



# Developments



**Student Affairs in  
Higher Education**

Spring 2007  
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A semi-annual publication of the Department of Student Affairs in  
Higher Education for SPS/SAHE alumni and friends.

## Distinguished Alumni Award Winner

Awarded to Peter C. Groenendyk, Class of 1994

The SAHE Department is pleased to announce Peter C. Groenendyk as the recipient of the Distinguished Alumni Award for 2007. Peter is a 1994 graduate of the department and is currently working at the University of Memphis as the Associate Director of Residence Life and Dining Services. He has also worked at Southwest Missouri State University and Ferrum College in Virginia. His career has been marked with many service and leadership activities, most noticeably his contribution to starting the Southern Placement Exchange which attracts hundreds of employers and candidates to discuss professional opportunities in student affairs in the southeast.



The award selection committee (comprised of faculty, students, and alumni) reviewed nomination materials from four fine alumni, all of whom have exceptional accomplishments in, and contributions to, the student affairs profession. Comments from the committee on Peter's nomination included: "He created one organization which has had a tremendous impact on thousands of people, and resurrected another organization to continue more good work." "The letters of support for Peter spoke very highly about his involvement in programs and his ability to mentor students as well as developing professionals." "He is a very well-rounded individual who is a great example of what a student affairs professional should be."

The SAHE Distinguished Alumni Award was created to acknowledge an alumnus of the SAHE department whose experiences and accomplishments as a student affairs professional significantly reflect the standards and values of the SPS program /SAHE department. The first recipient of the award (2006) was Bob Gatti ('78) of Otterbein College in Ohio.

**Editor:** Chris Lemasters, '08  
c.g.lemasters@iup.edu 724-357-2107

**Advisor:** Dr. Ron Lunardini  
lunar@iup.edu 724-357-4535

Please let us know what you think about this semester's Developments. Your feedback and suggestions are welcome and greatly appreciated.

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Alumni Updates

ACPA/NASPA

Hello from Associates for Student Development! The spring semester seems like it just began and it is coming to a rapid close. Visitation/GA interviews recently were held, and there is much excitement about the entering class of 2009. So, as an organization we are already looking forward to and planning for programs to host next fall. A new ASD executive board entered their positions this semester and has done a great job thus far. The new officers, representing the class of 2008 are: Jamie Guilford – Vice President of Administration, Mary Miller – Vice President of Public Relations, Gerald Tang – Vice President of Professional Development, and Tom Donovan – Vice President of Programming. A special thanks goes out to Dr. Lunardini and Nicole Roe ('07) for their guidance and support as we have transitioned into our positions.

There are many exciting things in the works from ASD. In May, SAHE students will be raising money and walking for Relay for Life. The public relations committee is creating a SAHE yearbook to highlight the events from the past year. A survey was recently produced to gather interest in potential professional development and Brown Bag topics, and ultimately to better meet the professional needs of SAHE students. And, the banquet committee is working hard to plan the annual SAHE banquet which will be held at the Rustic Lodge this year. Additionally, a mentor/mentee committee was created that will be chaired by the Vice President of Administration.

If any alumni are interested in attending the banquet, being a Brown Bag presenter, or have ideas for ASD please contact me at [J.N.Pruzinsky@iup.edu](mailto:J.N.Pruzinsky@iup.edu). It would be wonderful to hear from you!



ASD Winter Social at Dr. Lunardini's House

## Honoring Dr. Lunardini

Submitted by Lynn Burke, Class of '05

In January, over twenty SPS/SAHE alumni and current students contributed to the nomination of Dr. Lunardini for the ACPA Standing Committee for Graduate Students and New Professionals "Outstanding Mentor to Graduate Students" award. I was positively overwhelmed by the letters and emails of support from my SAHE colleagues. So many of you quickly responded with stories of how Dr. Lunardini has touched your lives both professionally and personally. In addition to receiving the award at this year's NASPA/ACPA joint conference in Orlando, Dr. Lunardini will receive a compilation of your nominations. Below are a few statements from some of your letters. They are all genuine, heartfelt and were a joy to read. Thank you for your contributions!

"I had heard of this remarkable man before I even applied to the SAHE graduate program at IUP. When I met him, I knew that he would be someone I could call a mentor for many years to come!"

"From my first e-mail with him when I was considering applying to the program to the moment I walked across the stage at commencement, I felt a sense of comfort."

"He has guided me through some difficult decisions and has pushed me to succeed beyond what I thought possible."

"My appreciation for Dr. Lunardini as a mentor has grown in the seven plus years since I completed the program."

"As a now seasoned professional I am truly honored to call him a colleague and continue to tap into his expertise when confronted with the need for professional guidance."

"He has an unparalleled ability to make each person feel special, unique and valued."

The SAHE faculty, students, and alumni congratulate Dr. Lunardini on this prestigious award. And as one of the nominators noted "I can think of no one else more deserving of Outstanding Mentor to Graduate Students award than the Father of SAHE, Ron Lunardini."



SAHE faculty, alumni, and students at Dr. Lunardini's ACPA/NASPA award ceremony.



### Kisses of Death

Submitted by Emily Tamosauskas, Class of '08

Success and effectiveness in student personnel administration are often hard to measure due to varying criteria and inconsistency. Failure, on the other hand, is more easily measured. "Kisses of Death" is an old piece of our literature but it offers 18 important and timeless signs of weakness or faulty attitudes that can hinder one's professional career.

1. **Ducking:** avoidance of difficult or hazardous decisions; unwillingness to take responsibility for actions
2. **Being a Load:** pessimistic; a downer; negativity
3. **Bad Judgment:** taking actions that cause problems; failure to benefit from experience
4. **Under-Consultation:** underestimating the value of consultation as source of information
5. **Self-Promotion:** preoccupation with popularity or power
6. **Lack of Warmth:** inability to express concern or sensitivity; unfriendliness
7. **Lack of Humanity:** lack of respect of human differences; racism; sexism; snobbery
8. **Poor Excuses:** perceiving personal problems as extenuating circumstances and allowing them to interfere with work
9. **Procrastination:** wasting time; putting things off
10. **Over-Trusting Memory:** overestimate ability to recall information; not putting things in writing
11. **Petulance:** inability to control temper; petty; unable to respond fairly
12. **Under and Over-delegation:** failure to delegate responsibility in order to take care of more important and productive responsibilities
13. **Disloyalty:** failure to identify with the institution and its objectives; underestimating loyalty to superiors
14. **Ignorance about Human Behavior:** making wrong assumptions about human feelings or perceptions
15. **Misapplying Useful Strategies:** using administrative forms, devices, or styles without understanding; using tactics to impress others
16. **Shortage of Energy:** limited stamina; not having strength to work long periods of time
17. **Professional Dishonesty:** violate confidentiality; talking behind others' backs; jealousy
18. **Lack of Leadership:** fear of taking the lead; tendency to be dependent on others

It is a sad, but true, fact that people are often measured by their worst performance. It does not make it any easier that our profession does not have one clearly defined responsibility in which one can become ultimately skilled — we need broad abilities.

Since we have multiple expectations from a variety of perspectives and most of what is accomplished is taken for granted or even forgotten, perhaps neither success nor failure should be taken as seriously as they are. Maybe our level of success or failure should be measured by ourselves, rather than those around us.

**Resources:**

Appleton, J. R., Briggs, C. M., & Rhatigan, J. J. (1978). Pieces of eight: The rites, roles, and styles of the dean by eight who have been there. Portland, OR: NASPA Institute of Research and Development.



### Congratulations

- ★ **Kristine Murray ('05)** co-authored with Rhonda Waller an article entitled "Social Networking in Education Abroad", which will be in the May/June issue of the *International Educator*.
- ★ **Scott Carter ('98)** has been elected the President of the North Carolina Housing Officers Association.
- ★ **Dr. Becky Verzinski ('94)** received the ACPA Outstanding Research award for her research on Impacting College Students' Attitudes toward Mental Illness.
- ★ **Kevin Bailey ('90)** has been elected to the ACPA Executive Council as the Director of Membership Development.



## Practical Advice for addressing the Needs of the Non-traditional Student

Submitted by Diana Brush, Class of '83

Reentry...Returning Adults...Non-traditional aged students...Adult learners – According to The National Center for Educational Statistics (NCES) the adult learner student population aged 25 or older is the fastest growing educational demographic. But age is not the only factor used by higher education to define the non-traditional student (NTS) who generally falls under one or more of these criteria:

• live off-campus	• married or single with children
• 24 years of age or older	• has had an interrupted sequencing of education
• 17 years of age or younger	• holds a full-time job or part-time job
• Veteran	• financially independent

How well is your institution addressing the unique needs of this increasing undergraduate population? Listed below are suggestions based the results of a 2005 student survey and my professional experience in this area.

**Designate an ombudsman or an office** to provide information, consultation, and assistance.

**Survey your population** through focus groups, surveys and polls.

**Allocate space on campus to congregate with other non-traditional students** and to access useful information and practical items (i.e. refrigerator, microwave, lockers and a ridesharing board.)

**Support forming student peer organizations or groups** which can provide networking, support or programs to enhance academic and social opportunities (i.e. Non-traditional Student Union, veterans, single moms and women's support groups and honoraries.)

**Advocate for representation on key student organizations and University wide-committees** such as student senate, programming boards, parking committee, and presidential and other key advisory boards.

**Promote family friendly campus events and activities** that are free, time and age-appropriate.

**Provide flexible options** for meal plans, Health Center fees, and Recreation Center passes.

**Publicize local, county or state assistance** programs that help pay for food, rent, books and utility bills.

**Make available reference materials or on-line information** on childcare or babysitting services.

**Provide on-line options** to make publications, presentations and services accessible 24/7.

**Provide off-line options** for those with limited access to pc's or who prefer person-to-person assistance.

**Offer both daytime and evening options for** programs and services.

**Communicate how the University announces class cancellation/University closing** due to inclement weather or other emergency situations.

**Design your New Student Orientation program** to meet needs of the NTS, their spouses, partners and significant others.

**Sponsor "Adult Only" Admission Recruitment events.**

**Walk in their shoes... or at the very least try to visualize yourself in the life of this ever changing and diverse student!**

Diana Anderson Brush, SAHE '83 served as the Director of the office for Commuter and Non-traditional Student Services at Clarion University from 2002-2005. In 2004-05 the ACPA Commission for Commuter and Adult Learners recognized Clarion with the Outstanding Student Affairs-Faculty Collaboration Award and the Outstanding Adult Learner Program Honorable Mention for Kids Come to College Day; Outstanding Commuter Program Runner-up for Commuter Cafe; Outstanding Public Relations Program Honorable Mention for Pizza with the Professionals.

### Resources:

U.S. Department of Education, NCES. (2002a). *The Condition of Education 2002* ([NCES 2002-025](#)). Washington, DC: U.S. Government Printing Office

## 2007 SAHE Visitation/GA Weekend



Dr. Hall leading a roundtable discussion.



Dr. Lunardini chatting with prospective students.



Gerald Tang '08, meeting with prospective students Ayinde Robinson, Monica Robinson and James Reese.

Visitation weekend has come and gone and brought with it a new and exciting group of potential SAHE students. This year's prospective student base was geographically diverse with students traveling from: Kentucky, California, West Virginia, Michigan, Indiana, Delaware, Ohio, New Hampshire, Georgia, Nevada, Virginia, Illinois, Vermont, New Jersey, and Maryland.

45 prospective students attended the weekend and interviewed for 35 positions. A new Supervisor Luncheon was added between Monday's morning and afternoon sessions. The first luncheon was a success and will likely be continued in the future. Visitation weekend was once again a success and all of us here in the SAHE program look forward to welcoming this new class of students at summer orientation.



Current students Courtney Stone and Nicole Roe discuss the SAHE program with prospective student Ruben Henao.



Current students preparing for the sign-up process.



Dr. Mueller discussing the thesis and curriculum with prospective students.

### In Memory

The SAHE program lost a dear friend earlier this year in Cindy Houdeshell Morris ('96). Cindy had been the Director of Housing at William Carey College in Hattiesburg, Mississippi for over 5 years. She was also a nominee for the first SAHE distinguished alumni award. In her nomination materials were wonderful quotes from colleagues showing great appreciation for her work; "she has helped the residence life system flourish and become a well-known administrator on campus". "Cindy maintains a delicate system of institutional obligation, while still managing to create an environment that breeds creativity and warmth among residents". Cindy's unexpected passing was tragic and shocking. Her SAHE and professional communities will miss her greatly!

## Finding Balance as a Student Affairs Practitioner

Submitted by Peter Trentacoste, Class of '00

In today's digital age, it's not surprising to find that many of us have difficulty finding balance between our work life and personal life. With the addition of Blackberries, cell phones, and laptops to our work environment, it's easy to forget the importance of having a life outside of your job. Do you really need to reply to an e-mail from one of your students at midnight or are you choosing to reply to it at that time? This is a frequent struggle that many professionals find themselves in as they determine whether the communication they received is truly urgent or something that can wait until morning.

Recently, I attended the Southeast Association of Housing Officers Annual meeting in Lexington, KY and found the inspiration for writing this article during the keynote address delivered by Al Calarco. In Al's speech, he shared many pieces of wisdom that he has garnered through his years of experience as a Student Affairs Practitioner. However, the one that was most salient for me was the statement he made regarding balance. He challenged the audience by stating "... find balance in your life – if you don't have it today even as a graduate student, you'll never ever achieve it" (Calarco, 2007). As someone that once struggled with balance, I can certainly identify with that statement.

As I think back to "why" I decided to pursue our profession as a career path, I remember the admiration I had for my supervisor while I was a resident assistant. Much of my admiration came from his sincere dedication to his staff and students. In addition, most of his dedication was shown after 4:30 p.m. and he was always visible on weekends. There's a saying out there that imitation is the greatest form of flattery and that is exactly what I did when I was a first year graduate hall director at IUP. I put everything I had into my position, students, and staff. During that time, I received many accolades for my work and dedication. As a result, I was reinforced to continue working in that same way. During this time, I was unaware of the fact that I wasn't really giving any time to my family or even spending time on building collegial relationships with peers. As a practitioner, my dedication was to my students and that was my only focus. As I reflect back on my time at IUP, I believe there were opportunities that I lost out on as a result of my narrow focus to only student development.

It was during my second year that I finally decided to take some more breaks for work and spend more time outside of work. It was during my second year that I met my future wife Mitzi. While we dated, I was able to continue my crazy pace of working all day and night and also spending time at work during the weekends. Again, my behavior continued to be reinforced by folks and I received great reviews through my supervisors. After graduation, Mitzi and I got married and I accepted my first professional position. Once I added my wife into the mix, it wasn't as easy to work the long hours I did as a graduate student. Simple things like the time I went to bed became a debatable topic between us. In a nutshell, I needed to reinvent the way I could be effective as a student affairs practitioner. I had to begin choosing between work and family and I credit my wife on assisting me in my journey to find balance as a professional. I also had a wonderful supervisor during my professional position that would "kick me out" of the office at 5:00 p.m. (thanks Beth!). I often utilize the same tactic with my own professional staff that I supervise.

As many of us know, our work in Student Affairs is never truly "complete." It really doesn't matter what time we leave the office at the end of the day, there will always be loose ends sitting on our desk or in our inbox that require our attention. However, in order to find longevity in this field, I believe it is essential that new professionals learn the concept of balance early in their career. In fact, I will go as far as to say that we need to recruit people into our profession that want balance in their life. We never want to move the bar so high as a profession that the "expectation" is that we work around the clock. I'll never forget one of my first ACPA placement interviews where I was told by an unnamed campus that I would work 70+ hours and there would be "no comp time" or additional compensation and that I needed to know that upfront. It was at this time, I informed the interviewer that I appreciated their time but was no longer interested in the position. I appreciated their honesty in the process but often wonder "who" would want to work that much for so little.

Today, it's seven years after my time at IUP as a graduate student and I am happy to report that I do have a great balance between work and family. I have a wonderful wife, a 3 year old daughter, and a 6 month old daughter with whom I love spending my time. In my professional life, I currently supervise Residence Hall Directors and one of my primary goals for them is to find out how to work smarter and not harder. We spend time examining their roles on a regular basis to ensure the position hasn't become unmanageable in a 40 hour work week.

I challenge readers of this article to examine their own practice towards balance. Do you take time away from work? Do you encourage your staff to do the same? I believe that it is everyone's responsibility to help practitioners find balance. Also, think about those undergraduates you are mentoring into our profession. Are you role-modeling a balanced life? Or...are you setting someone up to work 80 hour weeks and have them believe that's ok? Someone once told me that they "...work to live" but don't live to work. I think that statement is a great philosophy for us in our approach to finding balance in our work.

## Alumni Updates

### Professional Updates

**Amanda Gunther ('06)** accepted a job as the new Assistant Director of Student Transitions at Washington & Jefferson College.

**Sara Townsend ('06)** is now an Academic Counselor at Drexel University.

**Lynn Burke ('05)** is the 2007 PCPA Conference Co-Chair to be held October 14-16, 2007 in Monroeville, PA.

**Kate Costanzo ('05)** assisted the women's basketball team at Dickinson College.

**Douglas Smith ('05)** is the Assistant Program Director within Student Development at California University of Pennsylvania.

**Rebecca Myers ('05)** accepted the position of Director of the Student Union and Student Activities at Shenandoah University in Winchester, VA.

**Annie Ruvolo ('04)** is the coach of the women's tennis team at Massachusetts College of Liberal Arts in addition to her role as Director of Orientation.

**Jennifer Zucco ('04)** purchased her first home in March and will be entering the Master of Liberal Arts program at Johns Hopkins University this fall.

**Laura Gordon ('02)** was promoted to Assistant Dean of Student Life at Moravian College.

**Christina Montville ('02)** graduated from the NYPD Auxiliary Police Officer training program and serves as an APO in the 24th precinct of Manhattan.

**Courtney (Little) Baum ('00)** accepted a position as the Director of Career Services at Saint Vincent College.

**Cindy Nelson ('97)** is now the Director of Development Research and Prospect management at IUP.

**Valerie Sutton ('96)** accepted a position as the Director of Career Services at the Harvard Graduate School of Education.

**Annemarie Vaccaro ('96)** started a clinical Assistant Professor position in the Higher Education program at the University of Denver. She serves as the advisor to the MA students studying to be student affairs professionals.

**Michele Schwietz ('92)** received her Ph.D. from the University of Pittsburgh in Social and Comparative Analysis Education with a specialization in International and Development Education

### Personal Updates

**Kristine Meier ('05)** married Andrew James Murray in Windber, PA on October 7, 2006.

**Jenny Trimble ('05)** married Mark Faught on November 4, 2006 in Cherry Tree, PA.

**Erin (Hutley) Yokum ('05)** and husband welcomed a son, Jacob Stephen.

**Jeff Hill ('04)** married Christina Milazzo on October 7, 2006 in Richland, PA.

**Craig Dillaman ('03)** married Brianna Coolidge last summer.

**Michelle Hosey ('02)** will be getting married to Michael Jenkins on July 21, 2007

**Bob Beyer ('00)** and his wife Karen, welcomed their son, Jake Robert, on November 10, 2006.

**Pete Trentacoste ('00)** and his wife Mitzi welcomed a baby girl named Cecilia Marie on August 31st

**Raeshel Rhodes Ziegler ('99)** welcomed twin daughters Hailey Noelle Ziegler and Cassidy Paige Ziegler on January 3, 2007

**Melinda (Risher) Martin ('98)** and husband Phillip welcomed their first child Margaret Clare on November 22, 2006.

**Dana (Henderson) Enck ('97)** lives in Charleston, SC and adopted sibling boys named Angel and Bryan from Guatemala in May 2005.

### Special Congratulations to the ACPA/NASPA Joint Meeting Presenters

At this year's joint conference in Orlando, there were over 500 presentations and panels. SAHE alumni and faculty were well-represented among fine programs, including: Kevin Bailey ('90), James Barricelli ('04), Dr. Holley Belch, Jennifer Browning ('04), James Carroll ('96), Jennifer Hinton ('00), Shelly Keniston ('01), Dr. John Mueller, Dr. Raechele Pope ('81), Windi Sasaki ('04), and Annemarie Vaccaro ('96). Congratulations to these and all program presenters from SAHE!



Student Affairs in Higher Education  
 Indiana University of Pennsylvania  
 206 Stouffer Hall  
 Indiana, PA 15705-1087

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## Supporting SAHE

Financial Contributions:

\$ \_\_\_\_\_ to the **Nancy Newkerk Scholarship** – Awarded to a second-year master’s student whose contributions during the first year of their program demonstrated the greatest promise for the profession of student affairs. **(Acct # 0374)**

\$ \_\_\_\_\_ to the **Hadley Outstanding Student** - established to recognize outstanding 2<sup>nd</sup> year students on the basis of academic performance and professional involvement in the SAHE program. **(Acct #0140)**

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

*Contributions are tax deductible, please make your check payable to :  
 Foundation for IUP - Acct # \_\_\_\_\_*

Nominations

I would like to nominate the following individuals to receive information about the SAHE program:

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_  
 \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

Zip: \_\_\_\_\_

*(Please feel free to attach additional names and addresses)*