Dear Colleagues,

Spring 2007 has arrived, but, despite the deep freeze of February, I am certain each of you is having a productive semester serving our students.

As the semester unfolds, it is important to revisit the Division-wide goals that I unveiled in September:

- Break ground for a 120-unit residential facility for students with dependents.
- Develop a marketing strategy to introduce the Leadership Development Program to the NIU community.
- Establish student learning outcomes and assessment tools for each department.
- Initiate a strategic schedule of benchmarking for the departments within Student Affairs.
- Develop new revenue streams through grants, sponsorships, private and corporate donations.
- Implement a residential renovation plan.
- Market our Division brand (locally, regionally, and nationally) and tell our Student Affairs story.

In this edition, you will read about our progress toward these goals, and how we can work together to enrich the lives of our students.

Student Involvement and Leadership Development is providing student-centered service through a multi-tiered leadership development program entitled the “Leadership Academy.” The Asian American Center has been nationally recognized for its commitment to student learning via the Peer Mentor Program. Our Lesbian, Gay, Bisexual, Transgender Resource Center continues to establish an inclusive community with the Ally Program for LGBT students, faculty, and staff. Finally, the upcoming Graduate Student Recruitment and Assistant Program (GSARP) is building collaborative relationships with the Counseling, Adult and Higher Education program to recruit a highly qualified and competent graduate assistant pool. These are a few examples of our commitment to the Student Affairs mission and vision statements.

I look forward to celebrating our successes at our annual Student Affairs Awards Celebration on May 10. In the meantime, thank you for your commitment to the students of Northern.

Forward, Together Forward...

Brian O. Hemphill, Ph.D.
Vice President for Student Affairs

The NIU Leadership Academy

The Department of Student Involvement & Leadership Development coordinates a comprehensive leadership development program that includes a multi-tiered leadership curriculum. The academy, in its second year, offers opportunities to become better leaders through programs and activities that focus on motivation, effective communication, enhancing organizational efficiency through teamwork, and much more. Currently, approximately 60 students attend the academy either as an “Emerging Student Leader” or as an “Evolving Student Leader.”

The Emerging Leaders tier of the academy enhances participants’ leadership skills by introducing students to the concepts and purposes of leadership as well as to leadership opportunities on campus. Student leaders who transition into the Evolving Leaders tier put their new skills into practice in organizational leadership positions, leadership seminars or conferences, memberships in honor societies, and receive recognition for their accomplishments.

The department also offers à-la-carte leadership programming that includes workshops, leadership institutes, leadership discussion lunches, mentoring, and leadership awards. For additional information, contact Monica Treviño, Associate Director for Student Involvement & Leadership Development, at (815) 753-6190.
**Professional Development Awards**

It’s time to seriously think about the Division of Student Affairs’ Professional Development Awards for colleagues, graduate assistants, and academic partners. **Deadline for submission is February 28.**

This is your opportunity to recognize the contributions and achievements of people you see daily. Everyone in the Division contributes uniquely to the fabric of Student Affairs. Once each year we have the chance to celebrate their achievements, but we need your voice to make this happen.

Take a moment now to view **criteria and nomination forms for the eight awards** on the Student Affairs Intranet under Professional Development. Please pay special attention to the questions asked, touching on each point in your narrative. In the past, many worthy nominees were not considered because their nominations and recommendations did not speak to specific criteria.

All nominees will be invited to attend the Spring Recognition Event in Altgeld Auditorium on May 10. We look forward to gathering with you and celebrating the new accomplishments of Student Affairs.

**Congratulations!**

Blanche McHugh of Housing & Dining, and Steve Lux of Health Enhancement, will receive this year’s NIU Supportive Professional Staff **Presidential Award for Excellence.** The Office of the Vice President and the entire Division extend heartiest congratulations for our colleagues’ admirable achievements.

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**GSARP – The Graduate Recruitment Program**

The Graduate Student and Assistantship Recruitment Program (GSARP) is coming! This exciting event, a partnership between the Division of Student Affairs and the College of Education’s Counseling, Adult and Higher Education (CAHE) department, will occur March 23-24, 2007.

GSARP is for entering students who are pursuing graduate preparation for professional positions in colleges and universities. The two-day program introduces students to the College of Education’s theory and practice of counseling, adult and higher education, essential program information, professors and staff members, and enables students to interview for graduate assistantships within the Division of Student Affairs.

Attendees will have opportunities to:
- Interact with current graduate students and with candidates from across the nation
- Meet and interact with CAHE faculty and Student Affairs staff members
- Learn more about financial aid opportunities
- Tour the NIU campus and “life in DeKalb.”

More information about GSARP is available on the Student Affairs Web site.

**There’s No Place Like Home**

There really IS no place like home, and in mid-August a new home, located northwest of the NIU Convocation Center, will be available to our students. Despite the cold and snowy weather, construction on the Northern View Community, begun in October 2006, continues.

Northern View Community, a public-private partnership with Collegiate Development Services, is the University’s first new housing facility in 38 years. This partnership allows for construction without any state or student funds: Collegiate Development oversees the construction and will own the completed facility, with management provided by NIU’s Housing & Dining.
Recognizing Exemplary Seniors

Who are the graduating seniors who have a healthy disregard for the impossible? Are principled in their interactions with others? Have made a meaningful contribution to NIU, the community, and society? These are the individuals we seek to recognize (along with their families) at Applauding Excellence in Leadership: A Recognition Breakfast for Graduating Seniors.

Hosted by Vice President Hemphill on Commencement Saturday, May 12, at 7:15 a.m., in the Altgeld Auditorium, this event celebrates students’ leadership contributions. Exemplary students will receive a Leadership Medallion to wear with their cap and gown at Commencement. Honorees will be notified the week of March 19.

Faculty/staff nominators may complete the Applauding Excellence in Leadership Nomination Form. The completed form should be returned to Dr. Eileen G. Sullivan, Interim Assistant Vice President for Student Life (esullivan@niu.edu), no later than Monday, March 5, at 4:30 p.m.

Asian American Peer Mentor Program is EXCELLENT

Asian American Center’s Pilot Peer Mentor Program was selected as this year’s NASPA Excellence Award Bronze Winner in the category for International, Multi-cultural, Cultural, LGBTQ, Spirituality, Disability, and related programs. The Peer Mentor Program was designated as the third best in the nation in this category.

In a letter of recommendation, a colleague stated: “The Asian American Center demonstrates a strong commitment to provide opportunities where students can develop and exercise their leadership skills in a positive learning environment.”

The Asian American Center team launched the Pilot Peer Mentor Program, “OHANA” (Hawaiian for “family”), to meet the needs of the growing Asian American student population at NIU. Research has shown that students who become peer mentors remain a promising prospect for minority retention. The Center is now recruiting peer mentors for Fall 2007 and is anticipating an exciting third year!

Web Transition

A new, crisp look greets visitors to the Student Affairs Web site. Using the templates designed by the Office of Public Affairs, the Vice President’s Office transformed an already visually appealing Web site into one that is clean, concise, and user friendly. A built-in format for headlines, text, and Web links give a uniform look to every page, with guaranteed ADA accessibility.

Among the first departments to adopt the new template, the Office of the Vice President urges each department in the Division to adopt the new look soon, in order to give the Division a unified appearance. Customizing your site is easy, especially by using photos in the arched bow on each main page. All navigation bars appear on the left side, and a special “Audience” navigation bar along the upper edge includes quick links to pages for specific viewers. Special events can be plugged into your home page and changed frequently.

This is a great time to clean house, get rid of old but undeleted material from your WebCRMA development pages, and freshen up frequently used sites. Call Jennice O’Brien, Web Manager at Public Affairs, 753-1682, to set up an appointment with the Web Transition Team of Jennice, Daniel Ihm, Rachel Turner, and Katy Whitelaw. Then get ready to be excited!

The Web Transition Team will help you every step of the way, allowing you to do as much or as little as you feel comfortable doing. Before you know it, you’ll be sporting RED AND BLACK with the new NIU!
Exciting Times at Career Services

Career Services is celebrating a banner year for Internship and Job Fairs, held once each semester. The increased employer and student participation signals a good economy and indicates that employers from all industries are actively seeking NIU students. Career Services is creating a circle that continuously renews itself: More students receive internships, gather the work experience, and employers offer them full-time jobs and continue to recruit in greater numbers at NIU because of their past success—a win-win for all participants.

Employers filled the Convocation Center to capacity at the Fall 2006 Career Fair, and many students secured initial interviews.

The Fall 2006 Internship Fair had 75 employers and 700 students, but the Spring 2007 fair set a new record with 100 employers, an outstanding 33% increase for the NIU community. For full-time opportunities, the Fall 2006 Job Fair had 226 employers and 1000 students, and 240 employers have already registered for the Spring!

NIU Career Services acknowledges outstanding currently enrolled students who have completed a career-related work experience. Throughout the year, the department honors seven students as Internship/Co-op Student of the Month, and three become eligible for Internship/Co-op Student of the Year. The department selects winners based on communication skills, letters of recommendation, and scholarship (GPA). Employers provide scholarship awards that have exceeded $3,000. Applications are available each semester. Career Services invites faculty and staff members to attend the fairs, and asks their assistance in promoting these opportunities and students’ participation.

Collaborative Relationships: Everybody’s Job

The Professional Development program focused on the core value of actively building collaborative relationships. Tom Hewlett, of FranklinCovey Inc., addressed “Keys to Effective Collaboration.”

An organization steeped in collaboration reveals itself by its language:

- How can I help you with that?
- Would you be willing to help me develop a solution to this problem?
- I’m not sure what she’s thinking. Let’s go ask her.
- I have some resources you can use if you like.

Individual maturity is exhibited through trustworthiness, competence, and character. These critical skills include:

- Skillful communication grounded in LISTENING
- Celebration of our diversity as a source of strength
- Development of synergistic solutions/third alternatives.

The presentation concluded with a question: “What is your heart-felt commitment to this process of actively building collaborative relationships?” Each person in the Division can make a unique contribution to collaboration. What will yours be?

The entire Tom Hewlett PowerPoint presentation is available on the Student Affairs Intranet at Professional Development Resources.

Save the Date

Spring Recognition Event, May 10
Applauding Excellence, May 12
Annual Summer BBQ, July 12
Cabinet Retreat, Maxson’s, July 26
Academic Convocation, August 24