# Student Affairs Conference | June 27, 2019

**Empowerment: Elevating Ourselves and Each Other through Wellness, Innovation and Resilience**

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<tr>
<th>Time</th>
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<tr>
<td>8:00-8:45 am</td>
<td>Registration &amp; Breakfast</td>
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<tr>
<td>8:45-9:00 am</td>
<td>Welcome</td>
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<td>9:00-10:30 am</td>
<td>Breakout Session 1</td>
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<td>• What Great People Managers Do Differently</td>
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<td>• Supporting Cast: Empowerment Through Your Support Network Cast of Characters</td>
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<td>• Cultivating Self-Love &amp; Wellness: Developing Strategies to Navigate Constructions of Worth</td>
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<td>• Student Employee Supervisor Training</td>
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<td>• Find Your Why and Use It: Purposeful Planning and Goal-Setting</td>
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<td>10:30-10:40 am</td>
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<td>Breakout Session 2</td>
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<td>• Empowered Allyship: Building Communities of Allies in Gender Justice Work</td>
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<td>• Using Self-Care to Improve Relationships</td>
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<td>• National College Health Assessment @ CU Denver – How Did We Do?</td>
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<td>• De-Bunking Productivity Myths in the Workplace</td>
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<td>11:45-12:15 pm</td>
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<td>Keynote Session: Organizational Wellness</td>
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<td>Breakout Session 3</td>
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<td>• The Imperfect Balance: Juggling Parental and Professional Responsibilities</td>
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<td>• Relax, It’s Just Tai Chi</td>
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<td>3:00-3:10 pm</td>
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<td>• Dare to Lead</td>
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<td>• We Are Stronger Than We Think: Ways to be Resilient Based on Our Own Strengths</td>
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<td>4:15 pm</td>
<td>Closing Remarks: Linda Bowman, PhD</td>
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<td>Interim Vice Provost &amp; Senior Vice Chancellor</td>
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<td>Student Access &amp; Achievement</td>
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<td>5:00 pm</td>
<td>Optional Post-conference Networking Event</td>
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## SESSION DESCRIPTIONS

### Session 1: 9:00-10:30 AM

- **What Great People Managers Do Differently**
- **Supporting Cast: Empowerment Through Your Support Network Cast of Characters**
- **Cultivating Self-Love & Wellness: Developing Strategies to Navigate Constructions of Worth**
- **Student Employee Supervisor Training**
- **Find Your Why and Use It: Purposeful Planning and Goal-Setting**

The session takes place from 9:00 am to 10:30 am in Room 2600. Attendees will engage in discussions and activities related to self-empowerment, supporting others, self-care, and goal-setting.
What Great People Managers Do Differently
David Clute
CU Anschutz, Department of Family Medicine
Gallup’s research says only one in ten people have the natural talent required to manager others, and that only two in ten have the aptitude to learn how to manage. If 70% of our bosses should not have been supervising, how can we learn what to look for in a great people manager? This interactive presentation is largely based on the book, "First, Break All the Rules."

Supporting Cast: Empowerment through Your Support Network Cast of Characters
Tierza Watts and Courtney Kristan
CU Denver, Student Life & Campus Community
Most of us are surrounded by a cast of characters in our lives ... those people who keep it entertaining and support us in a variety of ways. Our professional and personal "supporting cast" is more important than we know though when we consider being empowered to achieve our goals. Participants in this workshop will learn about the 12 roles people play in their lives, identify roles in their supporting cast they need to fill or enhance to develop action plans for achievement and strategize ways their cast can support them during the speed bumps of life. Time will be spent learning, reflecting and sharing with our colleagues.

Cultivating Self-Love & Wellness: Developing Strategies to Navigate Constructions of Worth
Karissa Stolen and Sara Anderson
CU Denver | Anschutz, Office of Equity
“Caring for myself is not self-indulgence, it is self-preservation. And that is an act of political welfare” ~Audre Lorde. Our goal is to critically, and intentionally, explore how self-love and wellness have immense value to us as persons, and cultivate an understanding of how self-preservation plays a significant role in our lives and the lives of those around us. We hope to demonstrate how these concepts can be powerful weapons against oppression, yet how they are often privileged notions, not accessible to everyone. Together, in this interactive workshop, we will: (i) examine the negative effects of self-talk and how, when added with reinforced messages of “who we are” and “who we should and shouldn’t be,” can hinder someone’s journey to self-preservation and wellness; (ii) examine and dissect systems and how they directly impact our identity, thus perpetuating a cycle of privilege and inaccessibility in wellness; (iii) discover how to become change agents when experiencing painful resistance; and (iv) embrace empowering strategies to bolster resilience, self-love and self-preservation to be successful both personally and professionally.

Student Employee Supervisor Training
Sarah Trecia, Nick Shaklee, Rickey Ortiz, and Lindsie Haggerty
CU Denver, Career Center
As a part of Student Access and Achievement's initiative for a "Greater Emphasis on and Structure for Work-Study Experiences", this training is designed for all supervisors of student employees. This session will go over the following:

- Hiring Process
- Handshake Overview
- Interviewing
- Student Employment Handbook Overview
- Supervision Techniques
- Managing difficult situations
- Available Resources
- Career Readiness Competencies
- When to terminate
In addition, attendees will be given case studies to discuss with their colleagues regarding student employees and different situations that may come up when supervising.

**Find Your Why and Use It: Purposeful Planning and Goal-Setting**

*Rick Villarreal*

*CU Denver, Career Center*

- Develop a personal or team why statement
- Learn how you can use it to inject energy into planning
- Use your why to set better goals

This session is part workshop.

**Session 2: 10:40 – 11:40 AM**

**Empowered Allyship: Building Communities of Allies in Gender Justice Work**

*Jacob McWilliams and Jamie Newton*

*CU Denver|Anschutz, Women & Gender Center at CU Denver and Gender & Sexuality Center at CU Anschutz*

The CU Denver Women & Gender Center is committed to working with and supporting gender justice allies, including male allies who want to work for women's equality and cisgender allies who want to address challenges facing transgender and gender nonconforming folks. Because there's no simple or established model for building allyship programming in higher education, we've been developing our own. In this presentation, we'll discuss two ongoing efforts to empower communities of allies: Our twice annual That's What She Said event, in which male allies use their voices and their bodies to amplify women's stories; and our Transgender 101 training, designed to help non-transgender folks develop skills and language to advocate for transgender and gender nonconforming community members.

**Using Self-Care to Improve Relationships**

*Dana Evans*

*Self-Care Coach at Alignful*

"If I am not good to myself, how can I expect anyone else to be good to me?" -- Maya Angelou.

This presentation is based on a for-credit course I teach at Colorado School of Mines called "Mindset & Movement." This course uses self-care as a means to help stressed out, overworked students navigate school while maintaining physical and mental health. It has inspired much of the work I do in my coaching business, Alignful.com. Self-care is a buzz word these days. Like any "hot topic" there can be a misunderstanding of what it is and how to apply it to our daily lives. Most of us are horrible at taking care of ourselves-- it's not part of our traditional education. So the demands of school, work and home seem to grow exponentially, leaving us depleted and resentful. By taking self-care seriously we can start to improve relationships with friends, colleagues, partners and students. We also learn to build a relationship with ourselves, and genuinely start to feel better. My presentation will debunk the myth that self-care is selfish, and offer three simple tools that participants can start using immediately. This work is extremely relevant to the topic of Empowerment. We need to empower others to prioritize their needs, listen to their intuition and commit to a healthy lifestyle. This session will help individuals look inward, and will offer practical tools they can incorporate into their busy lives.

*National College Health Assessment @ CU Denver – How Did We Do?*
Learn how CU Denver students responded to the NCHA survey. Compare our campus to other CU campuses and national data. Learn about initiatives already taking place in response to this data, and brainstorm action steps to ensure our students feel supported to be well. Become EMPOWERED to support a culture of wellness at CU Denver.

**De-Bunking Productivity Myths in the Workplace**  
Emilie Waggoner  
CU Denver, Office of Undergraduate Admissions  
Have you ever wondered if open-concept workspaces actually increase collaboration? Has anyone ever told you to "choose your attitude"? In this session, we will be debunking some popular productivity myths in the workplace and how you can actually increase productivity in your space, even if it's not your ideal space. In addition, this session will focus on how to de-bunk the myths with your coworkers, supervisors, and campus partners, so we can end the myths and get real productivity rolling!

**Keynote Session**  
12:50-1:50 PM  
**Organizational Wellness: The Intersection of Resilience, Well-Being and Creating an Inclusive Culture of Organizational Learning and Performance**  
Erin Cunningham  
- Director of Employee Engagement, Dean’s Office, College of Arts and Sciences, CU Boulder  
- Former Director of Wellness Programs, Training and Leadership Development, CU Anschutz Health & Wellness Center  
This workshop explores the data related to resilience and the role of emotions on employee well-being and performance. These themes are extended to the organizational level with a focus on performance, innovation and navigating change in fast-paced work environments, where all levels of employees are encouraged to leverage their insights to support a culture of care and innovation.

**Session 3: 2:00-3:00 PM**  
**The Imperfect Balance: Juggling Parental and Professional Responsibilities**  
Sarah Leger, Charita Thompson, Laura Hager, and Jessica McCarty  
CU Denver, Housing & Dining, Office of Undergraduate Admissions and K-12 Outreach  
A healthy work-life balance as a parent and professional seems like an urban legend. We promise that none of the presenters in this session have achieved it, but we also promise we'll be here to help you look for it. The goal of this session is to help professionals who are raising children identify supports and resources that empower them to succeed personally and professionally. Through breakout discussions, funny anecdotes, and a general sense of community, our hope is that each participant walks away feeling a little more balanced.

**Project Management: Leveraging Technology and Utilizing Resources**  
Elena Herron Chappelle and Heather Peterson  
CU Anschutz, Office of the Registrar
This session will highlight why project management and planning is essential to driving effective and time-sensitive change. Together we will explore the role of thoughtful project management in creating more streamlined business processes to enhance the student experience. We will also discuss the project management cycle as it applies to identifying key stakeholders, leveraging technology, testing user experience and creating a more seamless service model for students. This session will empower participants to apply project management concepts and practices in their own areas of expertise.

**Transforming Stress: Going from Stress Management to Stress Mastery**

*Karen Peirce*

*CU Denver, College of Liberal Arts and Sciences Advising*

In this workshop, participants will learn use proven techniques taken from the Heart Math Institute to learn how to transform stress into a way to empower us both personally and professionally. The format will include a presentation, a break-out session that will engage participants in a small group exercise, and end with a heart math meditation activity.

**Relax, It’s Just Tai Chi**

*Frank Kim*

*CU Denver, Student and Community Counseling Center*

Tai Chi is an ancient martial art that originated in China, and is frequently practiced for health and wellness. It has been described as a moving meditation, with slow, flowing movements that enhance breathing, relaxation, mental focus, and coordination. Recent research indicates that it is associated with improvements in mental health, stress-reduction, improved balance, flexibility, muscle strength, lower blood pressure and increased energy. This workshop is intended to introduce Tai Chi as a stress-management tool. Tai Chi incorporates many elements that are commonly used in counseling/psychotherapy to address anxiety. In this session, participants will be introduced to these techniques and the rationale behind them. An introduction to the first set of Tai Chi (Yang Style, long form) will take participants through the movements that illustrate the potential psychotherapeutic and health benefits of this art. No prior experience needed.
Session 4: 3:10-4:10 PM

**Dare to Lead**
Jan Gascoigne and Genia Herndon  
CU Anschutz, Provost Office; CU Denver, Access and Achievement

Based on Brene Brown’s book “Dare to Lead”, we will explore the skills and practices it takes for an individual to become a courageous leader and to build a culture of courage in your unit. Applying Brown’s researched principles will challenge each of us to be brave, have tough conversations and bring our whole heart to the work we do. Come ready to rumble with these and other principles.

**Building a Practice of Intentional Self-Reflection**
Miriam Cummings  
CU Denver, School of Education and Human Development, Academic Services

When our days all blend together in a blur of emails, meetings, student interactions, and never-ending to do lists, it can be all too easy to run ourselves ragged on the well-trodden path to burnout, forgetting why we were drawn to our work in student affairs in the first place. Partaking in regular self-reflection can be a powerful way to remain engaged in student-focused work and reclaim a sense of agency amidst the ever-changing circumstances beyond our control. While endeavors of self-examination require focused and honest effort, rewards can include increased professional excellence and a more fulfilling work life. In this session, learn how to build a practice of intentional self-reflection toward a renewed sense of energy and commitment in your work with students.

**We Are Stronger Than We Think: Ways to be Resilient Based on Our Own Strengths**
Junior Reina and Auriel Valdez  
CU Denver, Pre-Collegiate

This session focuses on ways to discuss and build on the resilience that individuals have within themselves and how this helps them interact with others whether at school, workplace or at home. The focus will be surrounding four themes. These include responsible thinking, effective relationships, managing emotions, and building on strengths. In addition, touching on accountability and responsibility to create a more interconnected community. The following describes each based on the Positive Psychology Program. Resilient Thinking’s aim is to help participants learn better ways to understand events, which can have a significant impact on how they react to them. Effective Relationships and social support are key to developing resilience and adapting to change. Managing Emotions are a normal part of life, even the intense or negative emotions, and learning how to manage and regulate them is an important piece of resilience. Building on Strengths, identifying and building on our strengths, is an excellent way to build resilience and be our best selves. Furthermore, this session builds on empowering individuals and communities through wellness along with resilience.