss how Sista Circle Methodology can be used within NODA and our home institutions to support and develop Black women in our professional and personal life and journey.

Community College and New Student Engagement
Location: 343 B
Audience: New & Mid-Level Professionals
Nicole Herion & Mary Kate LaScola, College of Lake Country
Orientation at the Community College is unlike any other academic initiative within higher education. With only four hours at a time we must prepare, educate and motivate our students without the use of an on campus residential facility. The main components of our orientation are an interactive advising lead workshop, a campus tour; a financial aid and advising one on one session as well as a registration workshop. Allow us to walk you through our process to welcome new students.

New Students at an Old Place: Teaching Campus Traditions
Location: 344 AB
Audience: All Professionals
Jackson Kennedy, University of Iowa
In a fast-paced world, it is vital that we empower new students to find their own place in the legacies of their institutions. This session will discuss data on the means by which institutions of all sizes and categories introduce new students to their campus traditions, histories, and legacies at orientation and welcome week programming. Attendees will learn about best practices at other institutions and how to utilize theory to create or improve their own campus traditions programming.

Enhancing Orientation Through Sponsorship
Location: 346 AB
Audience: All Professionals
Michael Baumhardt, University of Miami
Sponsorship funds from local and national businesses can help your organization or department enhance your programs and services. This session will describe the ways in which you can best develop sponsorship packages for your campus and work with businesses to achieve your goals. The presenters will review how to determine sponsorship goals, how to identify campus assets and their value, and how to sell opportunities and programs to potential sponsors.
Ed Session Block 6, Tuesday, October 22, 8:30-9:20 a.m.

Mission FYE: Training Peer Mentors for BIG Results

**Location:** 327  
**Audience:** Graduate Students, New & Mid-Level Professionals  
**Highlight Session**  
**Hannah Gerken, Andrew Carruth, Sarah Wilder, & Tearney Woodruff, Texas A&M University**  
Mentorship is often cited for its potential and value for OTR efforts. However, mentorship is challenging, and the odds are against a mentor with little support or training. If the need is great and the odds low, why do we continue to allow peer mentors to rely on intuition to inform practice? We must equip peer mentors with the strategy, knowledge, and training they need for success. This presentation will offer tangible best practices for peer mentors to add intentionality to mentorship.

Creating an Extended Online Orientation to Impact Success

**Location:** 329  
**Audience:** Mid & Senior-Level Professionals  
**Highlight Session**  
**Kristen Seldon, Innovative Educators**  
Learn how Reynolds Community College created a holistic approach to orienting new students and providing continual support utilizing best practices in technology. Presenters will share a solution for developing programming that bridges the gap between student/faculty expectations. Data outcomes regarding success will be shared along with an implementation plan. Session designed for professionals developing new or re-envisioning existing orientation programs.

Understanding and Support for Bereaved College Students

**Location:** 328  
**Audience:** New & Mid-Level Professionals  
**Highlight Session**  
**Andrew McNiel, Actively Moving Forward**  
30% of college undergraduates are in the first 12 months of grieving the death of a family member or friend, and 48% are in the first 24 months. Bereaved college students are at a higher risk for isolation, poor academic performance, including lower test performance, ability to concentrate in class. This interactive presentation will provide insight into the impact of grief on college students and explain effective modes of support along with specific activities and interventions.

May the Transfer Track Be With You

**Location:** 330  
**Audience:** All Professionals  
**Sam Glazer Hewson & Lisa Gruszka, University of Minnesota Twin Cities**  
You don’t need the force to launch your own version of a Welcome Week Transfer Track! Building upon and re-branding existing programming, learn how the University of Minnesota incorporated a strong transfer student experience into its traditional Welcome Week program.

Combining Purpose and Passion in Your Profession

**Location:** 335 A  
**Audience:** Graduate Students, New & Mid-Level Professionals  
**Highlight Session**  
**Joseph DeLuna & Cameron Shaw, George Mason University**  
Recognizing the parallels between our personal and professional interests, we identified ways to combine how we approach our personal passions to relate to our work within our respective functional areas. Through discussions, questions, brainstorming, and interactive demonstrations, this presentation will provide a framework and offer ways to apply your personal interests into your professional work. We will also emphasize ways in which to implement this strategy with your student leader teams.

Using Orientation to Launch New Students into Success!

**Location:** 335 B  
**Audience:** New & Mid-Level Professionals  
**Austin McKim & Rachel Dodd Blakely, UNC Greensboro**  
Summer orientation sessions can feel burdened by all of the to-do list items that students need to take care of before the start of their first year. Learn how a larger, learner-centered public research university has infused their comprehensive first-year programming and communications into orientation and beyond to set students up for success from the start. Presenters will share details of each program’s evolution, planning processes, developments, and assessment results.
A Brand Idea: Communication Consistency
Location: 335 C
Audience: All Professionals
Jackeline Bonilla, University of South Carolina
As a society we struggle to cope with constant streams of messages. In an attempt to promote first-year student success and persistence, higher education institutions often overload new students with messages and tasks to complete. This presentation will discuss how one institution overcame information overload and provided consistent and timely messaging to first-year students while developing a consistent brand identity that builds institutional affinity.

Network Informational Meeting: Graduate Student Network
Location: 338
Audience: All experience levels welcome!
Network Meeting
Logan Adams & Larry Cloud, Network Co-Chairs
Join the Graduate Student Network as we discuss network activities, best practices and trends and information in relation to Graduate Students.

Revamping Orientation Sessions Using Program Evaluation
Location: 339 A
Audience: Graduate Students, New & Mid-Level Professionals
Nathan Graves & Brett Sauls, University of West Georgia
Learn from an institution who revamped their program evaluation to help drive change for how their orientation program is delivered. Discuss learning objectives, program evaluation development and dissemination, and collaboration with campus partners to create change.

NACE Competencies in Student Staff Assessment & Evaluation
Location: 339 B
Audience: Graduate Students, New & Mid-Level Professionals
Rebecca Baier, Rutgers-New Brunswick
Student leaders gain a transformative experience working within OTR programs. But what happens when they leave this position and cannot articulate their skills and abilities to future employers in non-student affairs language? Learn about the intentional leadership development assessment plan created and implemented at a large, public institution that measures student leader growth using NACE competencies and promotes the practice of communicating their experiences, increasing career readiness.

Using Student Staff to Supplement Online Orientation
Location: 340 A
Audience: New & Mid-Level Professionals
Abbey Strusz & Rachel Sarachman, University of Colorado-Boulder
As more and more universities move to online models of orientations, we are faced with the challenge of still supporting meaningful student peer interaction. This presentation will cover how one university has faced the challenge through recruiting and training a cohort of volunteer Journey Leaders. We will discuss the first two years of the program, including goals, recruitment, training, compensation and recognition, assessment, and areas of growth moving forward.
Family First Seminar: Connecting Families to Campus

Location: 340 B

Audience: Mid & Senior-Level Professionals

Parent & Family Network Endorsed

Ana Gabriela Flores & Gretchen Doenges, Texas A&M-San Antonio

The Family First Seminar (Escuela Para Familias) is an eight-week course for first-year parents designed to educate families on the transitions students face and to provide families tools to support their student. Learn the steps we took to implement this bilingual eight-week course for first-year parents at a Hispanic Serving Institution.

Tell Me About Yourself (And Your Interview Process)

Location: 343 A

Audience: Graduate Students, New & Mid-Level Professionals

Tell Me About Yourself (And Your Interview Process)

Location: 343 A

Audience: Graduate Students, New & Mid-Level Professionals

Todd Braverman, Purdue University

Interviews are just as much an opportunity for candidates to interview prospective employers as they are employers to interview candidates. In this session we will explore the importance of interviewing as a recruitment tool by discussing creative strategies that you can implement on your campus to more effectively recruit and hire both student and professional staff members.

Collaboration: The Key to International Orientation Success

Location: 343 B

Audience: Graduate Students, New & Mid-Level Professionals

International Student Network Endorsed

Deanne DeCrescenzo & Leah Hetzell, Temple University

In recent years, research has oscillated between advocating for an integrated approach to include international students alongside domestic peers, and alternatively, a break-out style where international students attend sessions specific to their needs. In this presentation, you will learn how one campus created a strategic collaboration to implement a balanced approach that incorporates both philosophies to successfully on-board and support international students.

Developing a Sense of Belonging Among Non-Traditional Students

Location: 344 AB

Audience: New & Mid-Level Professionals

Non-Traditional Student Network Endorsed

Jonathan Fries, Lynchburg University

Amanda Gelber, Randolph College

Non-traditional students have many life experiences and needs that differ from the traditional aged college student. Helping these students transition and excel in school starts with aiding them in the process of finding a sense of belonging on campus. It’s important for OTR professionals to understand and assess the needs of non-traditional students. This presentation will focus on orientation, programming, and advising best practices for non-traditional students.
**Not Covered in Grad School - Tales of a New Professional**

*Location: 327*

*Audience: Graduate Students & New Professionals*  
*Graduate Student Network Endorsed*

**Zoya Quraishi, Suffolk University**  
**Tori Callais, Office of the Louisiana Governor**

You are about to have the degree and complete the program, but are you prepared for your first OTR role? Transitioning from being a student to being a professional is full of new challenges and experiences, but you’re not always prepared for them. Come learn more about what isn’t taught in graduate school such as transitioning to a new role/location, finding work-life balance, and best practices for working with Generation Z.

**Breakout Session with Keynote Speaker**  
**Jose Antonio Vargas**

*Location: 330*

*Audience: All experience levels welcome!*

**Jose Antonio Vargas, Journalist, Film Maker, Advocate**

You are invited to learn more from Keynote Speaker, Jose Antonio Vargas, immediately following his Keynote address.

**Integrating Religious Diversity into Orientation Programming**

*Location: 329*

*Audience: New & Mid-Level Professionals*  
*Highlight Session*

**Janett Cordoves, Interfaith Youth Core**

Religious diversity is shifting in U.S. society and on college campuses. The civic importance of understanding and effectively interacting across religious difference is paramount given our increasingly globalized contexts. This session presents findings from the Interfaith Diversity Experiences and Attitudes Longitudinal Survey (IDEALS) national research project on the role of including religious diversity in orientation programming and its influence on students' development.

**A Blueprint for Building a Transfer Student Mentor Program**

*Location: 335 A*

*Audience: New & Mid-Level Professionals*  
*Transfer Services Network Endorsed*

**Carrie West, University of North Carolina Wilmington**

Whether you want to start a transfer mentor program or you have a program and want to grow, this session is for you! We will give you the historical background of our program that is currently in its seventh year and discuss staffing, initial steps, budgeting, and lessons learned. We will breakdown our program from 2013 to today and explain participants, mentors, and events along the way. Specifically we will talk about how we started with a mentor program and now have expanded to so much more!

**Network Informational Meeting: GLBTA Network**

*Location: 339 A*

*Audience: All experience levels welcome!*

**Network Meeting**  
**Chris Hensley & Alesha Knox Network Co-Chairs**

Join the GLBTA Network as we discuss network activities, best practices and trends and information in relation to GLBTA topics.

**Network Informational Meeting: First Generation College Student Network**

*Location: 338*

*Audience: All experience levels welcome!*

**Network Meeting**  
**Chad Zoller & Devan Zgleszewski, Network Co-Chairs**

Join the First Generation College Student Network as we discuss network activities, best practices and trends and information in relation to First Generation College Students.
Launching the First Year of a First-Year Office

Location: 335 B

Audience: Mid & Senior-Level Professionals

Vincent Prior, Wendy Merb-Brown, & Brandon Dunford, Ohio University

Purposeful planning is necessary to grow and benefit new students and staff working with them. The newly designed First-Year Office has combined Orientation, Learning Communities, and Welcome Week programs successfully, benefiting the entire campus community. With a student-centered mindset and goal-oriented team, a transformative learning experience has occurred in and outside of the classroom. Join us to learn the processes, obstacles, and progress gained through this intentional transition.

Planning vs. Reacting: Crisis Communication on a Large Scale

Location: 335 C

Audience: Mid & Senior-Level Professionals

Craig Johnson, Purdue University

It's Welcome Week. Six thousand students are ready for the final session, and your hired comedian/illusionist takes the stage. While interacting with female members of the audience, the entertainer makes comments and has actions that you and others find to be offensive. The audience tone changes. Your student staff asks to leave. Soon, half the auditorium is empty, social media is heating up, and emails start to arrive. What happens next? What could have prevented it? Where do you go from here?

Creating a Culture of Commitment for Orientation Leaders

Location: 339 B

Audience: All Students & New Professionals

Highly Selective Network Endorsed

Becka Shetty, Emory University

This program focuses on a values-based approach to Orientation Leader recruitment, selection, and training. It will explore how one institution established core values and how those values serve a through-line throughout the OL experience. Participants will have a chance to learn from the best practice of my institution, then they will have the opportunity to brainstorm core values for their own program and to consider how to leverage these values for buy-in across their own OL program.

Helping Future Student Leaders Overcome the Decline Letter

Location: 340 A

Audience: Graduate Students, New & Mid-Level Professionals

Emily Harris, University of North Texas

First-year students enter college feeling ambitious and motivated to get involved but often lack the experience and leadership skills necessary to successfully land on-campus jobs and leadership positions by the spring hiring season. Join us as we explore how one university developed an 8-week leadership seminar to help declined applicants and prospective student leaders develop and apply their skills to make them more marketable candidates for on-campus employment and leadership roles.
Serve Don't Swerve: Services for First-Year Commuters  
**Location:** 340 B  
**Audience:** Graduate Students, New & Mid-Level Professionals  
*Stephanie Fleitas & Anthony Bolcato, University of Miami*  
Understanding how to meet the needs of first-year commuter students can be challenging. Attendees, with offices/departments centered around commuter students support, would be able to gain insight into how this institution, located in a metropolitan area, uses an overnight pre-orientation program specifically designed for first-year commuter students, a mentorship program and other community building methods to establish a sense of belonging for first-year commuter students.

"We Were So White." Changing the Culture of Our OLs  
**Location:** 343 A  
**Audience:** New & Mid-Level Professionals  
*Small College Network Endorsed*  
*Cameron Barrilleaux, Santa Clara University*  
In 2015, the Santa Clara University (SCU) staff, had 26 orientation leaders. Over 3/4ths of these OLs were white. In 2019, over 2/3rds of our OLs identify as students of color. Come listen to the journey of how SCU changed the OL culture over the past 4 years. Following this story, join into a collaborative conversation of how we can gather ideas to how we can recruit a staff tailored to our underrepresented students.

Beyond Orientation: Launching Student Transition Experiences  
**Location:** 343 B  
**Audience:** All Professionals  
*Jennifer Porter & Michael Gonzalez, University of Minnesota Twin Cities*  
Are you looking to take that one small step for transition and one giant leap for the student experience to launch your programs beyond the summer? Transforming your department to expand efforts beyond summer programs may be as daunting as a student’s transition to a new institution. Hear the story of how one department, through strategic planning, has repositioned itself to expand its role to serve first-year, transfer and second-year students in their transition to the University.

Beyond Breaking the Ice: Building Real Student Connections  
**Location:** 344 AB  
**Audience:** New & Mid-Level Professionals  
*Don Miller, Wright State University*  
You will leave this interactive session with a blueprint on how to transform YOUR icebreakers and orientation components to ensure that students are developing real connections and relationships. You will explore relevant theory, learn how to teach students the art of making friends in college and gain tips on training staff to intentionally connect students. Use this session to examine your current activities and develop strategies to better connect students to each other and your institution.
Leading NODA

Location: 327

Audience: All experience levels welcome!

Leadership Development Committee

Getting involved with NODA can be a highlight of your professional career. Join us as we discuss ways to give back through volunteer leadership: learning about joining a committee, leading a Network, hosting a conference, getting involved in your Region or applying for the Board of Directors. This session will help you understand what the positions entail and provide tips to chart your path to NODA Leadership.

From Toxic to Transformative: Developing Service-Minded OLs

Location: 328

Audience: Graduate Students, New & Mid-Level Professionals

Matt Hicks, University of Maryland
Gavin Gilliland, University of South Carolina

This session will discuss strategies used to overcome a toxic Orientation Leader culture that focused primarily on receiving a paycheck first and supporting students second. With intentional changes to student leader training, supervision, and evaluation our institution was able to create a culture of servant leadership, social change, and based in Clifton Strengths. There will be an emphasis on developing a holistic competency-based orientation leader performance and growth assessment.

Importance of Recognizing Academic Success in FY Students

Location: 329

Audience: Mid & Senior-Level Professionals

Highlight Session

Eileen Merberg, Alpha Lambda Delta National Honor Society for First-Year Success

Universities have programs in place for students who struggle academically during their first year and these are important components to the higher education landscape. But are we doing enough to support students who do well? Learn how recognizing and supporting successful first-year students can enhance your academic offerings and support the retention of high-achieving students.

New Student GPS: A Digital Experience to Ease Transition

Location: 330

Audience: All Professionals

Chris Diorio, University of Wisconsin-Madison

With 100+ emails, several applications, and various websites one has to navigate and interact with prior to setting foot into a classroom, the time between acceptance and the first day of classes can be an overly stressful one for an incoming student. This interactive session will show all professionals one university's solution and how their development process, from a simple idea through live release, can be used when leading the development or purchasing of new solutions in their own work.

Sense of Belonging in Transfer Students

Location: 335 A

Audience: All Professionals

Transfer Services Network Endorsed

Isaac Agbeshie-Noye, Education Design Labs
Kimberly Holmes & Adrienne Thompson, George Mason University

Given that academic and social adjustment can be challenging for transfer students, this presentation will discuss findings from a 2018-2019 NODA Catalyst Grant-funded study of sense of belonging in transfer students. The study featured a literature review and insights from 30 student participants at a large public research university, which informed findings of how transfer students build sense of belonging on their college campuses.

Level Up Your OTR Program

Location: 335 B

Audience: Graduate Students, New & Mid-Level Professionals

Region IX Showcase

Alexander Barkley, Manhattanville College

Are you hearing your students say a program or session is boring? Prevent boredom by leveling up your programs using Gamification Theory and Game-Based Learning. Coins or experience points not required, but strongly encouraged.
Empowering Generation Z in Higher Education

Location: 335 C

Audience: All Professionals

Grant Clary, Breanne Mertz, & Elton Taylor, Louisiana Tech University

As orientation programs begin to prep for new students in the coming summer, Generation Z is among the largest generation enrolling in higher education. It is important for orientation programs to fully understand this new generation to better prepare and cultivate relationships with freshmen. By identifying who Generation Z is, how they are different from previous generations, and how the orientation process can cater to their needs, institutions may be able to ease their transition.

Integrating Cultural Wealth into Orientation

Location: 338

Audience: All Professionals

Extended Session 1:45-3:15 p.m.

Katrina Abes & Rouel Velasco, University of Hawai‘i West O‘ahu

How do you use Orientation as a way to build your community, create a sense of belonging and integrate cultural wealth? This session will demonstrate how an institution has integrated cultural wealth and place-based values to foster spaces of inclusion and belonging among first year students. Presenters will introduce how to integrate story-telling, vision mapping, and other activities that allows institutions to look at students more holistically.

Developing a New Commitment Statement Framework

Location: 339 B

Audience: All experience levels welcome!

Diversity & Inclusion Committee

In 2018 the Association introduced its commitment statement for Equity, Inclusion, and Social Justice. Over the past year, the Diversity and Inclusion Committee has worked diligently to gather feedback from various populations of the NODA community in the pursuit of developing a consistent framework for putting the commitment statement to practice. The D & I Committee invites you to share with us your thoughts and vision for how an Equity, Inclusion, and Social Justice institute can be created.

Partners in Takeoff: Peer Mentors for Students with Autism

Location: 340 A

Audience: Graduate Students, New & Mid-Level Professionals

Hannah Melton, Andrew Carruth, Tearney Woodruff, & Hannah Gerken, & Sarah Wilder, Texas A&M University

For students with Autism, the transition to college can be overwhelming, and many may not see it as a realistic possibility. As OTR professionals, we can help them to feel that they belong and can succeed by introducing intentional interventions to address specific needs. Based on best practices and research, this session proposes the inclusion of peer mentors to support transition and retention of this population with the creation of relationship-based programs.

Network Informational Meeting: Highly Selective Institutions Network

Location: 339 A

Audience: All experience levels welcome!

Network Meeting

Chelsea Truesdell & Blaise Bolemon, Network Co-Chairs

Join the Highly Selective Institutions Network as we discuss network activities, best practices and trends and information in relation to Highly Selective Institutions.
Launch into Extended Orientation
Location: 343 A
Audience: Graduate Students, New & Mid-Level Professionals
Extended Orientation Track & Network Endorsed
Chelsea Ratcliff, The University of Alabama
Join this roundtable discussion to launch ideas about implementing and enhancing extended orientation programs. Through this roundtable discussion, the presenter will begin with sharing information regarding their extended orientation program then open the room to discussion for all attendees to learn more about extended orientation, network and ask questions with other professionals, and leave the session with an outline of ideas for implementing or enhancing their own program.

Prioritize the You in OTR: Create Your Personal Goals
Location: 343 B
Audience: All Professionals
Chelsea Garcia & Sam Glazer Hewson, University of Minnesota Twin Cities
Are you motivated and encouraged by your personal goals? Goal setting can be ambiguous, overwhelming, and sometimes intimidating. This session will break down goal setting in an approachable way, that provides flexibility while still allowing accountability. Learn how to use goal setting to prioritize self-care. We’ll expose you to several methods of goal setting and tracking and get you started with your own set of new goals!

From Volatile to Vibrant: Saving Healthy Partnerships
Location: 344 AB
Audience: All Professionals
Dakota Farquhar-Caddell, Whitney Jones, & Keane Tarbell, Baylor University
Working in settings that do not honor others’ perspective, vision, or hopes inevitably breeds combative, unhealthy, and restrictive partnerships-volatile instead of vibrant. Rerouting spaces to be honest, affirming, and positive is essential for the health of programs and self. We’ll provide language to identify potentially volatile partnerships, share literature that we’ve found helpful, and offer encouragement for those leading others through possible contentious environments.
No Budget? No Problem! How to Develop Online Orientation
Location: 327
Audience: Mid & Senior-Level Professionals
Two Year Institutions Network Endorsed
Heather Nohren, Lake Land College
Budget cuts make it difficult to create new or overhaul existing orientation programs that address the unique needs of community college students. Learn how our institution used existing college resources without spending any additional funds to create an online orientation program that also incorporates an individualized advising experience for each student (a notable best practice in retention). Participants will be introduced to research that supports the development of online orientation.

Early Identification for Early Intervention
Location: 328
Audience: New & Mid-Level Professionals
Katie Johnston, Christopher Newport College
Orientation Leaders are often the first university representatives to have interaction and conversations with our incoming students. We have the opportunity to harness these conversations in order to identify students at-risk for early transfer/withdraw/dismissal or who may need additional support in order to succeed. This presentation will discuss how we trained our Orientation Leaders to identify students, the reporting process, utilization of data for intervention, and assessment practices.

Icebreaker Toolbox
Location: 329
Audience: All Students & New Professionals
Highlight Session
Troy Stende, Metropolis Management
Learn more NEW icebreakers AND how to set-up and facilitate them to create more energy & connection in your orientation. You’ll discover how to encourage participants to step out of their comfort zones, have fun and create a connected community by learning the subtleties of getting people to "buy in" to your activities, release their inhibitions and fully immerse themselves in the moment. These icebreakers can also be used to enhance your meetings, retreats, workshops and presentations.

Breakdown Silos: Developing a Transfer Friendly Culture
Location: 330
Audience: New & Mid-Level Professionals
Transfer Services Network Endorsed
Jonathan Fries & Brennan Gourley, University of Lynchburg
Transfer transition and retention is a campus wide effort, but too many times it falls to a few people at each institution. During this session, participants will learn how to increase campus collaboration and develop partnerships to help with transfer transition and retention. This session will talk about how to develop a transfer task force, get campus support, and educate your campus on transfer student issues and best practices.

Hidden Figures: Recruiting and Retaining Staff of Color
Location: 335 A
Audience: All Professionals
Multicultural Network Endorsed
Michael Gonzalez, University of Minnesota Twin Cities
Jonathan Tunwar, University of Florida
Representation matters. Media and pop culture are making great strides in addressing the former "Hidden Figures" of their industries. It is time that Higher Education and OTR move past the conversation of “representation matters” and towards actions that result in change. Join us in this presentation as we discuss strategies for creating inclusive and engaging practices around recruiting and retaining professional staff of color. From the job posting to in-role support...it matters.

Network Informational Meeting: International Student Network
Location: 339 A
Audience: All experience levels welcome!
Network Meeting
Meighan Burke & Virginia Cabrera, Network Co-Chairs
Join the International Student Network as we discuss network activities, best practices and trends and information in relation to international Students.
The Blame Game: Performance & Accountability Action Planning

**Location:** 335 B

**Audience:** Graduate Students, New & Mid-Level Professionals

*Kelli Murray & Brittany Acosta, University of Delaware*

Even though we select the best students for our teams, sometimes accountability slips, expectations are forgotten, and mistakes are made by members of our teams. Learn how, after a particularly challenging summer, we created an accountability structure centered on performance development and how we engaged our students in the process.

Building Connection & Community in a Digital World

**Location:** 340 A

**Audience:** Mid & Senior-Level Professionals

*Jacoby Waldron & Jennifer Loh, University of South Florida*

More than ever, universities are charged to create high-impact practices that provide year-round support to assist in students’ transition, connection, and belonging. This session highlights best practices in transition and retention efforts through the development and evolution of affinity-based communities. In this session, participants will leave with knowledge of how to build and refine affinity programs based on shared interests, passions, and common experiences.

Bolstering Relationships to Prepare Students for Success

**Location:** 335 C

**Audience:** All Professionals

*Highly Selective Institutions Network Endorsed*

*David Todd & Shanté Brown, Wellesley College*

According to our 2018 New Student Orientation assessment data, greater than 50% of new students struggled to meet others with whom they shared interests and to feel academically prepared to begin classes. As a result, we made changes to leverage relationship building as a tool to meet our intended outcomes. Participants will explore how to re-imagine departmental collaborations and student leadership structures to integrate programmatic interventions, foster connections, and strengthen community.

"How Did We Do?" - Assisting All Students for Camp

**Location:** 340 B

**Audience:** All Professionals

*Extended Orientation Track*

*Bradley Burroughs, Texas A&M University*

When assisting students who have disabilities or may need additional support for extended orientation programs, students and advisors use a variety of resources to provide meaningful experiences for everyone. However, as student demographics expand, how do programs also grow to maintain an inclusive experience for students? This presentation will discuss ways that an extended orientation program served students with disabilities, identifying what worked and areas of improvement.

Network Informational Meeting: Two Year Institutions Network

**Location:** 339 B

**Audience:** All experience levels welcome!

*Network Meeting*

*Heather Barnes & Johnika Dreher, Network Co-Chairs*

Join the Two Year Institutions Network as we discuss network activities, best practices and trends and information in relation to two year institutions.
Engaging Student Veterans in Extended Orientation

**Location:** 343 A  
**Audience:** Mid & Senior-Level Professionals  
**Extended Orientation Track**

*Sarah Edwards, Texas A&M University*

Our campus offers a variety of optional extended orientation opportunities and are always seeking new ways to appeal to populations who do not participate at the same rate as others. Student Veterans often do not attend, so an EO program was devised specifically for them. This round table will open with the opportunities and challenges addressed by the program, and prompt informed discussion around the best ways to continue to serve this population.

Engaging Families: Acceptance to Graduation

**Location:** 343 B  
**Audience:** All Professionals  
**Parent & Family Network Endorsed**

*Amy Swank, AHEPPP: Family Engagement in Higher Education  
Jim Fawcett, Gonzaga University*

Current OTR programs are assisting families with their student’s transition to college, but how are we preparing family members prior to orientation and throughout their college experience? This session, will follow the life cycle of a college student and families from acceptance to graduation and discuss best practices and tips for engaging parents and families throughout the traditional life-cycle of a college student.

OTR Millennials Managing Across Generational Lines

**Location:** 344 AB  
**Audience:** New & Mid-Level Professionals

*Jamal Smith & Rhylie Gachot, Stephen F. Austin State University*

In 2016, one-fourth of the Millennial population moved into management roles at work (Loechner, 2016). With Millennials making up over 50% of NODA’s membership, working across generations has become prevalent as this generation continues to fulfill mid-level positions. Understanding that communication, collaboration, and empowerment are at the top of the values list for Millennials, this presentation will provide OTR Millennials with insight and strategies for managing across generations.
Ed Session Block 10, Wednesday, October 23, 8:30-9:20 a.m.

3...2...1...Liftoff!: Launching Your Full-time Job Search
Location: 327
Audience: Graduate Students & New Professionals
Region VI Showcase
Lindsey Snow, University of Tennessee Knoxville

Does entering the job market make you feel unprepared for liftoff? Navigating the job search can be overwhelming, and there are many different factors to consider and understand when starting to apply for positions. In this workshop-style presentation, you’ll hear from two professionals who recently landed their own professional roles in OTR. We will help you identify your values in the job search, provide insight into staying organized in the electronic application age, and leave with strategies for marketing your experiences.

Launching a First-Year Camp
Location: 328
Audience: New & Mid-Level Professionals
Extended Orientation Track
Josh Neaves, Camry Tharp, & Samantha Cockrell, The University of Texas at Tyler

This institution will provide information on how a first-year camp was developed. The presentation is designed to help institutions that currently do not have a first-year camp in place or for institutions that are currently reevaluating their current model. It is applicable to all types of institutions regardless of classifications.

Pre-Arrival Communication Plans for International Students
Location: 329
Audience: All Professionals
International Student Network Endorsed
Shahad Aldoori, The University of South Florida, Virginia Cabrera, Purdue University, Lisa Gruszka, University of Minnesota Twin Cities

As most international students cannot arrive on campus early or attend fall/spring orientation programs, pre-arrival communication is the key to a successful transition. Hear from three different universities as they discuss different types of pre-arrival communication programs & methods to help international students complete to-do list items, learn about campus resources and connect with your community.

Supporting Student-Athletes in the First-Year Transition
Location: 330
Audience: All Students & New Professionals
Andrew Archibald & Talia Gonzalez, University of South Carolina

This session will discuss the theoretical foundations and lived experiences of student-athletes in transition, including challenges, relationships with peer students, and athletic identity development. Additionally, we will share varying examples of student-athlete support mechanisms/programs during orientation to best equip OTR professionals for on-boarding and supporting the transition experience for new student-athletes.

From Theory to Creation: Developing a Diversity Program
Location: 335 A
Audience: New & Mid-Level Professionals
Tanisha Muquit, Colorado State University, Maxwell Mattern, University of California, Berkeley

This presentation focuses on the process of using theory to inform the development of diversity programs. We will discuss the importance of diversity education using assessment data and provide examples of how to apply theories to best serve a university’s unique context.
Campus Partner Toolkit: Working Smarter, Not Harder

Location: 335 B

Audience: Mid & Senior-Level Professionals

Elizabeth Manuel & Rachel Suarez, University of Central Florida

Transition programs are only as strong as the campus partnerships collaborating to create meaningful experiences for students and their families. Campus partners do not necessarily have the knowledge or resources to understand the best approach for presenting content, or how to engage program attendees, or simply the events that occur at an Orientation event. This presentation will highlight how to collaborate with campus partners by providing them a Campus Partner Toolkit.

Teachable Moments vs. Firehose Effect: A Phased Orientation

Location: 335 C

Audience: All Professionals

Kylee Hopkin & Stacie Denetsosie, Utah State University

A phased orientation model can mitigate information overload and deliver relevant information when students are most likely to need it. Session participants will learn theories that spurred a change to a five-module orientation, discuss possible benefits and applications at their own institutions, and come away with tips and best practices.

Storyboarding: Weaving Together a Themed Training Curriculum

Location: 346 A

Audience: Graduate Students, New & Mid-Level Professionals

Sarah Loeffler, Megan Arnold, & Rick Garcia, Bowling Green State University

The effectiveness of student leader training can truly make or break the orientation experience for incoming students, their guests, and your staff. Our presentation will focus on best practices for developing your student leader training while incorporating your institution’s values and keeping students excited. We will address resource/manual development, campus partner contacts, crisis preparedness, social/bonding time, and student leader assessment.

First Year Commuter Student Engagement at a Four-Year Institution

Location: 343 A

Audience: Graduate Students & New Professionals

Non-Traditional Student Network Endorsed

Julia Qian & Breanne Donohue, University of Pittsburgh

Transition strategies and practices are critical components in access to higher education for diverse student populations. In the effort to serve and meet the needs of diverse student populations, join us for a dynamic discussion regarding the first-year commuter student engagement plan. The goal of this round table discussion is to understand first year commuter students’ experience, and to strategize ways to improve first year students’ transition experience.

Transition: Experiencing Change as You Move into Job 2

Location: 343 B

Audience: New & Mid-Level Professionals

Jackelin Bonilla, University of South Carolina, Kathryn Knaus, Towson University, Albert Perera, Florida International University

Entry-level professionals often approach their first job search and transition into professional life with the support of graduate faculty, cohorts, and assistantship providers. Emerging mid-level professionals often lack the same structured assistance and encouragement. This presentation will address OTR professional transitions into their second job from deciding when they should job search to transitioning into the first year in their second role.

Network Informational Meeting: Transfer Services Network

Location: 342

Audience: All experience levels welcome!

Network Meeting

Kaitlyn Shepard & Daniel Barkley, Network Co-Chairs

Join the Transfer Services Network as we discuss network activities, best practices and trends and information in relation to Transfer Services.
It’s All Fun & Games Until Someone Messes Up the Mail Merge

Location: 327

Audience: Graduate Students, New & Mid-Level Professionals

James Kelly & Megan Edwards, University of Tennessee
Knoxville

As Orientation, Transition, and Retention professionals, having a communication strategy is an important part of ensuring your program participants have everything they need to succeed at your institution. From managing your social media to sending out confirmations and updating your website, digital communications can quickly go from running themselves to running you. Come learn more about how one institution refreshed their communication strategy to better serve their stakeholders.

Develop a Sponsorship Program to Supplement a Flat Budget

Location: 328

Audience: All Professionals

Rebecca Baier, Rutgers-New Brunswick

Have you ever faced the challenge of being asked to enhance your program and offer more to new students but aren’t provided the increased budget to match the cost of those requested improvements? Have you considered sponsorships? Come learn how one department built a sponsorship program from scratch and brought in over $27,000 in their first year. Leave with a to do list and the motivation to, as the kids say these days, "get that bread".

Developing a New Commitment Statement Framework

Location: 329

Audience: All experience levels welcome!

Diversity & Inclusion Committee

In 2018 the Association introduced its commitment statement for Equity, Inclusion, and Social Justice. Over the past year, the Diversity and Inclusion Committee has worked diligently to gather feedback from various populations of the NODA community in the pursuit of developing a consistent framework for putting the commitment statement to practice. The D & I Committee invites you to share with us your thoughts and vision for how an Equity, Inclusion, and Social Justice institute can be created.

What if Extended Orientation was Discipline-Specific?

Location: 330

Audience: Mid & Senior-Level Professionals

Extended Orientation Track & Network Endorsed

Emily Sandvall, Hannah Glisson, & Keane Tarbell, Baylor University

At Baylor University, New Student Programs partners with the School of Engineering & Computer Science to create a discipline-specific extended orientation experience. This program highlights ideas and strategies for creating mutually beneficial partnerships with academic units as well as outlines the benefits for participating students’ personal academic success and sense of belonging.

Planting the Seed: Incorporating Wellness into Orientation

Location: 335 A

Audience: All Professionals

Jill Faull, University of Florida

Orientation can be a daunting day of course scheduling or overwhelming week of programming, but truthfully it’s the first glimpse of college for our new students. So often our programming stretches from sunrise to sunset, with little time of personal reflection. Come learn how our institution incorporated wellness into orientation by creating an intentional pause in our programming, with the hopes to plant the seed of overall wellness into our new students’ college journey.
Being & Doing: Working Towards Inclusive Orientation Programming

Location: 335 B
Audience: All Students & New Professionals

Eric Carnaje, University of Vermont

Orientation is both a program and an experience designed to be welcoming, engaging, and meaningful for our new students and their families. As professionals, we have the responsibility to create an environment where participants can feel included, affirmed, and valued. Participants are invited to critically think about how their programming can be both welcoming and inclusive, and how we must continue to work towards inclusive ways of "being and doing" on an individual and collective level.

Mitigating Selection Bias in the Student Staff Hiring Process

Location: 335 C
Audience: Graduate Students, New & Mid-Level Professionals

Katharine Pei, Reggie Gacad, & Dacoda Scarlett, Washington University in St. Louis

Many orientation programs receive a high volume of applicants for student leadership positions - 100, 200, 300 or more. It can be difficult to ensure an equitable selection process, especially when you must bring in campus colleagues and student staff to assist with interviews and candidate evaluation. This session will provide an overview to the types of biases that may impact staff selection and provide tangible suggestions for how to develop a consistent and equitable hiring process.

Network Informational Meeting: Parent & Family Network

Location: 342
Audience: All experience levels welcome!

Network Meeting

Paige Johnsen & Stefanie Kasven, Network Co-Chairs

Join the Parent & Family Network as we discuss network activities, best practices and trends and information in relation to parents and families.

Power in Numbers: Orientation Begins and Ends in Community

Location: 343 A
Audience: New & Mid-Level Professionals

Caitlin McLeod, University of Alberta

In orientation, students are presented with extensive amounts of information, of which they retain little. If your students could only learn one thing, what would you want it to be? In our residence orientation for 5000+ students, including undergraduates and graduates, our primary objective is to inspire a sense of belonging. This session will explore why and how community building as the backbone of orientation supports student success and how we can move beyond using "community" as a buzzword.

Thank U Next: Using Communication & Visits to Impact OTR

Location: 346 A
Audience: All Professionals

Sara Khalifa & Laura Galloway, University of Houston

Let’s face it, the college search process is intimidating, stressful, and overwhelming, especially for first-generation college students and students of color. Universities are flooding inboxes with generic and automated communications that don’t assist in the college transition process. Learn how this university took prospective student communication to the next big level through strategic enrollment management call campaigns, personalized connections, and targeted affinity campus events.

The Great Escape: Creating Escape Rooms for Student Leaders

Location: 343 B
Audience: Graduate Students, New & Mid-Level Professionals

Rachel Pridgen, North Central College

Tap into the intrinsic motivation provided by escape games to bring student learning objectives to life. After you experience a leadership escape game first hand, we will review the literature surrounding serious games and escape games. The workshop will conclude with the development of an escape game to fit your own educational and contextual needs (Orientation Staff, First Year Mentors and beyond!).