Conflict and Change: How to Handle Transition in the Office
Kayla Larsen (Office of the Registrar, The University of Texas at San Antonio)

Are you working closely with a new person in your office? Do you have a new boss? Have there been big changes in your office? Come hear the story of two new professionals who’ve learned to manage conflict and change in their area. From not getting along to becoming friends, this session will describe methods used to surpass the tension and create a healthy, efficient and fun work environment.

First Ask "Why?"
Victoria Lopez-Herrera (Campus Recreation, The University of Texas at San Antonio), Eliot Howard (Student Leadership Center, The University of Texas at San Antonio)

We are always developing new programs or processes. However, how often do we stop and ask “Why are we doing this?” Can you articulate how your programs, services and processes align with your departmental/divisional priorities and contribute to student development? During this session we will share a framework to assist with your planning and ensure future initiatives are congruent with your mission, vision and goals.

Goal Setting and Achievement
Beverly Woodson Day (Admissions, The University of Texas at San Antonio), Tracy Day (IT Consulting, United States Air Force)

This workshop will help participants build a balanced life and achieve the goals they set for themselves. This session will explain the necessity of having an organized goals program and the benefits of consistently achieving goals. Zig Ziglar’s proven seven-step process is introduced and an accountability system is offered to help the participants take what they have learned and implement it on a daily basis. This will not only help you identify and build on your personal strengths, but it will help build a better you. There are three foundation stones: honesty, integrity and character, which we will explore and learn how they relate to your personal success. Your attitude is of utmost importance to your personal well-being and these tried-and-true methods are taught so you will leave with the knowledge of how to make any day – no matter the circumstances – a great day and how to live that balanced life and achieve your goals.
How Intelligent are Your Emotions?
Justin Bingham (Student Financial Aid and Enrollment Services, The University of Texas at San Antonio)

Emotional Intelligence is something that we use every day whether we realize it or not. In our lives, both private and professional, we are faced with challenges that make us choose, sometimes, in a matter of seconds, how we will react. How are we perceived? How do we perceive others when they react? Learning to recognize and ultimately control your emotions in situations, both positive and negative, will ultimately shape you into a better employee, a stronger leader, and a more balanced person.

I Can See Clearly Now...
Judy Verdon (Human Resources Training and Development, The University of Texas at San Antonio)

Do you know what your focus in life is? Has your focus become blurred? When we take the time to search and clarify the core principles that guide us professionally and personally, we then can choose actions that are consistent with those principles. When we see clearly, we can grow more and thereby give more, which enriches not only UTSA and Student Affairs, but also ourselves! In this interactive session, you will develop your own credo memo to help clarify your personal values which, in turn, leads to greater commitment to the organization.

“I’m Not Shy, I’m Holding Back Awesomeness So I Don’t Intimidate You”: Strengths of Introverts in Student Affairs
Jana Schwartz (University Center, The University of Texas at San Antonio), Cristina Dominguez (Student Center for Community Engagement and Inclusion, The University of Texas at San Antonio)

Where do you find yourself on the introvert/extrovert scale? How do you define introversion? Are you an introvert working within Student Affairs looking for ways to grow and better utilize your unique strengths and skills? Are you a supervisor looking to give more by building a stronger team that is inclusive of both introvert and extrovert strengths? Join us for a fun, engaging and helpful look into the strengths introverts bring to the world of Student Affairs. This session is informed by the best selling book, "Quiet: The Power of Introverts in a World That Can't Stop Talking".

It's All Greek to Me: A Closer Look at Fraternities & Sororities and Their Role in the History of Higher Education and UTSA
Julie Bunson, Amanda Ramon and Jarvis Clark (Student Activities, The University of Texas at San Antonio)

This interactive presentation is to help teach the history of fraternities and sororities to those who may have been members during their undergraduate days, but also for those who know nothing about these values-based organizations. Participants will be given a piece of fraternal history that holds significance to the fraternal movement. They will be challenged to place the piece on a timeline and determine its significance. After participants have created their timeline, the facilitators will move the pieces, if necessary, and begin a discussion focusing on why that piece of history was significant. This program is meant to spark discussion on how these organizations have played major roles in mimicking the trends and student need in higher education for all interested participants.
Keys to Driving Your Own Career Success and Progression in Student Affairs
Summer Salazar (Career Services, Texas State University), Iliana Melendez (Dean of Students Office, Texas State University), Dr. Ashley Spicer-Runnels (Leadership Institute, Dean of Students Office, Texas State University)

As campuses become leaner in their staffing, employers are looking for professionals who are experienced in many aspects of student affairs and have the courage to create opportunities where there are none. This session will help professionals identify what they want, where they want to be, and how to create an action plan to achieve their career goals. Participants will be introduced to the NASPA Competency Areas and strategies to increase their professional success and development. Participants will also actively participate in activities designed to help identify gaps in their professional experience and strategies to help obtain those experiences within their existing jobs.

Mission-Minded: Forging Your Own Strategic Path
Audrey Magnuson and Karen Ivy (University Career Center, The University of Texas at San Antonio)

This presentation will assist the learner in developing their personal mission statement, identifying their core values, and creating a user-friendly plan to accomplish their own personal leadership vision. This session offers hands-on activities to assist in identifying one's values, short and long-term goals, and overall professional focus. This strategy has been employed by UTSA staff members, and we will be sharing their success stories!

“Objectives, Outcomes, and Benchmarking - Oh, My!”: Strategic Planning, Assessment, and Student Affairs
Dr. Jordan R. Humphrey (Civic Engagement and Career Development Center, St. Mary's University), Katherine M. Sisoian (Student Development, St. Mary's University)

Strategic planning and assessment have become critical aspects of university administration as institutions face increasing accountability to external and internal demands. This presentation will discuss the timelines, procedures, and documents created by St. Mary’s Student Development Division during the 2013-2014 academic year to advance strategic planning and assessment efforts at the program, departmental, and divisional levels. In addition, this presentation will provide concrete examples and templates to help student affairs professionals understand: 1) how to develop strategic plans and assessment agendas for their departments (or programs) that focus on identified outcomes and objectives, and 2) how to integrate strategic planning and assessment efforts between departments, divisions, and the broader university.

Rowdy! Rampage! Ruckus! Growing Traditions on Campus
Dr. Barry S. McKinney (Student Activities, The University of Texas at San Antonio)

UTSA has many traditions, yet many of them are not seen as such. Please join this session for a review of UTSA traditions, the story behind them, and how they have added to campus life at UTSA. Each participant will leave knowing at least five UTSA traditions and how they contribute to campus life.
Staying Engaged: How Community Engagement Helps Students Stay
Brian Halderman and Christina Guerra (Center for Civic Engagement, The University of Texas at San Antonio)

A literature review on how civic engagement initiatives with students lead to strong retention outcomes will provide an introduction to this session. An overview of the variety of current student community engagement will be highlighted. In small groups, participants will brainstorm around improving outcomes for community based learning and co-curricular community engagement.

Stop Stress This Minute
Anna Racelis and Kristee Phelps (Environmental Health Safety and Risk Management, The University of Texas at San Antonio)

The demands of our jobs and careers have us experiencing stress more often. In this presentation, we will define stress, types of stress, symptoms, and responses. As we acknowledge our stresses, we will learn about ways to handle those stresses. We will also learn how stress impacts all aspects of life, work, and our overall selves.

Student Affairs 101(.5): What You Won’t Learn in School
Dr. Eric K. Cooper (Enrollment Management, Texas A&M San Antonio), Jo Anna Benavides-Franke (Student Engagement and Success, Texas A&M San Antonio)

So, you’re in student affairs. Did you go to school for that? Well, even if you did we bet there are things you wish you had learned in class that you don’t know! In this session, we’ll talk about those things that you really don’t typically cover in any class that will help you in your profession. Come talk about the politics of higher education and student affairs, dealing with difficult issues, making tough decisions, mentoring students and staff, successfully navigating transition, dealing with federal, state and institutional mandates, and navigating the day to day. And you know you’re supposed to do all of this while taking care of our students, right? How do you do all of this to help you and your career grow and thrive AND make sure your students are not only taken care of, but also thrive? We’ll discuss all of these things and offer some tips and suggestions we’ve seen in our careers. Additionally, we welcome attendees to come with specific issues, so the group can work through those in hands-on, real-time discussions! Attend ready to grow more as a professional so you can give more to your students!

Student Affairs Leadership: Leading with Your Heart, Mind and Spirit
Dr. Lisa Blazer (Student Affairs, The University of Texas at San Antonio)

This session will focus on what it means to be a servant leader. Whether you hold an official leadership title or you serve as a team lead on a project, you have the opportunity to be an effective leader if you have integrity and remember to put others first. As Student Affairs professionals, we serve a very diverse student population and we collaborate across campus for events, programming and service. Discover how you can lead with your heart, mind and spirit and become an excellent leader.
The Five Dysfunctions of a Team  
Marietta (Em) de la Rosa, Derek Bell, Vanessa Leyva, Courtney Allen and Jacques Watkins (Office of Housing and Residence Life, The University of Texas at San Antonio)

Recognizing and working through team dynamics can bring an "average team" to superstar status. This growth not only helps the team meet their organizational goals, but also helps provide outstanding customer service to those on the receiving end. Who doesn't like interacting with a motivated, driven, and consistent workforce? Listen to the Residence Education Team of Housing and Residence Life share how they use an easy group read and a carefully crafted curriculum to guide their Resident Assistant team in becoming a cohesive, effective team.

Theory to Practice: Schlossberg's Theory of Marginality and Mattering  
Victoria Lopez-Herrera (Campus Recreation, The University of Texas at San Antonio)

Let's make the connection between student development theory and your daily practice as a student affairs professional. This session will provide an overview of Schlossberg's Theory of Marginality and Mattering and how you can apply the theory to your work with students. You may already be doing it and not even realize it! It's that easy!

Transitions from Military Life to Higher Education, Soldiers, Sailors, Airmen, and Dependents  
Mercedes Zamudio, Dr. David Splitek and Michael Logan (COEHD, Educational Leadership and Policy Studies, The University of Texas at San Antonio), Tyler Wynne (President, Student Veterans Association, The University of Texas at San Antonio), Shakira Wingate (Student Veteran, The University of Texas at San Antonio)

A panel of UTSA Undergraduate and Graduate Students who are active duty, veterans, or dependents of active duty or veterans will discuss the challenges they have faced going from the military environment and lifestyle to becoming a student. Many of the veterans who are now students have struggled with Post Traumatic Stress Disorder and Traumatic Brain and other physical and emotional injuries. It is not always smooth sailing for these students. The panel will discuss ways that we can assist their transition to the college or university campus. Also discussed will be the advantages that military connected students bring to their higher education and to the campus.

Travel Plans and Traffic Jams...How Do You Fit In?  
Kasey Neece-Fielder (Student Affairs, The University of Texas at San Antonio), Tammy Casas (Office of the Registrar, The University of Texas at San Antonio)

Whether you want to drive a vintage roadster or a 2015 edition sports car, join us on a road trip to discover your direction and the direction of those around you. What goals do you share? What is your role on the trip? Do you like to spontaneously jump in the car and just go? Or, do you prefer to have a firm plan before you hit the road? Discover if your team is heading in the same direction you are. Explore the many possibilities of where you and your team could go. Adventure out and be creative. Sometimes discovering how you fit in to your department’s plan can be all about adventure and exploring the different perspectives and possibilities with a fresh set of eyes. Join us on our road trip as we help you discover how you can contribute to the direction of your team/department.
Understanding the Behavioral Intervention Team (BIT)
Anne L. Jimenez and Christa Winkler (Student Conduct and Community Standards, The University of Texas at San Antonio), Thomas Calucci (Police Department, The University of Texas at San Antonio), Kevin Price (Student Life, The University of Texas at San Antonio), Thomas Baez (Counseling Services, The University of Texas at San Antonio)

Come grow in your understanding about the Behavioral Intervention Team (BIT) and ways to give excellent support to faculty, staff and students in distress. You are a member of a caring community that collaborates and chooses to intervene by balancing individual's welfare with community needs in a discreet and respectful manner. Join us in actively working through reality-based scenarios, discussing the development of the BIT and practicing the current BIT processes.

Utilizing Multicultural Programs to Promote Academic Excellence and Sense of Community
Alvin Curette, Jr. (Educational Leadership and Policy Studies, The University of Texas at San Antonio)

Research has suggested that students benefit from multicultural programs. In particular, curricular and co-curricular programs that help facilitate cross-cultural interactions among students have been linked to a reduction in prejudice and bias, increased cognitive development and enhanced abilities to engage with a diverse community. Moreover, cultural student organizations have been associated with retention, identity development and sense of belonging on campus. This session will utilize research, experiential knowledge and activities to engage participants in a discussion about the role of multicultural programs in promoting academic excellence and community. Also, participants will be challenged to think about their roles in helping to optimize the benefits of diversity on their campuses.

World Class Customer Focused Operations
Dave Riker and Belinda Dovalina (Office of Facilities, The University of Texas at San Antonio)

This presentation will describe what it takes to provide "World Class" customer-focused university operations, and will involve interactive participation from the conference attendees, who will first learn the principles of delivering excellence, and customer-focused service to the campus community. Attendees will then participate in breakout sessions to provide input on areas of operations and customer service and support improvement they would like to see throughout the campus.

The X-Factor: Leadership Lessons from the X-Men
Jarvis Clark (Student Activities, The University of Texas at San Antonio)

The X-Factor: Leadership Lessons from the X-Men, will reinforce the importance of understanding how their unique skill set and abilities work within a cohesive unit. Through interactive dialogue and by utilizing scenes from the X-Men movie series, we will discover how vital it is to have a strong understanding of self and what we are able to accomplish individually. More importantly, we will gain some perspective on what we are able to accomplish collectively when we connect with one another, work collaboratively together, and maintain a strong level of open communication. The X-Men will show us what's possible when we intentionally seek to create an environment conducive to our personal growth and the growth of all with whom we consistently interact.
Cows Taught Me Everything I Ever Needed to Know About Management...and That's No Bull
Jamie Trevino (Recruitment/Student Information Systems, The University of Texas at San Antonio)

This session is a light hearted approach to lessons learned from raising cattle and how they apply to management in a professional environment. Participants will leave with a smile on their faces and a few tips on how to handle their 'herds'.

Increasing Participation of Latino and African-American Males in Graduate School
Vincent Carales and Alvin Curette, Jr. (Educational Leadership and Policy Studies, The University of Texas at San Antonio)

Developing effective strategies to improve the experiences of doctoral students of color is critical, especially if the mission of postsecondary institutions is to obtain a more diverse faculty. This panel will come together to discuss their experiences in graduate school at The University of Texas at San Antonio in their pursuit towards their goal of completing a doctorate degree. Presenters will discuss their institutional and departmental experiences and lessons learned as they transitioned into a doctoral program as full-time graduate students. Each presenter will address their graduate school involvement on the following topics: (1) mentoring and advising; (2) departmental and program environments, including faculty and staff interaction; (3) peer interaction; and (4) research and classroom experiences.

Men: A Setting for Healthy Conversation
Jamie Thompson (Campus and Community Involvement, Trinity University), Katharine Martin (Student-Edited Publications, Trinity University)

Intrigued by the male undergraduate engagement trends across campus (as well as local and national trends), Trinity set out to create an environment in which men talk to other men (and, in some cases, alumni) about issues of identity, culture, and masculinity. This session will reveal information about the Trinity Men survey (a campus climate survey completed via 1:1 interviews with peer educators), progress thus far, lessons learned, and opportunities for application.
Recovery Supports in Educational Settings
Clayton Sponhaltz (The Center for Collegiate Recovery, The University of Texas at San Antonio), Josh Green (Student and Peer Recovery Specialist, San Antonio College), Michelli Ramon (Wellness Program, Alamo Heights Independent School District)

We will highlight recovery support services being offered within educational settings in San Antonio, including UTSA and Alamo Heights Independent School District. We will present ways peer supports are proven to be effective and ways they are being utilized.

Student Affairs: Growing Student Success
Kasey Neece-Fielder (Student Affairs, The University of Texas at San Antonio) and Members of the Assessment Team and Assessment Leadership Team

See how UTSA Student Affairs departments are ensuring we fulfill our vision to be "a leader in the development of a dynamic and diverse culture that facilitates learning and engages students." In this posterstyle presentation, assessment representatives will be sharing information about the success of their programs and services. Learn how we are growing and improving in order to give more to our students.

Wonder Woman: Myth or Mortal?
Victoria Lopez-Herrera (Campus Recreation, The University of Texas at San Antonio)

The public conversation about women’s success and work-life balance is ongoing. Sheryl Sandberg encourages women to "lean in" and Debra Spar advises to not try to do everything. Let's dialogue about feminism and how it impacts us personally and in our work with students.