



UNIVERSITY OF  
**NORTHERN**  
**COLORADO**

**Higher Education and Student Affairs Leadership**

<http://www.unco.edu/cebs/hesal/>  
Campus Box 103, 418 McKee Hall  
University of Northern Colorado  
Greeley, CO 80639  
Phone: 970-351-2861

**August 26, 2019**

**Dear HESAL community,**

Welcome new HESAL MA and PHD students and welcome back continuing people!

Allow me to introduce these Coordinator Newsletters. Last fall, to increase transparency, communication, and a sense of community, I started to write these newsletters when I stepped in as Program Coordinator. In the first section, I offer some of my ponderings and thoughts as it relates to graduate education and life, which I really love, love, love writing this part! In the second section, I share as many updates, events, and need-to-know bits as I can to help you stay informed so please at least skip to there and make notes.

You can find old newsletters on our Facebook page, but let me share where I started a year ago. It would have been easy to engage in many, many worthy projects and endeavors but then find my energies scattered and unfocused. So I developed a personal goal for how to focus my leadership efforts in guiding the program. In my role, I want to help HESAL focus on **creating community through supporting students' abilities to shine their true selves as self-authored professionals reflecting respect for self and others**. In revisiting this goal one year later, I think it's worthy of continuing and explaining further my hope with it. Let me break this goal down into 3 sections:

### **Section 1: Creating Community**

Throughout the HESAL program, we talk about leadership from different perspectives, theories, and experiences. The foundation for all those readings and brain work, is that leadership is being the leader of yourself first. We show our leadership each day in our interactions one another and how we treat ourselves. Leadership is how you choose to live your life; how you choose to show up; and how you choose to interact with people or respond to them. As each of us has chosen to be here in the HESAL program, we have selected into this community of scholarly-practitioners. I got to remind myself of my own 'choice to be here' last year during the many less than inspiring meetings and decisions around UNC's structural deficit. It was easy to get frustrated and snarky, and I did that for sure, but then I realized I needed to contribute something positive to my community. I spearheaded a collaboration with some great colleagues around campus to offer free mindfulness, wellness, meditation sessions for employees at the lunch hour for the rest of the semester. It wasn't much or even well used, but it was me showing up to say, yes, I'm frustrated, but I see people are hurting so here's what I can offer. Let's build one another up this year through support, listening, and collaboration.

### **Section 2: Authenticity and Self-Authored Professionals**

We practice our leadership skills with our own journey of change and transformation towards authenticity and becoming self-authored professionals and people. What does that mean? Being self-authored means you know your values and belief systems, you know who

you are (identities), and you can engage in meaningful relationships with diverse people. In remembering that every day we make the choice to be here, we can then use this opportunity of graduate education to step into our own authentic leadership. I believe that your true job in this lifetime, so to speak, is leading yourself and knowing how and why you operate. In knowing yourself, you can lead an authentic life doing meaningful-to-you work.

Self-awareness and reflection are critical habits and routines to establish to encourage self-authorship. Daily journal writing is one of my habits that has become a necessary part of giving space for my self-awareness and managing any anxiety or stress. Some days its 5 minutes; other days it flows freely for a good 30 minutes. Some days it is just catching up on what's happened; other days it's working through why within myself did something or someone bother me to a degree I'm still thinking about it long after the interaction. Through journaling, I've realized when I have that type of reaction, then it is some limiting belief or assumption about behavior within myself that I need to address rather than always addressing with the other (although sometimes that, too, after I've done my own work). I call this self-coaching. In committing to your own growth, you can work towards being a self-authored professional and use your graduate education as a space to work it out.

### Section 3: Respect

The path to authenticity and self-authorship, which by the way, fosters community building, is built upon respect for self and others. I was listening to an [On Being podcast](#) about bringing our whole selves to work and the guest reminded listeners of Nonviolent Communication process,<sup>1</sup> (which can be great guidelines for classroom conversations, too):

- **Observations:** What I observe that does or doesn't contribute to my well-being. *"When I (see, hear, etc...)"*
- **Feelings:** How I feel in relation to what I observe. *"I feel..."*
- **Needs:** What I need or value that causes my feelings. *"...because I need/value...."*
- **Requests:** The concrete actions I would like taken without demands. *"Would you be willing to...?"*

In order to show up in our classrooms, work places, and meetings as our whole self, we need radical honesty with ourselves that includes owning our feelings and needs combined with respectful conversation about what we would like to see instead. You are the leader of yourself in every moment. Holding that responsibility to self is holding respect for yourself which then radiates out to others.

I leave you with this last quote from Carl Jung, the psychiatrist: **"I am not what has happened to me; I am what I choose to become."** Who (or what kind of leader) will you choose to become this year? Have a great first week of the semester!

Go Bears,



---

<sup>1</sup> NCP quoted from <https://www.nonviolentcommunication.com/aboutnvc/4partprocess.htm>



## UPDATES and ANNOUNCEMENTS

### 1. Faculty updates

Dr. Liane Ortis is joining HESAL this year as an adjunct. Dr. Ortis' day job is as the Associate Director of Student Life here at UNC. For fall, they are teaching the Crisis Management elective. They will also be eligible to serve on a couple dissertation committees for HESAL students once the Graduate School reviews applications. Welcome to HESAL!

Dr. Tamara Yakaboski was selected to serve as Department Chair of Leadership, Policy and Development in addition to HESAL Program Coordinator. Yippee?

Dr. Matt Birnbaum was approved this past July for promotion to full professor. Congratulations!

### 2. HESAL Graduate Assistants

Welcome and welcome back HESAL program GA's:

Craig Kilgore (2<sup>nd</sup> year MA), Myah Post (MA), Angel Tran (MA), & Marina Rodriguez (PHD)  
Thank you all in advance for your work to support and advance the HESAL program!

### 3. Updates from YOUR HESAL Student Organization => HESA

The newly renamed HESA (Higher Education Student Association) has been busy planning and creating! All HESAL students are members of this student organization and it is here for YOU! First off, they are offering an opportunity for any student in the HESAL Program to gain either NASPA/ACPA membership through a scholarship from HESA, the only eligibility requirements are to be a student within the program and fill out the form no later than September 6<sup>th</sup> application click here, [HESA Professional Membership Scholarship](#)

### 4. HESAL approved PHD dissertation committee members

We are continuing last year's format where your Research Advisor should be a full time HESAL faculty member unless you have exception approval through Dr. Yakaboski and Dr. Wesley (graduate school). The current approved HESAL 2<sup>nd</sup> member individuals are: current full-time HESAL faculty, Dr. Tobias Guzmán, Dr. Liane Ortis (pending), Dr. Gardiner "Tuck" Tucker, Dr. Kim Black, and Dr. Travis Boyce. Their availability is up to their own load and fit, please set up informational meetings with them to discuss.

### 5. SAVE THE DATES:

#### • FALL MA COMPS:

- Orientation for MA comps: **Sept 12** 5-530p, McKee 426
- Exam MOVED due to dates conflict with weekend leadership course – NOW = **Monday Oct 7** - in person in McKee 426 or start of take home due by noon MST on Monday Oct 14<sup>th</sup>.

• **Research Evening** will be on Tuesday, December 10th from 5-7pm.  
(continued on next page)

- **HESAL End of the Semester Celebration** – December 10th, 7-9p
- **SPRING MA COMPS:**
  - Orientation for MA comps: **Jan 30** 5-530p, McKee 426
  - Exam: **Friday March 6<sup>th</sup>** in person location TBD or start of take home due by noon MST of Friday, March 13<sup>th</sup>.
- Adhere to any [Graduate School deadlines for filing](#) graduation, etc

### 6. Formalized Field Experience/Internship Opportunities at UNC

HESAL has worked with units across campus to create more formalized job descriptions to offer experiential learning opportunities to incoming and continuing students. We've been sharing these in the weekly announcements that get sent out. Some may be on [Handshake](#). If you need/want a field experience for fall, but don't have one – reach out. Any student can apply to any of these Internships and have them count for HESA 675 credit upon agreement with your faculty advisor. Of course, there are Field Experiences/Internships opportunities that come up at other institutions and students are always encouraged to create their own within areas of interest. Note: field experiences can be paid or unpaid.

### 7. Spring 2020 schedule

We will share this out next month –need to make some faculty updates since it was planned/submitted last year.

### 8. HESAL Social Media

Be sure to like our HESAL Facebook page to stay up to date on events and good news:

<https://www.facebook.com/UNCBearsHESAL/>

Like and follow the HESAL Student Organization (HSO):

<https://www.facebook.com/UNCHSO/>

HESAL Twitter account: @UNCoHESAL



Best of luck with the beginning of the semester! Please reach out if you need anything!

On behalf of HESAL,

Tamara Yakaboski, Ph.D.

[pronouns: she/her/hers]

Professor & Coordinator, Higher Education & Student Affairs Leadership

Department Chair of Leadership, Policy and Development

Schedule an appointment: <https://tamarayakaboskiphd.as.me/>