

TACUSPA Times

VOLUME 2, ISSUE 3

05.16.11

Greetings from the TACUSPA Board!

INSIDE THIS ISSUE:

TACUSPA in Action	2
Employment Resources	3
2011 Conference	3
Awards Information	4
Book Review	5
TACUSPA Foundation	5
Fellows Article Feature	6
Legislative Updates	7
Foundation Report	8
Membership Report	8
Financial Report	9
2010-2011 Board Members	10
Follow us online	10

Trisha VanDuser, President

Spring has officially sprung and TACUSPA is bouncing into action to get ready for board elections, the annual fall conference and a needs assessment that will reach out to our membership and ask pertinent questions about what TACUSPA can continue to do for you! This year has already proven to be an interesting one, and as we await decisions from our legislature, I know that we are all busy planning for next year and the

unknown. But one thing we can always count on is the support we receive from our fellow colleagues and institutions. TACUSPA continues to be a great force in professional development, networking and advocacy.

Recently, TACUSPA served as a co-sponsor of the Texas Higher Education Law Conference at the University of North Texas. It was a great success and a wealth of information was shared. I would

like to thank Heather Snow, Director of Student Conduct at the University of Texas at Arlington, for serving as our liaison to the conference.



Election Results

President-Elect



Dr. Alicia Huppe

VP for Administration



Ms. Heather Snow

Director of Technology



Ms. Hope Garcia

Congratulations to the new officers!

Their term of office will begin at the 2011 Fall Conference

Competitions, Grants and Scholarships for Members Only!

A number of opportunities for professional development are available for members.

TACUSPA Fellowship Program - Deadline June 3rd

<http://www.tinyurl.com/TACUSPAFellowship>

TACUSPA Article Competition - Deadline June 3rd

<http://tinyurl.com/TACUSPAArticleCompetition>

Research Development Grant - Deadline June 3rd

<http://tinyurl.com/TACUSPAGrant>

Higher Education Law Conference

TACUSPA members attended this annual conference at the University of North Texas. TACUSPA member Elizabeth Massengale, Ph.D., Director, Parent and Family Relations, Texas Tech University, presented on *Clay's Bill (Texas Education Code, Section 51.9361)- Student Organization Risk Management Education*. Members in attendance met for an informal networking dinner and for a breakfast at the conference.



From Left to Right: Angela Robinson, ESQ; Dr. Cutright, Higher Education Faculty, UNT, Co-Conference Director; Heather Snow, Director of Student Conduct, UT Arlington



From Left to Right: Elizabeth Massengale, Director of Parent and Family Relations, Texas Tech; Mark Warren, Father of Clay Warren for which "Clay's Bill" is named (Texas Education Code, Section 51.9361)

Fall Conference October 16-18

Employment Resources

Job Hunting? Hiring?

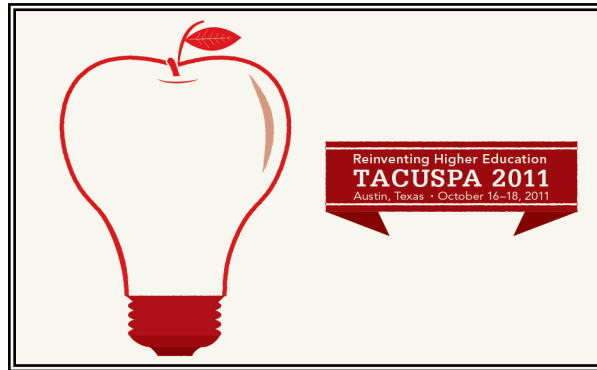
Institutions holding a TACUSPA institutional membership of \$100 or more are eligible to post job opportunities on the TACUSPA website free of charge. Institutions without a TACUSPA institutional membership are welcome to post job opportunities on the website at the rate of \$25 for each 60 day job posting.

If you wish to post a position on the TACUSPA website, please forward a PDF copy of the position to Hope Garcia at Hope.Garcia@unt.edu.



TACUSPA also maintains a list of HR websites for all member institutions to make your job searching a little easier. Best wishes to all our institutions and members on your hiring and job searching endeavors!

FMI: <http://www.tacuspa.net/careerops.html>



Fall Conference registration will be available soon! This year's conference speakers are:



Dr. Susan R. Komives, Professor and Program Director of College Student Affairs, University of Maryland. She will also be doing a Pre-Conference Workshop.



Dr. Gwendolyn Jordan Dungy, Executive Director of NASPA



Dr. Stan Carpenter, Dean of the College of Education, Texas State University



Lynn Rossi Scott, Esq., Brackett & Ellis, P.C.

Check your email for the conference registration and call for program proposal announcements.

Golf fans, mark your calendars for October 16 for the annual TACUSPA golf tournament. Details on the golf tournament will be on the 2011 Conference website soon.



2011 Awards Nominations

Nominations are now being accepted for the 2011 TACUSPA awards!

TACUSPA recognizes the contributions of members to the organization and the student affairs profession at the annual fall conference. This year's fall conference will be held on October 16-18 in Austin, Texas. Please consider nominating a deserving colleague for one of these awards. Criteria for the awards are listed below.

**Deadline:
May 20th**

Nomination Links:

[James E. Caswell Award](#)

[Mid-Level Student Affairs Professional Award](#)

[Outstanding New Professional Award](#)

[Dissertation of the Year Award](#)

[Faculty Member of the Year Award](#)

**All nominations
must be submitted
online**

**2011 Awards and
Recognition Chair**

Molly Albart
Director of

Apartment Life

The University of Texas at
Arlington

817-272-1104: Voice

817-272-5549: Fax

molly@uta.edu

Dr. James (Jim) E. Caswell Distinguished Service Award

- Continuous TACUSPA membership for at least ten years
- Leadership performance in student affairs at the state, regional, or national level, the high quality of which is recognized by peers
- Contributions above and beyond the normal service required by positions of leadership

Mid-Level Student Affairs Professional Award

- Demonstrated expertise in creating a campus environment that promotes student learning and professional development
- Outstanding individual contribution in innovative and responsive services and programs that address varied and emerging needs of students
- Significant contributions to the profession and to TACUSPA
- Must have at least five years as a full-time practitioner in the field of Student Affairs
- Must be a current member of TACUSPA

Outstanding New Professional Award

- May not have served more than three years in a full-time position in student affairs
- Will be judged on contributions to TACUSPA and contributions to the individual's employer institution(s)
- Has performed all aspects of his/her job in an exemplary manner
- Must include a supporting letter from the immediate supervisor as part of the nomination
- The letter of support must be emailed to molly@uta.edu no later than Friday, May 20th.
- Must be a current member of TACUSPA

Dissertation of the Year

- Outstanding doctoral student in, or intending to enter, student affairs work
- Demonstrates high-quality research relevant to student affairs administration
- Completed dissertations and had degree conferred no more than 12 months prior
- Must be a current member of TACUSPA

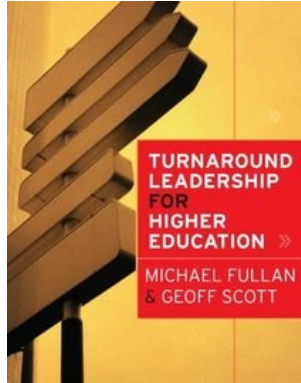
Faculty Member of the Year Award

- Full-time faculty member who teaches a course related to college students in Texas and long-term, part-time faculty members who teach similar courses or supervise internships
- In addition to nomination form, must have one letter of recommendation from current student, former student, or professional colleague
- The additional recommendation letter must be emailed to molly@uta.edu no later than Friday, May 20th.
- Must be a current member of TACUSPA

Turnaround Leadership for Higher Education

By Michael Fullan & Geoff Scott

Michael Fullan and Geoff Scott write *Turnaround Leadership for Higher Education* for educators of higher education institutions to gently encourage the belief that perhaps what we are practicing in higher education is not exactly working as it may have in the past. Their own backgrounds of study and practice are from Canada and Australia, respectively, and their research extends across even more countries, making their findings and claims relatable to a number of countries whose colleges and universities recognize their place in the global society and market. While at times what they identify as problematic areas of practice within the academy seem so bold that it may be taken as offensive to traditionally based practitioners, they take such boldness in the same stride in which they offer philosophical solutions. Thus a reader may be caught off guard or disappointed at first, but will quickly be given practical reasoning for why what we are doing may not be the direction that we should head and be offered the courage to find a new course. Symbolically, the title prepares a reader to realize that our common and traditional practice may have reached a point where it is not off course by just a few degrees, but truly may be at a point where a complete 180-degree about-face may be in order.



Fullan and Scott call our institutions “change-averse” so much so that what we currently have is becoming increasingly separated from what we need. Contrary to the over-simplified execution plan of “ready-aim-fire”, the authors claim that what we tend to see more of is a culture that follows the “ready-ready-ready” plan (pg.26). This plan ultimately, meets in all sorts of meetings, and draws up beautiful plans, but sees little to no execution. This, however, is not due to ill intentions or even lack of capability, but that often new leaders either follow one of two paths of fate: They try to change too much too quickly, and turn off their constituents, or are too timid to upset the waters from the get go to where months and years later, the place still looks the same as it did yesterday.

Given the dismal numbers that institutions across several countries are reporting, change may very well be in order. The authors call academic leaders to begin the creation of cultures that are “change-capable” rather than “change-averse”, utilize efficient and effective operations, and make decisions based on fact rather than anecdote. A carefully pieced plan, is only as good as its execution, just as a quick execution is only as good as the plan upon which it was

Book Review

grounded. The key, of course is to not forget that changes, plans, and executions are ultimately comprised of people and their individual beliefs and efforts. In order for a plan and its actions to really mean something, the people must believe it is what is needed and proudly stand behind it. This is not an overnight process, but one which requires significant thought and effort toward what kind of training, preparation, and involvement this would call for. One change is not enough; continual improvement and tracking is also needed which should focus on a continuum rather than a specific end point. Turnaround leaders must be prepared for a whole new “world where change is inevitable, where the unexpected is expected, where leveraging talent to get action is critical, and where academic cultures, different traditions, and corporate goals can collide (pg. 98).” To say the least, it is going to be a bumpy ride.

Turnaround leaders are described as those who “listen, link and lead” and those who “model, teach, and learn”. Turnaround leaders are not afraid to crawl through the same trenches they ask their teams to crawl through, nor are they afraid to make change happen. Fullan and Scott cite findings from an extensive study done through the University of Western Sydney and the Australian Council for Educational Research when they attempt to share the frameworks of learning more on leadership capability and learning leadership. This online survey gathered experiences from more than 500 academic leaders, and followed up with one-on-one discussions as well as additional workshops within South Africa, Canada, the U.S., and New Zealand. The information gathered by this survey are an inspiring compilation that gave top academic leaders grounds to share their ideas on the ineffective or absurd practices by many universities, common themes and characteristics held by effective leaders, and even a closer look at the need for leaders with capability, which differs greatly from leaders with competence. “Competence is more associated with management, whereas capability is more associated with leadership... [Competence is] having the talent and capacity necessary to operate successfully to achieve continuous improvement and innovation (pg. 112-123).”

Being no strangers to speaking out boldly in the name of more effective and successful practices within higher education, Fullan and Scott offer specific advice that likely may scare away more leaders than it attracts. “Move too fast, the culture rebels; move too slowly and nothing much happens” (pg. 152). They also urge leaders to know the difference between when to “act with more confidence than the situation warrants” and when to “kill your own project”. This fine balancing act is not the job for the faint-hearted or the easily discouraged. Godspeed, leaders of academia.

Reviewed by Hope Garcia, University of North Texas



Fellows Article Feature

Still Above the Influence? The Introduction of K2 at Institutions of Higher Education

Katy Comer
University of North Texas

In 2009, the National Survey on Drug Use and Health (NSDUH) reported that 18.1% of 18-25 year olds used marijuana and that 45% of college students claimed to have smoked marijuana at least once in their lifetime. The NSDUH also claims that 51.6% of drug related arrests were due to the possession or the sale and manufacture of marijuana. If passed, House Bill 548 would lessen the penalties for the possession of marijuana ("Texas Legislature Online", 2011). Until then, these factors contribute to the search for a substance that produces the same effects as marijuana; however, is undetectable in drug test.

K2 is a combination of herbs and spices sprayed with synthetic chemicals called THC homologues or JWH-018 that when smoked, produces the same "high" exper-



enced by individuals who smoke marijuana (drugfreetexas.org). Although the drug is currently legal in Texas; ten states currently classify THC homologues as a Schedule 1 controlled substance. Many cities across Texas, including many college towns, have banned the substance, noting its dangerous side effects.

Although individuals smoking K2 will experience a "high" similar to that of marijuana, more dangerous side effects have been associated with the synthetic herbal. Doctors have treated patients experiencing increased agitation, increased heart rate, vomiting, hallucinations, and seizures (Bryner, 2010). These symptoms lead doctors to believe that using K2 can negatively impact the user's cardiovascular system. Due to the negative effects experienced by users and the inability to test users for the drug, many universities are unsure if K2 should be included in the current drug policies and how they should educate their students about consequences of using K2.

For the purpose of this article, I surveyed 12 various institutions ranging in institution type to determine their current stance on the use of K2. Included in the sample were: 4 community colleges, 3 private schools, and 5 state institutions. Of the 12 surveyed, 4 institutions currently have no policy regarding the use of K2. These institutions include: 1 state institution, 2 community colleges, and 1 private institution. Although these institutions currently do not have an explicit policy regarding K2, the university would react if a student using the substance sought medical attention due to side effects. When the student

seeks medical attention, the schools would consider the substance to be an endangerment to the student and disciplinary action may be taken based on the severity of the incident.

Eight of the 12 institutions surveyed currently consider the use of K2 as a violation of the student code of conduct. These institutions have categorized K2 as a drug or mind altering substance. Students found in violation of the school's drug policy are put on some form of disciplinary probation and often required to attend a drug and alcohol counseling session. Some institutions have a zero tolerance policy, and students who live on campus found in violation of the drug policy are required to move out of university housing. Although the removal from housing may be the most severe sanction imposed, the institutions with this policy state that it is important to maintain the educational environment in the residence halls.

Although the majority of the institutions surveyed have included K2 in current drug policies, very few have included K2 in anti-drug marketing and programming efforts. Some universities may not want to include K2 in current anti-drug marketing and programming efforts in attempts to not shed light on a new drug. Many students may not have heard of K2 and institutions may not want to educate students on the fact that the drug is untraceable in the currently offered drug tests.

In order to provide a safe learning environment, colleges and universities must examine their current student body to determine if K2 should be included in current drug policies. The four institutions surveyed that currently do not include K2 in the drug policy also stated that drug use is not an issue on their campus and drugs in general is not something the institution typically deals with. Regardless of the level of known drug use on campus, institutions should prepare themselves to educate students on the negative effects of using K2. If institutions are concerned that marketing and programming efforts regarding K2 could result in more students using the synthetic substance, K2 should be added to the current marketing and programmatic efforts regarding drugs in general.

Schools that have more severe sanctions for students found in violation of the student code of conduct because they use or are in possession of K2 should take more aggressive efforts to educate students about the consequences of using K2. These marketing and programming efforts should be very intentional and cognizant of the potential that students might learn that K2 is untraceable in current drug tests. Although this might increase user rates, it should also be noted that none of the institutions currently subject students to drug test for disciplinary matters. The burden of proof needed to find a student in violation of drug policies is currently based on if the student is found in possession or admits to using the substance.

While there are drugs that are consistently the subject of anti-drug marketing, programs, and policies; many drugs will

come and go with student trends. Institutions of higher education should carefully and intentionally consider the impact the drug use could have on students in regards to how severe the drug culture is on their respective campuses. Student affairs professionals and faculty members should have conversations with their students regarding K2 to gauge student perceptions of the synthetic substance. Of course, if the Texas Legislature were to pass laws prohibiting the use of K2, institutions receiving state funding would be required to enforce similar policies. Student affairs professionals and faculty members should begin sharing current standards and best practices in regards to the use of K2 in order to provide consistency and effectiveness for college students regardless of which institution they attend.

In conclusion, due to the dangerous side effects of K2, colleges and universities should be prepared to handle student incidents involving the synthetic substance. In effort to reduce the attraction of the substance due to its undetectable characteristics, institutions should consider including K2 in its current anti-drug efforts instead of creating separate initiatives. This consistency could also help equate the seriousness of usage and consequences to those of other drugs. Faculty members and student affairs practitioners should educate themselves on the side effects and consequences of using K2 in order to serve as a resource for students. Hopefully, students will not use any substances that could cause harm; however, we would be remiss if we thought college student drug use will cease entirely. Our policies should allow for us to include newly created drugs so that we can react, prepare, educate, and prevent.

Works Cited

Bryner, Jeanna. (2010). *Fake weed, real drug: K2 causing hallucinations in teens*. Retrieved January 25, 2011, from <http://www.livescience.com/6149-fake-weed-real-drug-k2-causing-hallucinations-teens.html>

National Survey on Drug Use and Health. (2009). Marijuana use and perceived risk of use among adolescents: 2002 to 2007. Retrieved January 25, 2011, from <http://www.drugabusestatistics.samhsa.gov/2k9/MJrisks/MJrisks.htm>

Texas Department of State Health Services. (2011). *Spotlight on K2: Synthetic marijuana*. Retrieved January 25, 2011, from <http://drugfreetexas.org/spotlight-on-k2-synthetic-marijuana/>

Texas Legislature Online. (2011). *HB 548 History*. Retrieved January 25, 2011, from <http://www.capitol.state.tx.us/BillLookup/History.aspx?LegSess=82R&Bill=HB548>



Letter from the President, Cont'd.

I would also like to encourage everyone to complete our needs assessment. Both are important to the success of our association. Our needs assessment will provide us with an abundance of information that will allow us to serve our members more effectively. We can't thank you enough in advance for the feedback we receive that eventually shapes our association.

I know that everyone's calendars are already marked for October 16 -18, 2011, for our fall conference in Austin at the Holiday Inn Town Lake. This year's fall conference chairs are Sheila Bustillos Reynolds, Program Coordinator at the University of Texas, and Andy Axsom, Director of Student Development at the University of North Texas Health Science Center. They have been very busy, along with all of their amazing committee members, confirming keynote speakers, planning events and coordinating what we know will be an incredible conference! Watch the TACUSPA website for registration and program details.



Legislative Updates

You can track bills by going to the Texas Legislature Online at <http://www.legis.state.tx.us/Home.aspx>. To get started enroll for 'My TLO' and then identify which bills you would like to follow. Some bills to follow:

HB 86, 354, 750, 1167, 2178: Concealed handguns on campus

HB 1557, 116, 1107: Meningitis vaccine requirement for college students

HB 1845: counseling in response to alcoholic beverage violations by students

HB 2701: sexual abuse and child molestation training for volunteers and employees of certain programs for minors held on campuses

HB 568, 1414: access by a public institution of higher education to the criminal history record information of certain persons seeking to reside in on-campus housing





TACUSPA Foundation

The TACUSPA Foundation is gearing up for our annual campaign to support the various TACUSPA initiatives: Graduate Student Scholarships, Research Grants, and most importantly, the annual conference in October.

If you would like to recognize a colleague who is retiring this year, you and your organization could make a monetary (tax deductible) donation to the TACUSPA Foundation. For a donation of \$250 or more, the foundation will send the retiree a card, recognizing your gift, and a small token of our appreciation for their dedicated service to higher education and the Great State of Texas. Questions and donations can be sent to:

Dr. Thomas Moorman
Chair, TACUSPA Foundation
Vice President, Student Affairs
UNT Health Science Center
3500 Camp Bowie Blvd.
Fort Worth, TX 76107
Office: 817-735-2505
thomas.moorman@unthsc.edu

OR

Learn more and donate online at <http://www.tacuspa.net/foundation.html>

Membership Update

Thanks to everyone that renewed their TACUSPA membership! We currently have 382 members. That includes 48 universities that are institutional members, with a breakdown as follows:

27 - \$100 Level
7 - \$200 Level
3 - \$300 Level
4 - \$400 Level
4 - \$500 Level
1 - \$600 Level
2 - \$800 Level

For more information on membership, please visit our website at: <http://www.tacuspa.net/membership.html> or contact John Kaulfus at john.kaulfus@utsa.edu or (210) 458-4740.

2010-2011 Board of Directors

Board Meeting Schedule

June 6th

July 11th

Aug. 1st

Sept. 12th

Oct. 15th, Austin

Meetings are held via teleconference unless otherwise noted.

Please feel free to contact us with any comments, issues or concerns!

President: Dr. Trisha VanDuser
Trisha.Vanduser@unthsc.edu

President-Elect: Dr. Deidra Graves Stephens
Deidra.Stephens@mcombs.utexas.edu

Past President: Dr. Amanda Drum
Amanda.Drum@tamucc.edu

VP for Administration: Dr. Alicia Huppe
ahuppe@collin.edu

VP for Membership and Marketing: Mr. John D. Kaulfus
John.Kaulfus@utsa.edu

VP for Education and Professional Development: Dr. Jennifer Edwards
jtedwards@tarelton.edu

Treasurer: Ms. Lisa Nagy
nagy@uta.edu

Director of Technology: Ms. Hope Garcia
Hope.Garcia@unt.edu

Secretary: Ms. Charlin Jones
Charlin.Jones@utsa.edu

About TACUSPA Times

The TACUSPA Times is published four times per year: November, February, May and August. It is designed to keep the members of TACUSPA informed of current events, opportunities and resources available to student affairs professionals in Texas. Content primarily comes from the executive board members and their respective committees and/or responsibilities. If you would like to suggest an idea, please contact one of the Editors.

Editors

Stephanie Box, Texas A&M University-Corpus Christi
Stephanie.Box@tamucc.edu

Katy Kemp, University of North Texas Health Science Center
Katy.Kemp@unthsc.edu

Follow TACUSPA online!



www.facebook.com/TACUSPA



<http://tacuspa.blogspot.com/>



<http://www.twitter.com/TACUSPA/>