

Q1.

2025 Executive Board - Candidate Application Form

The ACUHO-I Executive Board is a dynamic, diverse, and forward-thinking group of individuals committed to expanding the work of the Association. ACUHO-I is committed to advancing diversity, equity, and inclusion in our profession. We believe our diversity enriches the educational experience and our impact on the profession. Thank you for your interest.

In order to slate the most qualified and representative candidates, the ACUHO-I Nominations Committee uses a number of categories/criteria in its review and slating process. You can find more information on these criteria at <https://www.acuho-i.org/network/elections>.

Please use this form to submit your application for a 2025 Executive Board position.

The Candidate Application closes at 12pm ET (US) on May 23, 2024.

Q2. Applicant First Name:

Vinnie

Q3. Applicant Last Name:

Birkenmeyer

Q4. Position Desired:

- Vice President (3 Year Presidential Cycle, 2025-2027)
- Workforce Development Director (3 Year Term, 2025-2027)
- Facilities & Physical Environment Director (2 Year Term, 2025-2026)
- Business Practices and Enhancement Director (2 Year Term, 2025-2026)

Q5. Current College/University:

Pace University- Pleasantville

Q6. Current Job Title:

Director- Residential Life, Pleasantville

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:



[Headshot.jpg](#)

1.5MB

image/jpeg

Q13. Upload a Current Resume:

Note: The Nominations Committee will use your resume to evaluate your ability to fulfill the duties of the position for which you are applying. Please review the duties and qualifications for your position of interest in the 2025 board nomination packet and address them within your resume. The 2025 nomination packet can be found here: <https://www.acuho-i.org/network/elections>.

Q14. Upload a Short Bio (Approximately 250 Words):

Note: For examples, please see current board bios here: <https://www.acuho-i.org/about/board>

Q20. **Short Answer Prompts:**

Note: These short answer prompts allow the membership to evaluate your qualifications for your desired position on the 2025 Executive Board. Your responses will be shared publicly if you are slated. Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answers: <https://www.acuho-i.org/network/elections>.

Q15. **Qualifications:** Please discuss the job positions, professional development activities, and other qualifications that prepare you for the board position for which you are applying.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/network/elections>.

I am extremely excited about the opportunity to help lead the association's efforts around workforce development. I have had several experiences that have prepared me for this, primarily as the Chair of the ACUHO-I Public Policy Committee (PPAC). During my time as a member, chair-elect, and chair of PPAC I have led multiple initiatives that are directly related to workforce development including, collaborating on outreach to state Governors advocating for better support for college housing professionals during covid-19, leading virtual and in-person sessions to discuss anti-DEI state legislation to help prepare colleagues to work within these policy changes, and facilitated discussions regarding RA unionization, the effect of FLSA changes on our staffing models, and overviews of current national and state policy to discuss impacts on our campuses. My academic background and teaching experience in political science and public administration also leave me uniquely poised to lead conversations regarding the intersection of policy decisions and the impact on our workforce. This is an area that many of our colleagues struggle to see and I love bringing folks together to help us learn in the community to better serve our students and staff.

Q16. **Thought Leadership and Technical Credibility:** Please describe what you would bring to the board in the realm of this competency (as defined below).

Understands and keeps up to date on local, national, and international policies and trends that affect housing and residence life. Is aware of the organization's impact on the external environment and has pride in the campus housing profession. Is considered a thought-leader with a commitment to continuous learning about ACUHO-I organization. This includes a foundational understanding of the organizational structure, culture, and core programs/services to support the mission of ACUHO-I. Possesses an area of expertise that helps the Association meet one or more of its strategic initiatives. Understands and appropriately applies principles, related to specialized expertise in campus housing and other areas of importance.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/network/elections>.

Workforce development is an ever-changing area of our profession. The intersection of federal and state laws, with cultural and generational trends, creates a dynamic synergy that has lots of potential for growth. Balancing the needs of staff, institutions, students, and more can seem like a daunting task but ACUHO-I is perfectly poised to lead those conversations and make our member institutions stronger. I am extremely well-versed in the legislative policies that affect our workforce as well as the groundwork that has been laid by important ACUHO-I work such as the Future of the Profession. Leveraging the ideas of our members, expertise of those in and out of our field, and providing space to continually learn will ensure that ACUHO-I remains the top destination for housing professionals to enhance their understanding and leadership. Bringing professionals together to solve complex problems has been a trademark in all leadership positions I have held, including weekly Covid-19 response meetings with all housing officers in the metro-NY area, and ACUHO-I presentations on DEI legislation, working with campus security, RA unionization and more. I also think having the experience of being a Director at a small institution gives me a strong insight into how we can better serve those institutions.

Q17. Leveraging Diversity and Perspectives: Please describe what you would bring to the board in the realm of this competency (as defined below).

Fosters an inclusive environment where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization. Treats others with courtesy, sensitivity, and respect. Listens effectively; clarifies information as needed and is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles. Prioritizes the best interests of the board, organization, and members over individual priorities, such as pet projects and personal advancement. Encourages and supports a positive culture between volunteer leaders, staff, and members. Willingness to solve problems as a group.

Please respond pertinently, limit your answers to 200 words, and use the Association's DEI statement (<https://www.acuho-i.org/about/inclusion>) and the relevant EB position description when formulating your answer: <https://www.acuho-i.org/network/elections>.

A commitment to diversity, equity, inclusion, and social justice is at the core of my work and what keeps me excited about the impact housing programs have on the leaders of tomorrow. Living with people from all different facets of life was a truly transformational experience for me as a student and I count myself lucky to have found a career that allows me to create those experiences for cohorts of students each year. I have dedicated much of my professional life to fostering a sense of social justice, and inclusion work in new professionals, pushing myself towards continuous learning, and advocating for change in spaces I am in. I have honed these skills as the Equity, Diversity and Inclusion chair of NEACUHO, as a staff lead for the Presidential Task Force on Anti-Racism and many equity-based committees at my home institutions, co-chairing a DEI focused pre-conference for a joint annual conference between NEACUHO and MACUHO, and presenting several DEI related session at conferences over the years. Diversity comes in many ways, and we have much more work to do create truly inclusive spaces for our students and staff. Using my skills towards that work is extremely rewarding.

Q18. Strategic Thinking: Please describe what you would bring to the board in the realm of this competency (as defined below).

Board members should be able to provide both strategic and innovative thought leadership. Strategic thinking involves analyzing issues and making decisions that support the organization's overarching mission. Board members with the capacity for innovative thinking make new ideas and solutions possible. Articulate current conditions and anticipate future trends that impact campus housing programs. Ability to influence strategic direction and collaborate with ACUHO-I to create programs and services that meet the need of campus housing professionals. Ability to embrace an adaptable and flexible mindset.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/network/elections>.

ACUHO-I has been a space that has allowed me to flex and grow my strategic thinking capabilities and I believe that is the case for many others in our field. Working a small institution means that I can frequently find myself jumping between day to day operations and long term strategic planning. The ACUHO-I areas around workforce development that I have been involved with represent some of the most critical areas of our profession for the foreseeable future. How we respond to market pressures, polarized legislation, a changing workforce, and the needs of our students is going to take a collaborative and well thought out approach. ACUHO-I has a wonderful platform and potential to bring together housing professionals to help tackle tomorrow's opportunities for growth. Creating virtual and in person spaces for professionals to think through "big" problems is a model that will continue to serve the association and it's members. I have benefited from many of these experiences as a participant and a leader, finding the experiences invaluable. Let us continue to build on this success to solve the problems of the future.

Q19. Developing Others: Please describe what you would bring to the board in the realm of this competency (as defined below).

Develops the ability of others to perform and contribute to the organization by providing ongoing feedback

and opportunities to learn through formal and informal methods.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/network/elections>.

Leading, managing, and developing staff is my favorite part of our work. It is important for us to recognize the unique nature of our roles- that our staff members at all levels are supervising many more people than colleagues in other fields at these points in our careers. This means it is imperative that ACUHO-I remains a place committed to developing our colleagues in the housing profession throughout the globe. In my professional life I have committed to this work through being a certified Gallup Strengths coach and enfusing strengths-based leadership into the teams that I am part of. Recognizing that we each bring unique talents to our work and that there is no "model housing professional" is paramount to unleashing the true potential of our profession. This is even more important in work like ACUHO-I's which brings together people from across the world to collaborate on specific tasks for typically short amounts of time. I have shown my capability to build strong teams through my home institution, and countless committees, work groups, and leadership roles in ACUHO-I and NEACUHO. It would be an honor to work with the diverse group of professionals looking to enhance the housing profession.