



**ANNUAL
COLLEGIATE**

**LEADERSHIP
CONFERENCE**

**UNIVERSITY OF
GEORGIA**

**24TH ANNUAL CONFERENCE
UNIVERSITY OF GEORGIA • ATHENS, GA**



SATURDAY

FEBRUARY 15, 2020



All sessions are located in the Tate Student Center

8:00AM - 9:00AM

3rd Floor Atrium

Conference Check In & Light Breakfast

9:00AM - 10:20AM

Grand Hall Ballroom

Welcome & Keynote

James Robilotta

10:30AM - 11:15AM

Session 1

11:30AM - 12:15PM

Session 2

12:30PM - 2:00PM

Grand Hall Ballroom

Lunch & Afternoon Keynote

Maggie Denna

*Senior Manager, Training & Development
University of Georgia*

2:15PM - 3:00PM

Session 3

3:15PM - 4:00PM

Session 4

4:15PM - 4:45PM

Closing

TRACKS

F FOUNDATIONS

T TOOLKIT

SD SELF DISCOVERY

TD TEAM DYNAMICS

EDI EQUITY, DIVERSITY,
AND INCLUSION

A ADVISORS

W WELL BEING
AND SELF CARE



KEYNOTE SPEAKERS

9:00AM - 10:20AM & 12:30PM - 2:00PM



JAMES ROBILOTTA

James Robilotta is a professional speaker, personal coach, entrepreneur, and author of *Leading Imperfectly: The value of being authentic for leaders, professionals, and human beings*. He speaks to audiences internationally about authentic leadership and promoting memorability. As a speaker, he is doing the two things he loves the most: causing audiences to think critically about their leadership journeys and making people laugh! His thought-provoking talks are infused with self-awareness and comedy stemming from his background as a trained stand-up and improv comedian. James loves to help people get out of their own ways to live the lives they deserve and be the leaders they are capable of becoming.



MAGGIE DENNA

Senior Manager, Training & Development
University of Georgia

Maggie Denna leads supervisor education initiatives campus-wide and is also involved in leadership development. She has worked in higher education for ten years, and is passionate about helping others succeed and flourish in their careers and their lives. Prior to joining the team at Training & Development, Maggie worked in the College of Education first as a student affairs professional processing graduate applications, then as an academic advisor for master's students, and finally as an office manager. Maggie also spent several years at Georgia College and State University where she served as a Community Director and was responsible for four residence halls. She earned both her Bachelor of Art in English and her Master's in Public Administration from GCSU.



SESSION 1 WORKSHOPS



10:30 AM - 11:15 AM

ARE YOUR PRIORITIES IN ORDER? SD

Taylor Mitchell, *Graduate Assistant for Traditions and Collaborative Events*
University of Georgia
Tate 137

Between work, school, friends, and extracurriculars, how do you balance it all without things falling through the cracks? The amount of pressure to meet deadlines and expectations can sometimes feel overwhelming. This session will explore how effectively prioritizing tasks, delegating, and planning in advance can help to make the most of your day while also reducing stress.

THE ELEPHANT IN THE ROOM: TRAVERSING RACIAL AVOIDANCE EDI

Jamel Hodges, *Assistant Director of Multicultural Services and Programs*
University of Georgia
Tate 138

Here in 2020, race is still a large part of our society. Marginalized populations exist and microaggressions run rampant. However, it seems that race is talked about less and less in spaces and places where race should be discussed. This presentation will take a dive into the theory of Racial Avoidance to begin to talk about the elephant in the room.

SELF-CARE: THE OPPOSITE OF SELFISH! W

Briahna Ismail, *Graduate Assistant for Career Development*
Steven Wallace, *Graduate Assistant for Leadership Development*
University of South Carolina
Tate 141

The student experience can be physically and emotionally taxing with an abundance of responsibilities. Balancing school work, job and extra-curricular demands, internship/full-time job search, and everyday life can be overwhelming. In this discussion-based presentation, you will become better equipped to handle some of the day-to-day challenges you may face. This will also be an opportunity to practice some self-care through facilitated activities, as we all deserve some me-time! Come to recharge, set some intentions, and prepare to finish the semester strong!

AN INVOLVEMENT FAIR FROM THE COUCH: EXTENDING YOUR ORGANIZATION'S REACH T

Savannah Jacobs, *Graduate Assistant for Student Involvement*
University of Georgia
Tate 479

Have you ever wondered how your registered student organization could get the best use out of the Involvement Network? If you are not from UGA but your campus uses a student organization engagement platform, such as Campus Labs Engage, this session is also for you! In this session, we will walk you through: the general features of this web-based platform, managing your organization, and how you can use the features and functions to extend your organization's reach on your campus.





ABCS OF ACCOUNTABILITY TD F

Alexander DeAbreu, *Graduate Assistant for University Union Student Programming Board*

Jackie Phillips, *Graduate Assistant for the Student Government Association University of Georgia*
Tate 473

Bridging our experiences advising multiple groups from different contexts, we have seen a driving factor that has helped with accountability measures across the board - clear expectations! Many groups are familiar with the process of expectation setting, but many also struggle with differing interpretations and understandings of expectations once they are set. This presentation will provide participants with the tools to create and implement measurable expectations within their organizations, with strategies for addressing ambiguity in expectation setting. With clear expectations, all members will have a better understanding of their role and responsibilities!

WHY LOOKING FOR A JOB IS LIKE DATING* SD

Brandi Raines, *Graduate Assistant for the Career Center*
Nancy Benda, *Graduate Assistant for the Career Center*
University of Georgia
Tate 480

Have you ever wondered how you can utilize your dating experience to get a job? Using dating as a metaphor, participants will learn about how to research jobs, prepare application materials, network, interview and accept a job offer. This presentation is intended to make you feel more comfortable with the job search by taking an intimidating process and connecting it to something we all can relate to.

*Dating experience is not a prerequisite to attend this session.

SUPPORTING STUDENT SUCCESS:

USING EFFECTIVE LEARNING OUTCOMES TO ELEVATE THE STUDENT EXPERIENCE A

Erin Ciarimboli, *Assistant Director for Learning, Assessment, and Data Initiatives*
University of Georgia
Tate 482

At times, it can be difficult to truly know whether or not a program achieved its intended outcomes or if students are truly growing through their involvement. In this session, advisors will explore how the development of effective learning outcomes can ensure their efforts are more efficient, successful, and impactful. Participants should expect to discuss how to develop learning outcomes for the students and the organizations in which they advise, how to measure achievement of outcomes, and to examine how both can support their growth as an advisor and professional.



SESSION 2 WORKSHOPS



11:30AM - 12:15PM

SHAKING HANDS AND KISSING BABIES: NETWORK LIKE A BOSS TD F

James Robilotta

Tate Reception Hall - Tate 135

All students are hearing nowadays is it's more about who you know than what you know when it comes to job searching. While this is very true, we never actually talk about how to engage in networking conversations & miss out on opportunities that are right before our eyes. People are getting jobs today because they know somebody who knows somebody. The art of small talk is dying because of social media, but decision makers in your future jobs didn't have that growing up, so they still value good old fashion conversations. Come to this session to learn how to get the most out of your networks.

STARTING STRONG: HOW TO FACILITATE MEANINGFUL ICE BREAKERS T TD

Catherine Bradley, *Graduate Assistant for TRIO Support Services*

University of Georgia

Tate 137

Ice breakers, team building games, forming activities... whatever you call them, these "getting-to-know-you" exercises can elicit everything from cheers to groans. As a leader, it is important to select ice breakers that match the goals of your group and will set you off in the desired direction. This presentation will introduce you to a variety of team building activities that can be tailored to suit a wide range of group types and needs. Don't plan an ice breaker just because you feel like you have to; transform it into something meaningful that your whole team will learn from.

LEADING IN TRANSITION F TD

Nicole McConnell, *Assistant Director for Student Activities*

University of Georgia

Tate 138

Leadership transitions for student organizations can be an exciting yet challenging time for student leaders. Those transitioning out of leadership positions may be attempting to cement their legacy in the organization, while those transitioning in may be seeking to establish their own leadership identity. In this session, attendees will be given the tools to effectively lead in transition, whether they are incoming or outgoing student leaders, through the lens of organizational management theories they will be able to use well-beyond their time in college.





DISSECTING TRUST: NAVIGATING TRUST WITHIN ORGANIZATIONAL AND INTERPERSONAL RELATIONSHIPS TD T

Alexandra Mastorakis, *Graduate Assistant for University Union Student Programming Board*

Celeste Dawson, *Graduate Assistant for Student Media*

Jalen "Doc" Youmans, *Graduate Assistant for Multicultural Services & Programs*
University of Georgia

Tate 473

How can we cultivate healthy trust in all aspects of our lives? This session will focus on the distinctions between organizational and interpersonal trust by utilizing research from scholars in the fields of organizational management and interpersonal relationships. Attendees should expect to engage in small group discussions in order to develop a deeper understanding of trust. By deconstructing trust into four key tenets, attendees will develop language to synthesize the specific ways in which trust manifests in both organizational and institutional settings. Attendees will leave the session with tangible goals for enhancing trust in both their personal and professional lives to create sustainable and effective relationships.

WORKING PAST FIVE: WORKAHOLISM IN COLLEGE STUDENTS W A

Jessica Keever, *Public Relations Specialist*
University of Georgia

Tate 479

Can students be workaholics even if they aren't technically in the workforce yet? Workaholism is defined as a multi-dimensional construct that can have serious implications on our physical, social, & emotional health. While students may not "work" in the traditional 8-5 sense, they can still exhibit unhealthy work behaviors while in school. Participants of this session will gain a greater understanding of how to spot the signs of workaholism & strategies for how we can assist students exhibiting them.

"BUT I'M AN ALLY": SUPPORTING LGBT INVOLVEMENT IN STUDENT ORGANIZATIONS EDI

Chad Mandala, *Director of the LGBT Resource Center*
University of Georgia

Tate 480

Participants will learn about how to create LGBT inclusive spaces within their organizations.



SESSION 3 WORKSHOPS



2:15 PM - 3:00 PM

DO YOUR VALUES DEFINE YOU? SD

Savannah Jacobs, *Graduate Assistant for Student Involvement*
Daphne Wolfe, *Graduate Assistant for Student Engagement*
University of Georgia
Tate 137

Values are evident in every facet of your life. Values show up in your social interactions, your academic life, and in your leadership experiences. But what are YOUR values and do they define YOU? During this engaging session you will have the opportunity to discover and define the values that shape the way you show up in your academic, social, and leadership settings. We want you to know it isn't just about being able to articulate your values to others. Even more important than articulation is being able to act in congruence with your values. In this session, we will help you define your top three values and evaluate how they show up in your life and in your organizations.

FOUR LEADERSHIP TRUTHS YOU CAN'T IGNORE SD

Lance Haynie, *Associate Director for Programs*
University of Georgia
Tate 138

In my experience, there are certain universal truths that remain constant and stand the test of time. Join me as we walk through four truths of leadership that I believe stand up to this test. No matter your position, job title, class, or place in your department, these will hold value for you.

SO YOU WANT TO HOST AN EVENT? (STUDENT EVENT PLANNING WORKSHOP) F T

Mary Kate Steinbeck, *Senior Coordinator for Traditions and Student Media*
University of Georgia
Tate 141

Many organizations have great ideas for events, but struggle with the next steps of executing them. Join this session to go through helpful tools of the event planning process. Through sharing sample activities and documents used to advise two UGA student organizations (Homecoming Committee & WUOG 90.5 FM), this session will empower students to take on event planning with an understanding of what their timeline, budget, promotional plan, staffing, and post-assessment should look like.

ADVISOR ROUNDTABLE A

Taylor Cain, *Associate Director of the Tate Student Center*
and Director of the Center for Student Activities & Involvement
University of Georgia
Tate 482

This session is an opportunity for colleagues to come together to share innovative ideas as well as discuss best practices, challenges, and current trends in higher education.





CONTROVERSY WITH CIVILITY: A STUDENT'S GUIDE TO HEALTHY CONFLICT TD T

Erin Chisholm, *Graduate Resident for Student Conduct and Student Staff Development*

Kathryn Hall, *Senior Coordinator for Undergraduate Staff Development*
University of Georgia
Tate 473

When most of us hear the words conflict and controversy we assume that it will end in a negative relationships, however, conflict and controversy are important for personal and organizational growth. An essential part of being a successful leader in college and beyond is the ability to manage conflict and controversy tactfully. Using Astin & Astin's Social Change Model of Leadership Development (1996), presenters will dive into the topic of controversy with civility. During this session students will learn the difference between oppressive and non-oppressive language and its role in society, de-escalation skills, empathy and active listening skills through practice and conversation. Additionally, students will have the opportunity to brainstorm how these skills may be useful in their future endeavors after they leave their college experience.

A CULTURE OF CARE: PROMOTING SUPPORT AND WELL-BEING WITHIN YOUR ORGANIZATION W SD

Ansley Long, *Case Manager*
University of Georgia
Tate 480

Let's face it: college can be stressful. Whether it's managing class assignments, campus involvement roles, financial obligations, or family situations back at home, the daily stressors can, at times, become overwhelming. Frequently when we feel this way, we turn to our peers or student organization leaders for help. But as student leaders, are we prepared to have these conversations? And are we making sure the students in our organizations are aware of the resources that are available to them? As a student leader, it is important to know how you can promote care and well-being within your organization and how you can be a resource to your peers in helping them get the support they need to thrive in college. In this session, attendees will engage in conversations around how to navigate these important conversations and learn how to create a culture of care within their organization.



SESSION 4 WORKSHOPS



3:15PM - 4:00PM

FILLING OUR TANKS - THE ROAD TO SELF-DISCOVERY W

Sosie Kae Quarrie, *Graduate Assistant of Orientation*
University of West Georgia
Tate 137

Have you heard the saying, "running on fumes?" This does not only apply to vehicles; it also applies to your body and your life. Just like with a vehicle, when this tank is empty, it is difficult to continue moving. We all have the tools to keep our tanks full, but using those tools take a conscious decision and plan to do so. We all have a "tank" that fuels us throughout each day. Self-care is intended to create a better, stronger, more whole YOU so that you can achieve and accomplish everything you want to do. In this activity-driven presentation, participants will fill their gas tanks and be more prepared to hit the road to embark on their journey of self-discovery.

CULTURE EATS STRATEGY FOR BREAKFAST: A STRATEGY FOR ASSESSING YOUR CULTURE TD

Nicholas Trotter, *Graduate Assistant for Leadership & Campus Outreach*
University of Georgia
Tate 138

Peter Drucker said "Culture eats strategy for breakfast." So as a student leader or organization advisor, how do you make sure your leadership strategy is effective with your organization's culture? Enter the cultural audit. Culture can be hard to pin down without a critical lens, but the Cultural Audit Worksheet (Ahren, Ryan, & Niskodé-Dossett, 2009) provides a step by step guide to assessing your organization's norms. Presentation attendees will learn more about why organizational culture is important to their experience and how to implement a cultural audit to better inform their leadership and create positive change. Participants will leave with a valuable tool and a timeline to use this tool to better understand their organization.

BECOME A PARLI PRO F T

Jackie Phillips, *Graduate Assistant for the Student Government Association*
Matthew McDaniel, *Senate President Pro-Tempore*
University of Georgia
Tate 141

Don't run from meetings, run effective meetings! Parliamentary procedure can help make meetings more efficient. However, let's admit it...parliamentary procedure can also be boring and confusing. It doesn't have to be though! This presentation will provide explanations and activities to help organization leaders and members increase the effectiveness of their meetings utilizing parli pro. Participants will learn the fundamentals of parliamentary procedure and how to adapt these rules to their organizations.



CREATIVE PROBLEM SOLVING: AN ESSENTIAL LEADERSHIP SKILL EDI SD

Cedricia Thomas, *Student Development Coordinator*
Columbus State University

Tate 473

Ok, so you've probably heard someone say, "I'm just not creative!" Or, maybe you've thought this about yourself. Creativity is a critical 21st century skill. So much so, that many employers seek the following attributes in recent college graduates: The ability to generate ideas, problem solve, and think critically. This skill isn't only critical for the real world, but it is also an essential skill to develop and utilize during one's collegiate years. The creative problem solving (CPS) model provides insight on how to approach a challenge or problem in an imaginative or innovative way by presenting four thinking preferences and stages: Clarifier, Ideator, Developer, and Implementer. In this session, you will learn your thinking preference within the CPS model and where you light up within the innovation process, as well as gain more knowledge on tools and resources that will unlock you and your team's creativity. We're all creative, it just manifests differently in each person! Understanding this important fact will enhance your leadership skills, foster collaboration, promote diverse thinking, enhance your organization's output, and leave a lasting impact on your campus, community, and world!

CULTIVATING THE FUTURE: DEMOCRACY AT THE FOREFRONT SD T

Ricky Belizaire, *Graduate Assistant for the LGBTQ Resource Center*
Gabriel Méndez, *Graduate Assistant for International Student Life*
University of Georgia

Tate 479

For nearly a century, U.S. educational philosophy has expressed the necessity to engage students fully with the democratic system as a result of public education. Based on John Dewey's work, this presentation will highlight the need for student leaders to understand their democratic engagement on campus and how leadership roles can lift the voices of all students to support democratic ideals.

HOW TO UTILIZE LEADERSHIP SKILLS IN THE POST-GRADUATE TRANSITION: WHAT WE WISH WE KNEW A T

Ansley Long, *Case Manager*
Alex Edwards, *Graduate Assistant for the Career Center*
University of Georgia

Tate 480

What does it look like to graduate from college and go into the "real world"? Whether it's graduate school, a gap year, or a full-time job, student leaders can learn to apply the leadership skills developed during undergrad to successfully transition into the next stage of life. This session will engage participants in an authentic and genuine conversation around this topic with practical advice backed by theory and practice.





Tate Student Center
Student Affairs
UNIVERSITY OF GEORGIA

Center for Student
Activities and Involvement

