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Building Effective Collaborations to Confront Campus Climate Challenges: A Student Affairs Perspective

Sponsored by cornerstone

October 17, 2019

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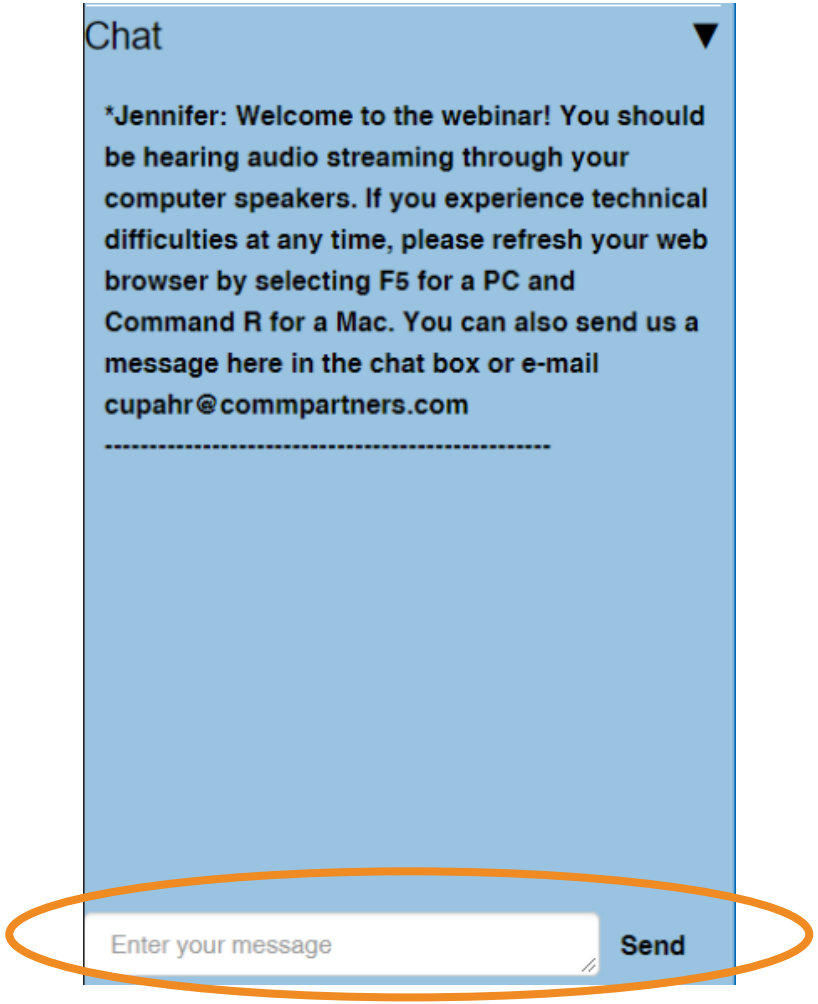

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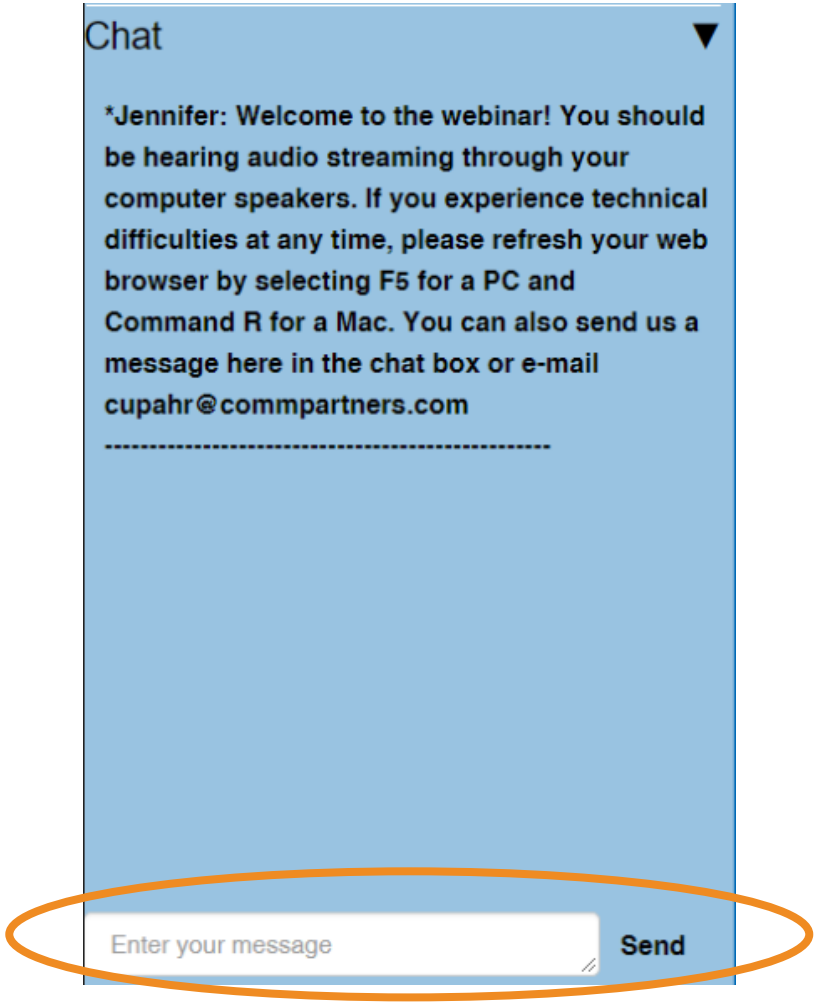

Q & A

Don't forget to submit your questions to our presenters.

How? Click on the Chat box at the bottom left of your screen and be sure to click "send."

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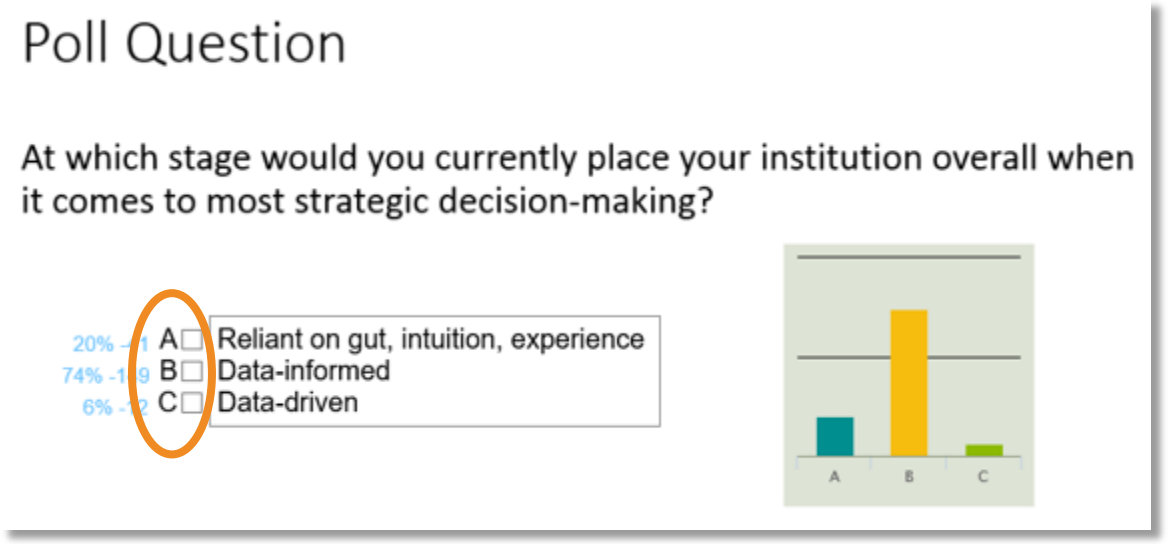
Poll Questions

Click on your screen in the box next to your answer choice.



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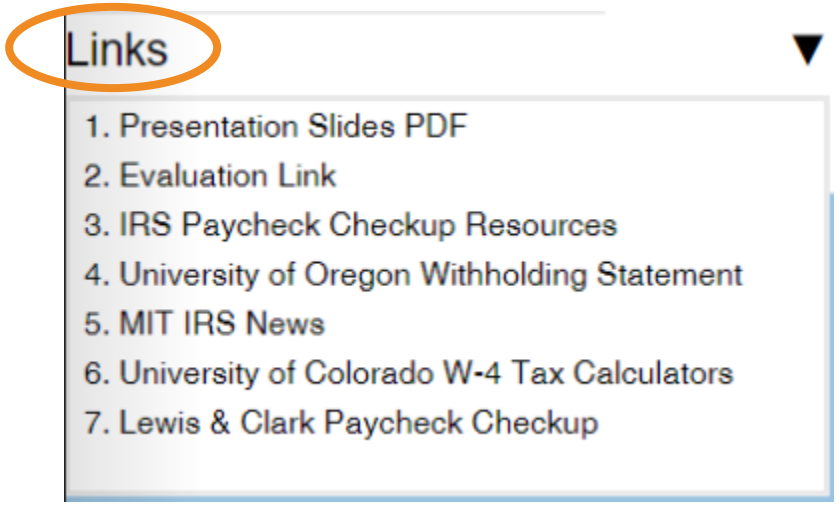
Handouts



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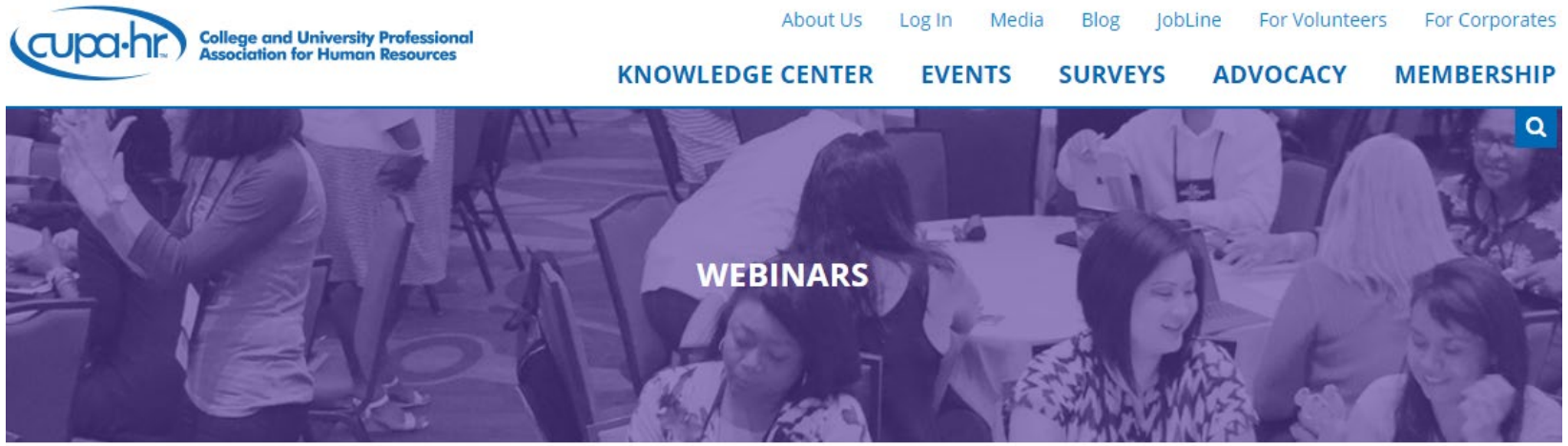

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Presenters

Monica Nixon, Ed.D.
Assistant Vice President for Equity, Inclusion, and Social Justice
NASPA - Student Affairs Administrators in Higher Education

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Outcomes

Enhanced understanding of:

- who we are educating on college and university campuses
- student development theory in practice
- push points and activism on campuses
- ways that HR, student affairs, CDIOs, and others can partner to build cultures of respect and belonging

Student Affairs Professionals

What my family thinks I do

What my friends think I do

What society thinks I do

https://studentaffairscollective.org/sa-assessment-sense-open-letter-leaders/4f3385f92a571ea85811e3e72e7c044f/

Poll Question

Select all that apply:

- ❑ Our divisions are very familiar with one another's work
- ❑ Our divisions have very little idea what the other does
- ❑ We work together regularly outside of hiring and termination processes
- ❑ We compete for resources

Student Affairs Speak

Student engagement

Student affairs/student life/student development

Vice president/ dean of students

Challenge and support

Vectors

Resilience and well-being

Theory to practice

Discernment

Community building

Student success

First-generation student

Poll Question

How often do you experience your campus HR working with Student Affairs?

a) Very often
b) Somewhat often
c) Not at all

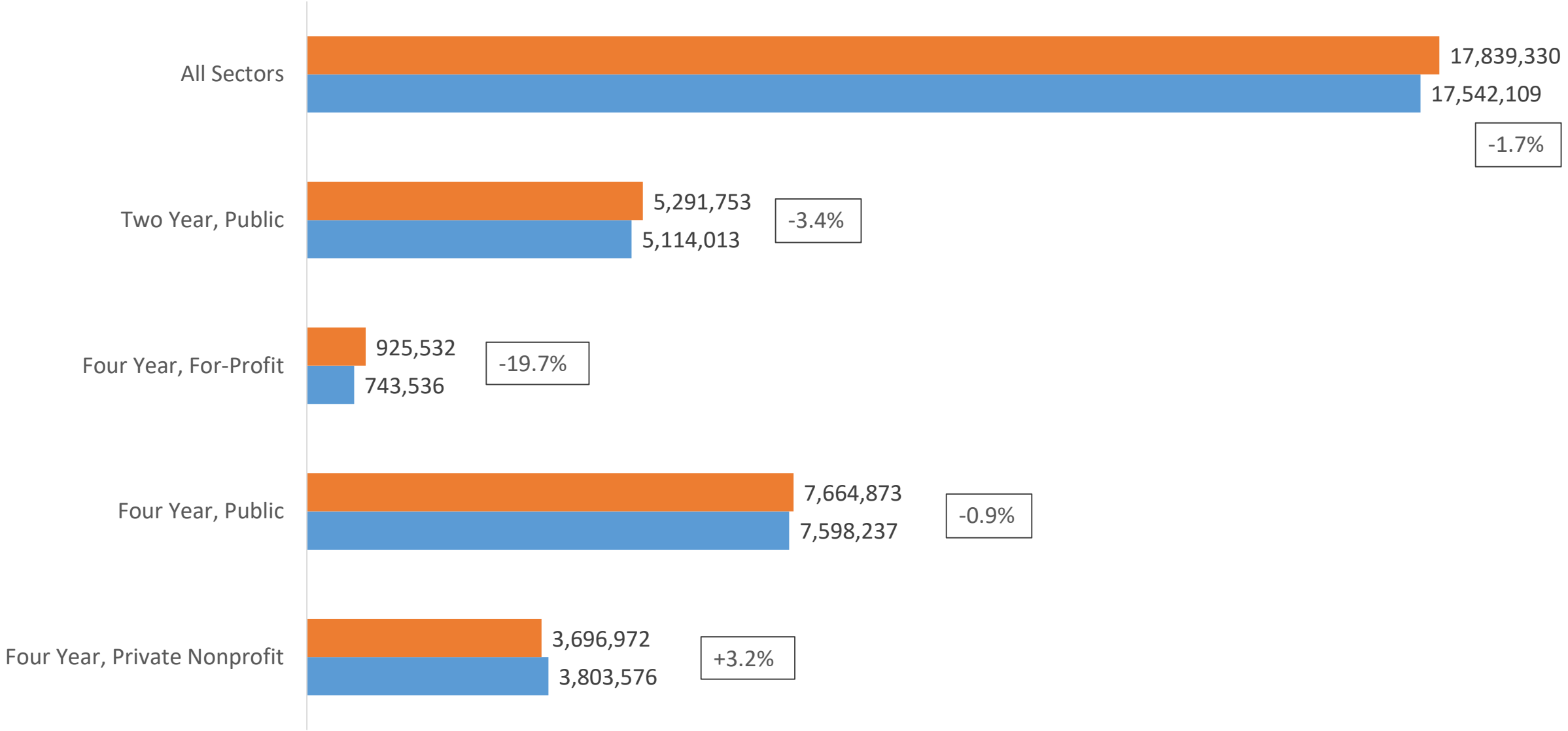
Poll Question

How often do you believe your campus HR *should* work with Student Affairs?

a) Very often
b) Somewhat often
c) Not at all

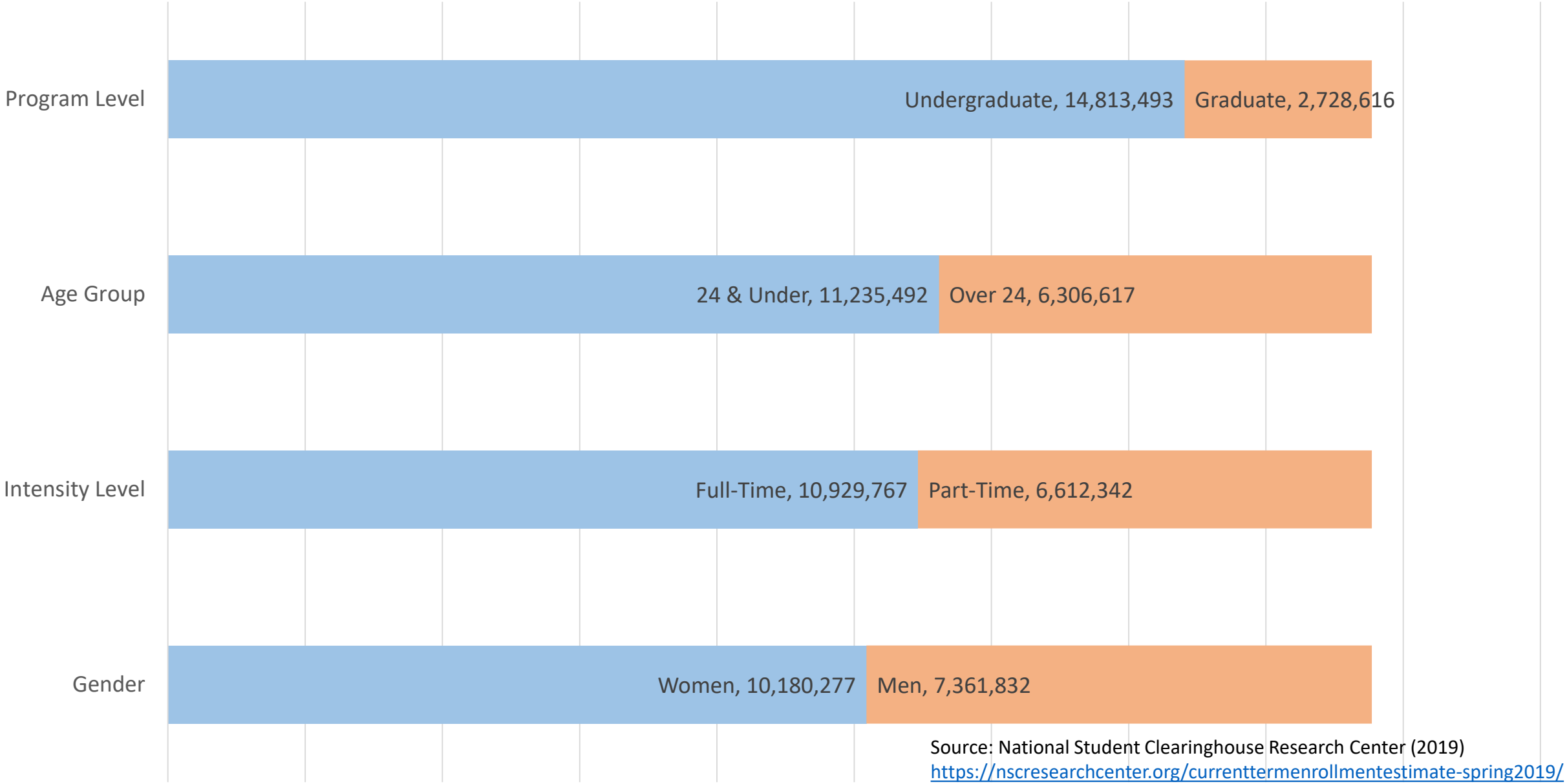
Who are today’s students …

Total Enrollment, Spring 2019



Source: National Student Clearinghouse Research Center (2019)
https://nscresearchcenter.org/currenttermenrollmentestimate-spring2019/

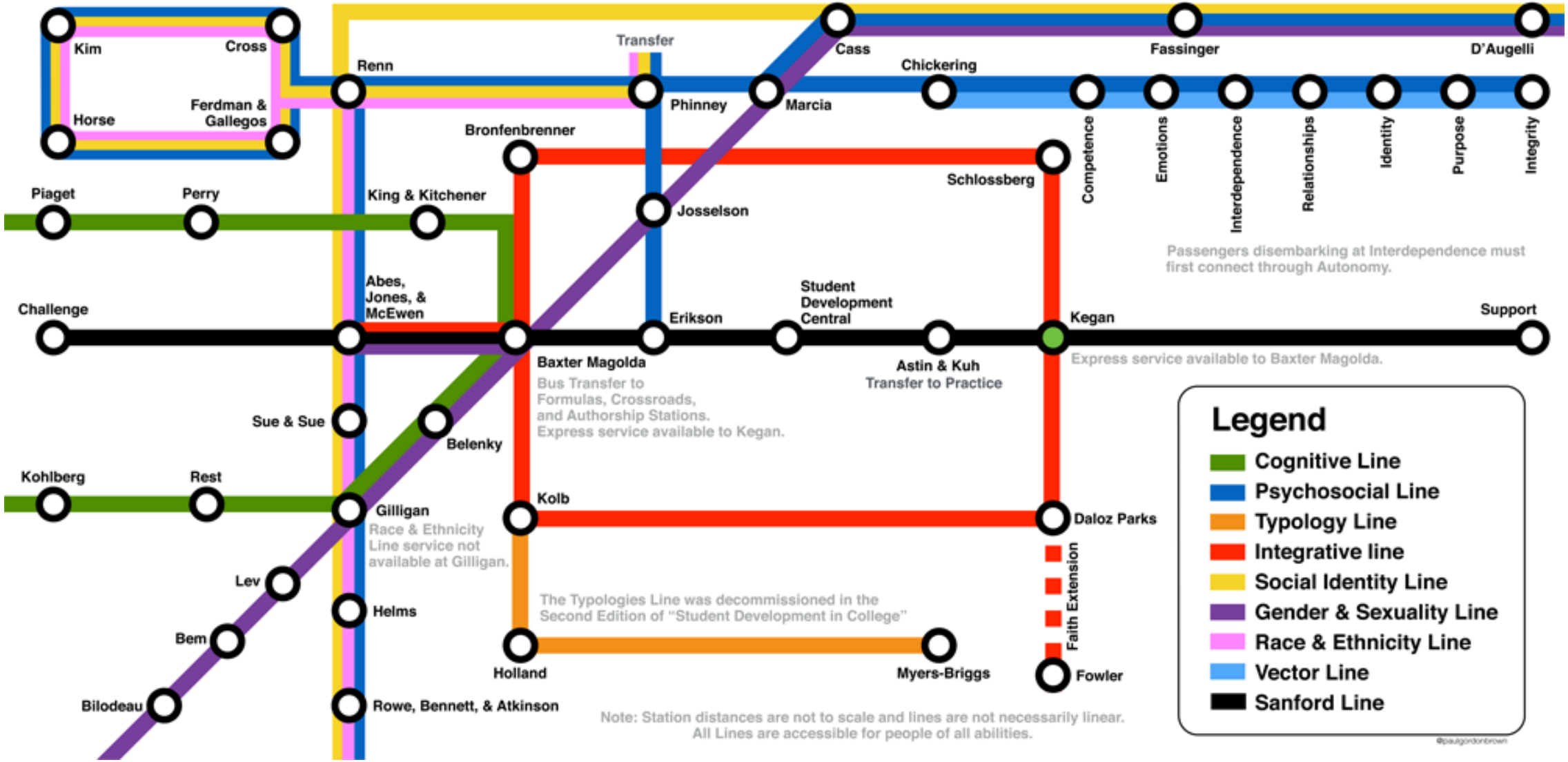
Student Characteristics, All Sectors, Spring 2019



Source: National Student Clearinghouse Research Center (2019)
https://nscresearchcenter.org/currenttermenrollmentestimate-spring2019/

… and what are they experiencing in college?

The Student Development Transit System Map



Paul Gordon Brown, 2015

Understanding Theory

- Identity Development
- Self-Authorship (Baxter-Magolda)
- Involvement (Astin)
- Critical theory and asset-based paradigms
  - Critical Race Theory (Delgado & Stefancic, 2012)
  - Community Cultural Wealth (Yosso, 2006)

Chat Question

Share how you believe HR and Student Affairs can work together to enrich the student experience?

Social Justice

Major & Career Concerns

Finances & Debt

Free Speech vs Hate Speech

Food Insecurity

Grades

Safety

Relationship Violence

Family Issues

International Transition/ Relations

Prescription Drug Use

Federal Government Policies

First Generation Navigation

Identity Development

Equity & Inclusion

Physical Health

Campus Accessibility

#Social Media

Sense of Belonging

Housing Affordability

Social Adjustment

Alcohol & Drug Use

Eating Disorders

Sarah Rogers, *The Daily Beast*

Samuel Corum/Anadolu Agency via Getty Images

cdn.lightgalleries.net

Disparate Impact

- Identity Taxation (Hirshfield & Joseph, 2012)
- Racial Battle Fatigue (Smith, Yosso, & Solórzano, 2011)
- Emotional Labor (Bellas, 1999; Harlow, 2003; Pugliesi, 1999)

Activism on campus

CAMPUS DISRUPTED

More Diversity Means More Demands

Students are protesting for official recognition of their identities, whether racial, ethnic, sexual, religious, first-generation, low-income or immigrant.

www.nytimes.com
August 4, 2017

EDUCATION

What Is Faculty Diversity Worth to a University?

The "invisible labor" done by professors of color is not usually rewarded with tenure and promotion. But it is more important now than ever.

Yale Students Demand Resignations from Faculty Members Over Halloween Email

> Students demand firing of Evergreen State professor. Police chief urges him to stay off campus for his safety. Supporters say he's the one upholding principles of equity.

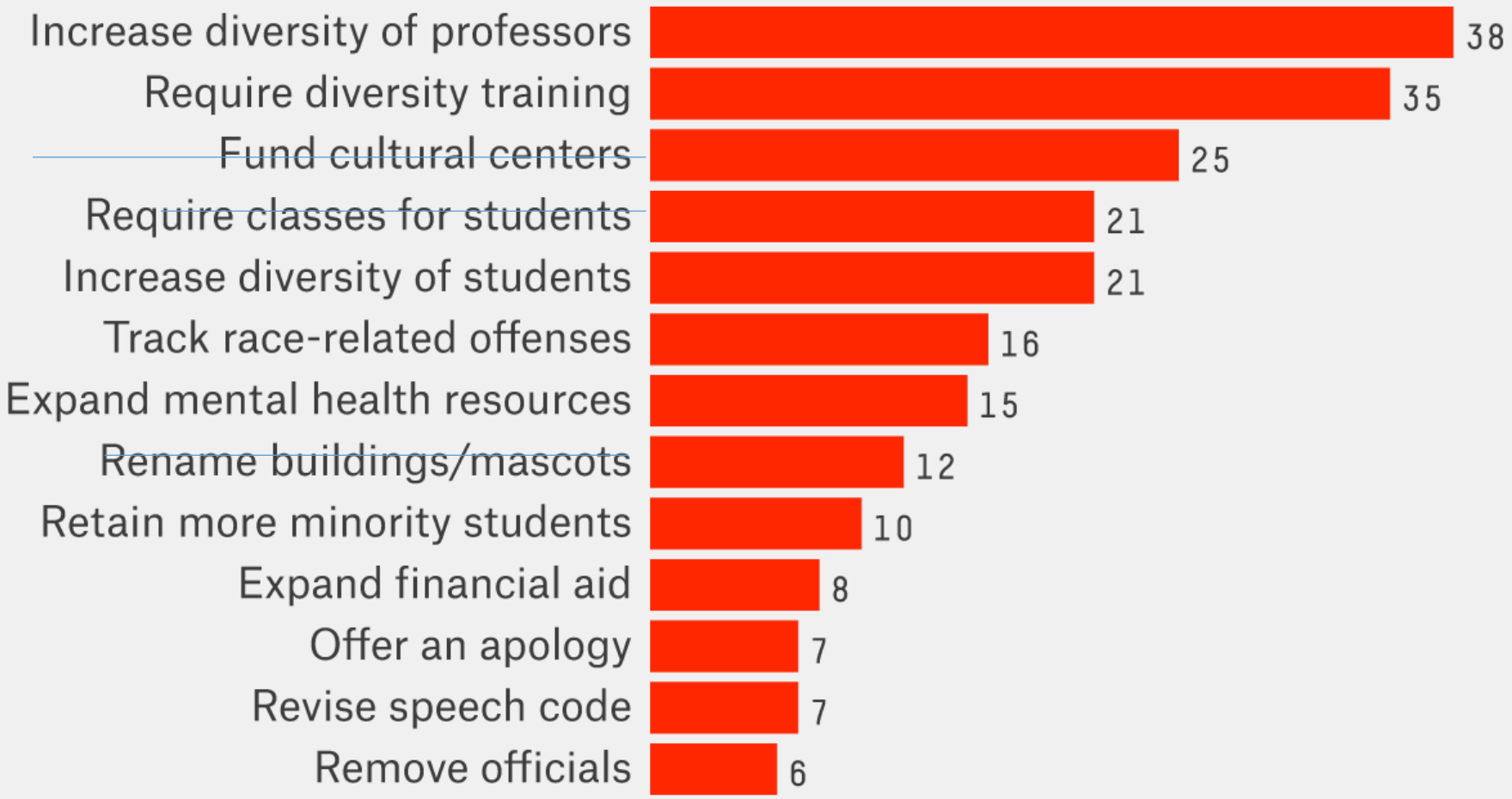
Demanding 10 Percent

> Student protesters on a number of campuses want to see many more black faculty members. But how realistic are some of their goals?

Under Fire, a Dean Departs

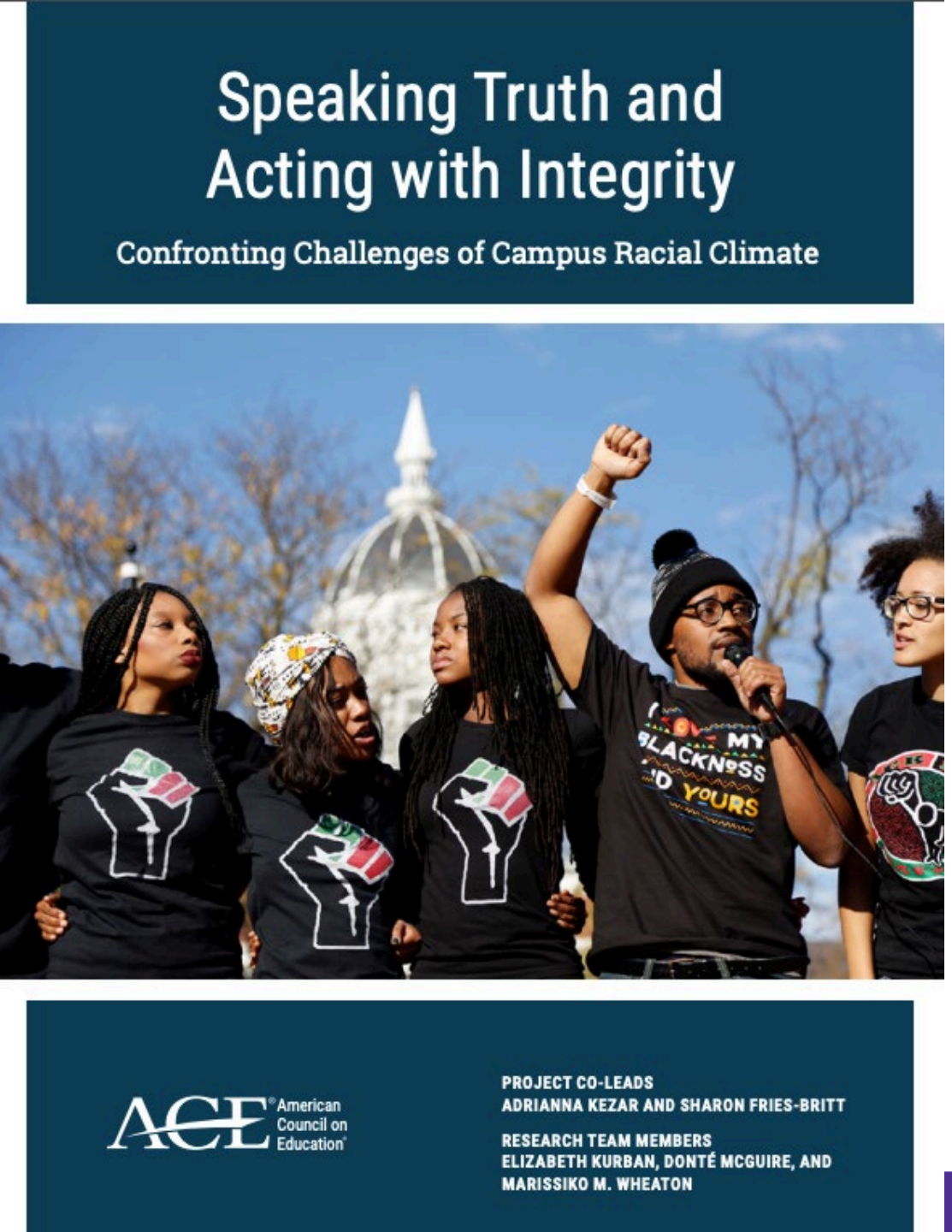
What Do Student Protesters Want?

Most common demands at 51 schools with student protests



FIVETHIRTYEIGHT

SOURCE: THEDEMANDS.ORG



Trauma-Informed Leadership

- Understand social, cultural, and political contexts on campus
- Avoid routinized responses
- Acknowledge and engage collective trauma through active listening, speaking from the heart, and "acting with"
- Build capacity through sustained commitment to issues of equity, inclusion, and social justice

Kezar, A. & Fries-Britt, S. (2018). *Speaking truth and acting with integrity: Confronting challenges of campus racial climate.* Washington, DC: American Council on Education.

Campus leadership to enhance inclusion

Opportunities for Campus-Wide Leadership

- Implementing campus inclusion plans and strategies for sustainable, systemic change
- Creating opportunities for professional development and accountability to enhance inclusion
- Anticipating and responding v. reacting to activism and crises
- Implementing state and federal policy changes

Resources

- NASPA Online Learning Community
- NASPA Publications
  - *Crisis, Compassion, and Resiliency* (2019), Treadwell & Russell O'Grady (Eds.)
  - Landscape analyses
  - 5 Things briefs
  - Journals

Discussion

- What challenges are you facing on your campus?
- What partnership strategies have worked well on your campus?
- Where have you encountered obstacles or challenges?

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Questions?

Monica Nixon

mnixon@naspa.org

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Thank You!

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