NASPA's UNDERGRADUATE FELLOWS PROGRAM (NUFP)

Region V is well represented in the number of institutions hosting a NUFP Fellow over the summer with interns vying for spots at Oregon State University, Seattle University, Southern Oregon State University, and the University of Puget Sound — out of a nationwide total of 29 hosts.

A component of the NUFP program is fast approaching -- the Summer Leadership Institute (SLI). From July 8th to July 11th, up to 40 NUFP Fellows will join with the SLI faculty at this year’s host campus, University of Arkansas-Fayetteville. This is a great opportunity for Fellows to receive in-depth leadership training, competency training, and direct mentoring from SLI faculty.

While these are great opportunities with the NUFP program, the real day-to-day work of mentoring undergraduate students is done across the region at our home institutions. It is a highly rewarding experience to see students become passionate about our field and go on to impact the lives of many others. Consider mentoring a NUFP Fellow this coming academic year by identifying someone with great potential and encouraging them to apply by April 25th, 2008. More information and the application materials are online. Submitted by Yoshiko Matsui, Director of Multicultural Student Services & Off-Campus Student Services at the University of Puget Sound and NUFP Representative for Region V

MANAGING IN A DIVERSE WORKPLACE

The effective supervisor will always examine his or her assumptions and interact with others on an individual basis. Supervisors must learn as much as possible about the cultures represented in their organization and work towards an effective balance between helping individuals to adapt to the organization’s culture and changing the organizational culture to embrace diversity.

The benefits of diversity are not automatic; diversity must be deliberately well-managed. To that end supervisors must: understand that your role is to work through others, identify your own cultural values and those that define the culture of the organization, learn about the cultural patterns of your staff and how those cultures’ values affect performance, share the rule book (e.g. communicate openly and directly about workplace expectations and requirements), control your assumptions — both about job requirements and individual staff, maintain standards but remember that treating people “equally” requires sensitivity to individual differences and cultural variances, and hold people accountable for valuing diversity and managing differences — reward appropriately.

Source: Eric Davis of DMG Associates

FYI & VIP

- Responding to Student Threats of Violence at the University of Washington, Tacoma, May 12
- From the Ground Up: Building a Culture of Assessment in Student Affairs at Idaho State University and via video conference at the College of Southern Nevada, May 20
- 2008 Western Regional Conference Proposals Due, May 30
- Montana Student Affairs Conference, June 12 & 13
- SSACO Retreat, June 25-27 in Portland, OR
- Region V Advisory Board Meeting, June 27-28 in Portland, OR
- 2008 Western Regional Conference November 5-8, Long Beach, CA

MEMORY LANE

Some regional conference themes from the past:

1984 Our Profession as an Art: Beyond Mere Skill
1981 From Problems to Possibilities: The Force is With Us
1973 Student Personnel Services: Who Needs Them?

If you can fill in the gaps of our regional conference history, please email Wendy Endress.

REGION V ADVISORY BOARD

The Region V Advisory Board is composed of over 50 positions. Board members represent the states and provinces of our region and NASPA Knowledge Communities and initiatives. Members meet three times per year and volunteer their time to advance our regional organization. Pictured: Board members and guests at the March 9, 2008 meeting.