



NUFP Intern: Christopher Spellman

University of North Carolina Greensboro Department of Housing & Residence Life

The NUFP Perspective

Learning Outcomes

- You will learn what the role of the NUFP summer intern looks like at UNCG.
- You will learn about NASPA, NUFP, and what the undergraduate internship learning outcomes are?
- You will learn what UNCG's NUFP Intern has learned/gained, and whether or not it has met the NASPA requirements, in regards to the following areas;
 - Special Projects / Presentations
 - Connections
 - Committee, Shadowing, and other avenues of exposure within the field of Student Affairs
 - Professional / Personal Development
- You will gain insight to the exposure and connections that the NUFP Intern has made while at UNCG.
- You will learn the influence you (UNCG SA Professionals) have had on the NUFP Intern.

Who Am I?

Introduction

- Old Dominion University, Undergraduate Graduation Date – May 2020
- Interdisciplinary Studies, Leadership Major
- Human Services Minor
- Involvement: Strategic Planning Committee 2020 – 2025, Resident Assistant, Speaker of Senate, Monarch Wellness Ambassador, Co – Chair Project Crown, CIVIC Scholars, SACSA's Newest Committee, NASPA Undergraduate Fellows Program, Pianist for Ebony Impact Gospel Choir and Guiding Light Apostolic, Finish Line Associate, etc.

What is NUFP?

NASPA Undergraduate Fellows Program

- NUFP Summer Intern - NASPA Undergraduate Fellows Program
 - 5/13/19 – 7/31/19
 - <https://www.naspa.org/constituent-groups/professionals/nufp/history>
- NUFP Supervisor
 - Darron Jenkins, Coordinator for Residence Life
 - Shelley Wald, Assistant Director for Residence Life
- NUFP Elements
 - On – Campus Mentorship
 - Regional and Annual Conference Programming
 - Summer Internships
 - Dungy Leadership Institute
- How did I get involved in NUFP at ODU?
 - Former Old Dominion Vice President of SEES, Now President of California State San Marcos, Dr. Ellen Neufeldt

What Have I Been Doing?

My Experience @ UNCG



#letsGoG

1. Special Projects/ Presentation

1. Special Projects / Presentations

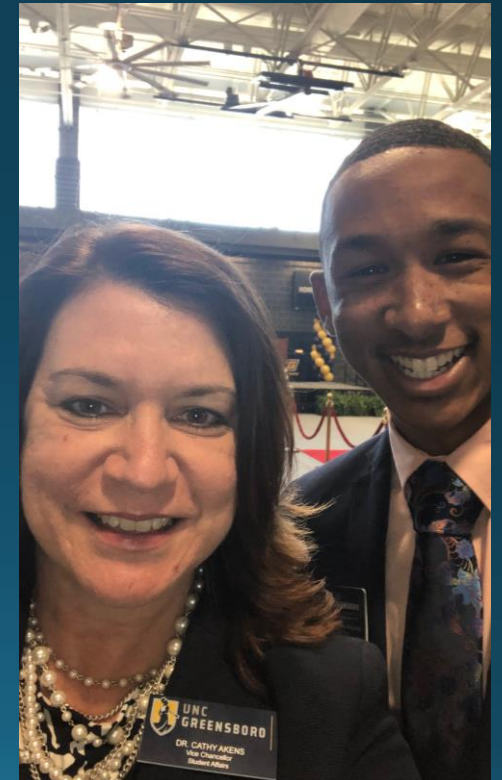
- Presented with Ashley Owens, Coordinator for Residence Life, on “Dealing with DIFFERENT or Dealing with DIFFICULT,” at the NCHO Social Justice and Assessment Drive-In Conference 2019
 - Audience
 - Housing Professionals
 - Student Affairs Assessment Professionals
- Represented UNC Greensboro Residence Life with Demarcus Merritt, Assistant Director of Residence Life, at UNC Chapel Hill for the NUFP Dungy Leadership Institute Resource Fair
- Contributed to the development of assessment questions in regards to the Flight Program (CRL Onboarding Process)
 - Assisting during the remainder of the 2019 – 2020 Academic Year



2. Connections

Connections at UNCG

- A number of SAAHE Graduate Students
- All Associate Coordinators for Residence Life
- All Coordinators for Residence Life
- All Assistant HRL Directors
- Kyle McCoil, Coordinator, First Year Experience
- Lindsey Woelker, Associate Director for Leadership
- Gavin Mitchell, Assistant Director for Counseling Services
- Scott William Holloway, Assistant Director of Academic Success Coaching
- Joseph M. Green, Executive Director, Retention, Progression, and Completion & Student Success Center
- Carla Fullwood, Assistant Director for the Office of Intercultural Relations
- Meredith Atchison, Assistant Director of Campus Activities & Student Programs
- Nicole Hall, Director of Career Services Center
- Dr. Jill Beville, Director of Recreation and Wellness
- Brad Johnson, Clinical Associate Professor of Higher Education
- Dr. Lake' Buggs, Co-Curricular Initiatives Administrator
- Coretta Walker, Assistant to the Vice Chancellor
- Dr. Brett Carter, Associate Vice Chancellor and Dean of Students
- Dr. Cathy Akens, Vice Chancellor for Student Affairs
- Dr. Franklin Gilliam, Jr., Chancellor



Connections at Neighboring Institutions

- Duke University
 - Gerald Harris, Director of Student Involvement
 - Sean Ferguson, Student Development Coordinator
- North Carolina State
 - Jameco McKenzie, M. Ed, Community Director for University Housing, East Campus
 - Quashon J. Bunch, Project Coordinator for University Housing, Central Campus
- Bennett College
 - Ashley Jones, Resident Director & Coordinator for Greek Life
- North Carolina A&T State University
 - Elfrida Mensah, Associate Director Administration/Business Service for Housing and Residential Life
 - Melvin Jackson, Director for Graduate Student Recruitment, Mentoring, and Success
- UNC Chapel Hill
 - Dr. Shauna Harris, Associate Director for Student Life & Leadership
 - Jared Ward, Co-Curricular Learning & Assessment Program Coordinator for Student Life and Leadership
- North Carolina Central University
 - Dr. Tierney Bates, present Vice President of Enrollment Management at VUU



3. Committee,
Shadow,
Exposure, etc.

Committees / Shadowing



- Committee Involvement in HRL
 - Social Justice Planning & Development – SJDI
 - RA Recruitment & Selection Fall 2019
 - RA Training Fall 2019
 - Living Learning Community
 - Resource Table for SOAR, New Student Orientation Weeks, etc.
- Shadowing Coordinator for Residence Life, Darron Jenkins
 - Number of projects (Carnival Planning, Flight Program, etc.)
- Shadowing Assistant Director, Shelley Wald
 - Rawkin' Welcome Week Committee
 - Move – In Fall 2019
 - Homecoming 2019
- Shadowing Vice Chancellor, Cathy Akens
 - Director's Meeting



4. Professional / Personal Development

4. Professional Development

- North Carolina Housing Officers Social Justice and Assessment 2019 Drive – In Conference at the University of North Carolina Greensboro
- North Carolina Student Activities and Leadership 2019 Drive – In Conference at William Peace University
- Site Visits
 - Duke University
 - North Carolina State
 - Bennett College
 - North Carolina A&T State University
 - UNC Chapel Hill
- Office of Leadership & Civic Engagement Bronze Leadership Facilitator Training

Personal Development

- Strengths Assessment
 - ACRL & CRL, Professional Staff Training
- Core Values Assessment
 - William Scott Holloway, Assistant Director of Academic Success Coaching
- Personality Type Assessment
 - William Scott Holloway, Assistant Director of Academic Success Coaching
- Increased Competence of Self – Identity
- Spiritual Growth
 - Refuge Temple Church of Our Lord Jesus Christ of Apostolic Faith Inc.
 - 152 N Main Street, Burlington, NC, 27217
 - Pianist / Organist

What have I
learned about
UNC Greensboro



Let's Look
at UNCG

Department

Division





Housing and Residence Life Department

Department

- Committees have been successfully preparing all summer to fulfill its' vision to provide students with
 - Comfortable & Safe Living Environments
 - Academic Success Support
 - Social Responsibility
- The entire department has provided great hospitality to its' new employees & interns
- Intentionally planning to operate under its' core values by strongly advocating for
 - Inclusivity & Diversity
 - Social Justice*
 - Social, Gender, and Racial Equity
 - Personal Growth
 - Self – Care
 - Self – Identity
 - Teamwork
 - Community
 - Safety & Security
 - Innovation
- Consider enhancing the assessment process for the Flight Program
 - Pre Assessment
 - Post Assessment

Division of Student Affairs

Division of Student Affairs

- Strong support between academic affairs & student affairs
 - Especially for SAAHE Graduates in their Residence Life Assistantships by providing action – oriented plans that cultivates
 - Skill Development
 - Academic Improvement
 - Professional Responsibility
- Consider implementing a SAAHE Certificate for Undergraduate Students
- Continue having a NUFP Intern
 - Enhance the position
 - Collaborate with all departments and have future NUFP Intern assist in more than one office with different summer projects. (Similar to Notre Dame's Structure)

SAAHE Certificate for Undergraduates

- Student Affairs / Higher Education academic opportunities for undergraduate students could be beneficial not only to those interested in Student Affairs, but also those interested in obtaining Graduate Assistantships for graduate school or perfecting their soft skills.
 - Accessible to all undergraduate disciplines
- In effect of my research, I proposed for an Undergraduate SAAHE Certificate to be implemented at Old Dominion University
 - Vice Provost, Brian Payne
 - Higher Education Graduate Program Director, Christopher Glass
 - Old Dominion University Education Department
- Bachelor of Arts in Education Concentration in College Student Personnel
 - Bucknell University
- Two institutions offer a Higher Education Student Affairs Minor for Undergraduates
 - University of Georgia
 - University of Colorado
 - Offers an introductory course to Student Affairs,
 - Offers an informative course teaching the development of college students,
 - Offers an internship course providing experience that is incorporated into their minor curriculum,

See Research Below

https://docs.google.com/document/d/1eDxbBNePo14cFTzMM2_yqfOoa8YmEom1lhjDs7zEW5k/edit

Importance of NUFP Internship Testimonials



- **Notre Dame NUFP: Kristine Slade (She/Her)** – “I did my NUFP internship at the University of Notre Dame. It benefited me because it is a mid sized, private Catholic school and I came from a large, public, urban school so I was able to get a sense of student affairs at a different type of institution. I appreciated the fact that it was a cohort model and rotation based so there 3 other NUFP interns besides myself, and we each spent 2 weeks in different offices in the SA Division. It allowed us to gain an insight on how certain offices look different on various campuses, but we also did tangible projects that they’ll be implementing this coming semester (ie. Programming and event planning, benchmarking and campus wide educational initiatives)”
 - “It’s nice to see that our work will actually be used for the advancement of their campus community. We also did meet and greets with other SA personnel which was nice seeing the various backgrounds that led them to where they are now.”
- **Eastern Michigan University NUFP: Jeanae Dunbar (She/Her)** – “I believe that I benefitted from my internship. One major aspect of EMU’s Internship is informational interviews across different offices/departments. In those informational interviews I was able to learn about different offices that I was not exposed to at my institution and learn more on different avenues/journeys of people going into SA/ Higher Ed.”
 - “Another benefit was being able to complete different projects that were not just stationed from the office I was in. I really benefited on working projects for more than one office.”
 - “Another way I’ve benefited was from the cohort model. Being able to talk to students that are also interested SA was really nice. Was having a cohort model we were able to hang out on weekends or after work. I really enjoyed being able to go to meetings where directors or board of regents/trustees hosted bc I’m not use to having access to those meetings. Plus, it was nice to get assistance with grad school apps and having mentor meetings. 1 on 1 mentor meetings. Plus I had a lot of professional development workshops and opportunities.”
- **Texas Christian University NUFP: Kierra Jackson (She/Her)** - “I actually really enjoyed my internship experience because I was able to see another side of housing! I worked on diversity, equity and inclusion research. I had the opportunity to research diversity customer service training and concepts such as cultural humility and present information to Hall Directors. I think if anything I now have more tangible experiences but I have also broadened my network.”

Importance of NUFP Internship Testimonials Pt. 2



- **University of Houston NUFP: Kate Lyn Broom (She/Her)** - "My NUFP internship at UH was in Student Housing and Residential Life as a Conference Coordinator. It was beneficial because they really treated me like a professional so I got really great hands on and practical experience and a fellow for an office dynamic."
- **Notre Dame NUFP: Marwa Al Khamees (She/Her)** - "My NUFP internship helped me experience a new institution other than my undergrad and my grad schools that are both public, it was fascinating to see how a private catholic campus works."
 - "It's also opened my eyes to issues of privilege and social justice in an institution with over \$1 billion endowment and a student body with an average of \$200k household income."
 - "Besides that, it was a great learning experience in seeing how familiar programs like student leadership, new student programs, and housing work at different institutions so I can be more open minded and have different experience that I can apply to whatever campus I end up in in the future."
- **John Carroll University NUFP: Mannie Brown (They/Them)** – "I did my internship at John Carroll University in Cleveland, OH. I was the Graduate Intern in the Office of Residence Life. I was challenged in the transition from student to advisor. Having worked for Camps and Conferences in the past, it wasn't easy transitioning roles. That challenge pushed me to believe in my abilities and allowed me to grow in ways that are undeniable. I also have had the opportunity to better understand housing operations for the campus and the ins and outs of certain procedures and policies, which is a large reason why I'm interested in higher ed."
- **University of Tennessee Knoxville NUFP: Kody Guedes (He/Him)** - "I did my internship at University Of Tennessee Knoxville and it was definitely beneficial, helped more with affirming than learning something new."

Importance of NUFP Internship – Common Themes

- Beneficial
- Transitioning from Student to Advisor
- Exposure to different offices within student affairs at a separate institution other than their undergrad
- Learn different Student Affairs paths from a pool of Student Affairs Professionals
- Broadened Network
- Expand competence on cultural humility
- Tangible Experience
- Diverse Experience – exposure to new spaces (professional staff meetings, professional staff training, etc.)
- Growth
- Social Mobility and what it looks like on different campuses*

Consideration for NUFP Position

- Develop learning outcomes for next NUFP
 - Example provided by Dr. Shauna Harris, UNC Chapel Hill from the previous NCCU NUFP Summer Internship Experience Guidelines
 - Fellow will gain insight and knowledge about the organizational structure of various divisions and departments under student affairs
 - Fellow will meet with deans, vice presidents of student affairs divisions and department heads at the host site and local institutions
 - Fellow will assist the Department of Residential Life with various summer projects
 - Fellow will participate in leadership seminars
 - Fellow will engage in discourse following reading of current student affairs literature
 - Fellow will identify personal, professional and academic goals
 - Fellow will gain professional networking skills
 - Fellow will gain cultural competency skills
 - Fellow will provide mentor with current updates and feedback to enhance their NUFP experience
- Partner with other Student Affairs Departments

Conclusion

- I have benefited from my NUFP Experience because of ...
 - Special Projects & Presentations
 - Committee Participation & Shadowing Experience
 - Site Visits
- In effect, I have gained ...
 - Personal and Professional Development
 - Exposure to the field of Student Affairs
 - An increased competence about the field and what Student Affairs looks like at other institutions
 - Connections
- The University of North Carolina Greensboro has successfully equipped me to pursue the profession of Student Affairs. My recommendations were inspired by my experience and my suggestions are to help execute the goal, mission, and purpose of the department, division, and institution.

