

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:

Michael

Q3. Applicant Last Name:

Griffel

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:

University of Oregon

Q6. Current Job Title:

Associate Vice of Student Services and Enrollment Management and Director, University Housing

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:



[Griffel_Michael_Photo.jpg](#)

490.8KB

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 love ACUHO-I. I served on the ACUHO-I Board and Executive Committee as the Finance and Corporate Records Officer as the ACUHO-I Board Workforce Development Director. I led numerous ACUHO-I committees/workgroups. I have strong leadership, vision, financial, administrative and organizational management experience. I have over 30 years of experience in residence life, housing and student services. I am well suited for the ACUHO-I presidential cycle positions. Brief background summary: Full-time positions (abbreviated) Associate Vice President, Student Services and Enrollment Management and Director, University Housing, University of Oregon, (current) Director, Residence Life, Bowling Green State University, (past) Director, University Residences, University of Idaho, (past) Education Ph.D. in Education/Educational Leadership, University of Idaho Master's Degree, Pennsylvania State University Bachelor's Degree, University of Michigan Professional Development (not mentioned above - abbreviated) ACUHO-I Program Committee Chair ACUHO-I Membership Committee ACUHO-I Campus Housing Index Engagement Committee Chair Public Private Partnerships "Mega-Issues, Whitepaper Work Group" ACUHO-I Public Private Partnerships "Mega-Issues, Whitepaper Work Group" ACUHO-I James C. Grimm NHTI Curriculum Coordinator ACUHO-I James C. Grimm NHTI Faculty Roelf Visser Student Housing Training Institute Faculty Regional Affiliations Task Force, ACUHO-I Representative and various other roles Faculty Member, GLACUHO Professional Development Institute U.S. Department of Education, FIPSE, Grant Director

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>.

I am knowledgeable and strong abilities related to leading, implementing and developing housing, residence life and dining programs and services, having served in multiple roles at several colleges/universities over the past +30 years. A significant amount of my work is at strategic and policy level. I have strong administrative, political astuteness, financial management skills and I am reasonably knowledgeable and have experience in each of the ACUHO-I Core Competencies. I believe in and strongly support ACUHO-I's mission, purposes and goals, being familiar with ACUHO-I having had the privilege of serving on the Executive Board two and having served on numerous committees as a member and in leadership/chair roles and have strong skills to lead from this vantage point.

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>.

I believe in and have been/am a very strong proponent of the ACUHO-I Diversity, Equity, & Inclusion Statement, the six principles and taking actions to make it real. I have a lot of privilege/privileged identities. I take very seriously and act upon the "need to fully invest in learning, reckoning, and active engagement to not only recognize" my own personal power and privilege, but address systemic acts of injustice". I strive continually to act upon the opportunity to develop and support initiatives around justice, equity, diversity and inclusion at work daily, through individual interactions, facilitation of workshops, training and planning sessions, and leading and participating in a way that tries to create a genuine sense of valuing and belonging. I work to use techniques, related "making the implicit (hidden/coded) explicit", holding accountable without shaming, demonstrating deep care and commitment that can all be practiced (implemented) and shared/taught which actively advance justice, equity, diversity, inclusion and belonging. I will act diligently towards the essential work that ACUHO-I members take a leadership role in acting upon our principles of diversity, equity and inclusion through all of our work and every aspect of Association.

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>.

I have been involved in many roles within housing and residence life, all with a significant emphasis on providing strategic thinking and strategic planning, leadership and ethical mission driven administrative and financial management that has strengthened the organizations. I have had the opportunity to participate, lead and enhance numerous departments and organizations with strong strategic and innovative thinking perspective experience. I bring a positive, solution orientated and inclusive approach to leadership roles. I am especially interested in helping ACUHO-I to empower and serve well those who have historically been underserved and continued work toward global thinking, behavior and action. ACUHO-I is critical professional association---- I have strong drive and skills, along with a deep commitment to the organization and the profession to help lead it's continued strategic, ethical and thoughtful development. I highly value and am dedicated to professional development that leads, innovates and fosters, excellent and relevant skills and talents, that are multi-culturally competent, diverse, global and inclusive. A significant portion of my professional network and development have come through ACUHO-I and related connections. I am highly appreciative and aware of the value and importance of ACUHO-I to excellent professional development and to leading the advancement of our field.

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>.

I have been very fortunate to be in numerous formal and informal professional roles, through work, ACUHO-I and community organizations to serve as a formal and informal mentor. Genuine care, support, and solicited (or needed) constructive feedback are all so important to cultivating strong relationships, professional, peer and organizational relationships. As Maya Angelou is quoted as saying, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel". Showing deep care for others through demonstrating genuine interest, concern and support and lending some of our experiences, knowledge and skills goes a long the way. I have learned and gained so much from over three decades of amazing interactions with colleagues in ACUHO-I. It is such a privilege to be in a network where we enrich each other with affective and technical knowledge and skills---I look forward to having an opportunity to continue to do so.