

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:

Shaun

Q3. Applicant Last Name:

Crisler

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:

Le Moyne College

Q6. Current Job Title:

Associate Provost for Student Development

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:



[Shaun Crisler \(1\).\(1\).jpg](#)

52.5KB

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>.

Every position in my career helps to expand my knowledge, skills, and abilities in preparation to help guide the strategic efforts of the association to anticipate and meet the workforce demands of the future. In my role as the Associate Director for Human Resources, I worked to train and develop staff, oversee performance management, guide continuing education, and draft policies that would allow us to recruit and retain diverse staff at all levels. As a Chief Housing Officer, I aligned job descriptions and led conversations to prioritize our standards. I created professional development opportunities to assist staff in gaining the necessary skills and competencies to serve our students. As a volunteer for ACUHO-I and a past chair of the professional standards committee, I have used these roles within the association to create knowledge in our profession, advocate for our concerns, and leverage the voices and stories of some of our members to foster engagement and a sense of belonging. The campus housing profession will continue to navigate workforce demands. I see this role as an opportunity to help move our strategic plan forward to prepare our association and its members for the future.

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>.

The strategic plan calls upon us to develop educational opportunities, advance useful and timely resources, expand opportunities for engagement, and influence public policy in campus housing. My expertise in Human Resources would allow me to support our educational objectives in the creation of educational opportunities and forge partnerships that allow us to meet the future needs of our profession. I support this area of our strategic plan through writing and presenting. As a qualitative researcher, I can support our knowledge resources objectives to help tell the story of campus housing through research and data to expand our members' awareness. I have supported these areas of our strategic plan through my own research and approved research through the association. My experience as a member of the standards review committee for CAS, and as an evaluator for the Middle States Commission on Higher Education (MSCHE) would allow me to support our leadership and advocacy objectives to support professional practice. I incorporate data into decisions, recognize the skills of other professionals, and create a space for team learning and innovation. I believe my ability to communicate effectively with others, recognize problems, and propose effective solutions could complement the leadership of the board.

**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>.

The workforce development director provides their expertise through continuing education, professional competencies, and development. With a commitment to the ideals and practices of diversity, equity, and inclusion, I would work to ensure that in my role as liaison, all my assigned workgroups had a plan to operationalize these ideals into their work and outcomes. Part of developing others is to ensure that the leaders within assigned workgroups wrestle with the issues and barriers that block diversity, equity, and inclusion from being realized outcomes. The next evolution of the conversation is to help departments identify the institutional barriers and cultures that continue to limit the advancement of marginalized professionals. While many departments have been able to change the composition of their staff, there are still few tangible advancement paths for these professionals. I believe the future of campus housing will require us to find new partnerships that leverage our network across the globe in order to develop professionals into global leaders, through exposure to new challenges and innovative approaches. The future of our global workforce in campus housing will depend on our ability to cultivate a diverse, inclusive, and equitable profession that delivers transformative residential student experiences across the world

**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>.

Strategic thinking involves analyzing issues, making decisions, and visualizing what could be in support of the organization's mission. I have had to adopt a strategic mindset in both approach and relationships. In my current role, I serve as a champion to senior leaders to amplify the importance of campus housing by engaging senior leaders and other influential stakeholders in our work. My research and scholarship look toward the future of our profession, the health and well-being of our students and professional staff, and the sustainability of the workforce. Over the years I have had an opportunity to see ACUHO-I change to serve the needs of our profession, provide development opportunities, and conduct research so that we can gain the necessary skills and competencies for the future. I want to help create programs and services that meet the needs of campus housing. The ACUHO-I strategic plan calls upon us to develop educational opportunities, advance useful and timely resources, expand opportunities for engagement, and influence public policy in campus housing.

**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.

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Developing others in our profession through continuing education, professional competencies, and standards requires an understanding of the demands of our profession. It is not enough to know one aspect of our field; you must see how all the pieces within campus housing work together. My background and my work in Human Resources have helped me to provide leadership, support, and coordination of activities/work groups to build the knowledge, skills, and abilities of professionals. I spend a considerable amount of my time learning outside of our profession so that I can develop training and workshops for my staff and professionals. Mentoring, coaching, and developing professionals is a strength and where I do some of my best work. As a member of the board, I believe that my role is to incorporate data into decisions, recognize the skills of other professionals, and create a space for team learning and innovation. I believe my ability to communicate effectively with others, recognize problems, and determine and propose effective solutions has made me a better leader at the executive level. My ability to identify new ways to meet the changing priorities and demands of our profession has prepared me for this role.