

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:

Brenda

Q3. Applicant Last Name:

Ice

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:

Brown University

Q6. Current Job Title:

Senior Associate Dean/Senior Director of Residential Life

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:



[Blce NewHeadshot4.jpg](#)

261.8KB

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>.

Almost 20 years ago, I started my first professional position in housing & residence with one goal in mind. Actually, it was more of a promise that I made to the mentor who encouraged me to leave the Information Technology world and join her and other practitioners in Student Affairs. The promise I made so many years ago is the one I carry with me and commit to fulfilling everyday – grow and support the profession. In writing, it seems so small and simple, but the reality is that my entire career has been spent mentoring, supervising, teaching, networking; creating an environment that promotes growth and development, all in an effort to advance our profession. Serving on The Placement Exchange (TPE) planning committee for seven years afforded me the opportunity to influence who we hire, how we hire, but more importantly, why we hire. Given the opportunity to become the Workforce Development Director, creates yet another opportunity to advance our profession on a national scale. I will use my experiences and connections to help reimagine our work for the betterment of the staff who support the students who live among us.

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>.

Long before serving on the planning committee for TPE, I was actively engaged with the association – regionally and nationally, finding ways to enhance the work environment for residential life practitioners. Regionally, I supported career development workshops, mock interviews, placement fairs, and resume reviews. Nationally, I served as a mentor (formally and informally), conference presenter, and overall champion of the profession. I have worked at a variety of institutions – public, private, small, mid-size, large, rural, urban, and state systems. All this to say, I have seen housing and residence life transform, requiring that I learn and adapt as I go. I have been able to create change on college campuses that help to amplify the importance of our roles for students and the campus community at large. Higher education's response to COVID was a significant turning point for our profession. Not only was I paying attention to trends, I was at the forefront of enacting some of those changes, including serving as planning committee chair the year TPE committed to virtual placement. Leaning into the positive outcomes of the pandemic have allowed us to rethink our approach to this work, emphasizing the importance of self-care while also making space for the challenging points of our work. I've done that and continue to look for ways to be innovative and forward thinking. My commitment to the profession has resulted in recently being invited to serve as faculty for the NHTI 2024 cohort, where I will have the honor of delivering content related to our workforce – human resources.

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>.

Representation matters. Our association has been around for a while and has made great strides to create leadership opportunities for underrepresented populations in the field. I was fortunate to serve as a mentor for the 2022 Leadership Academy and a steering committee member of the 2023 Leadership Academy, a program designed to further develop the skills of early-career and mid-level practitioners of color, while creating pathways for them to advance their careers in housing & residence life. These efforts are great, but we can and should do more. As our work evolves, so should our thinking - broadening our approach to be culturally conscious and inclusive in our practice. The folk in housing & residence life today are not representative of staff or the association from previous years. The opportunities we create today should utilize an inclusive growth mindset, so that its embedded in everything we do, not emphasized by the marginalized populations who do it.

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 view the world (and my work) as a puzzle and a puzzle is designed to be solved. As the Workforce Development Director, I will approach each aspect of this role with a solution-based mindset. Challenges become problems if you don't believe there is a pathway forward. I believe there is always a way, it just may take some time getting there. Effective and sustainable change is not easy or quick. Part of our growth as an association is understanding when to push and when to wait for the opportunity to present itself. Making changes to a program, department, or association should never be guided by trends, impulse, or ego. Yet far too often, we see institutional strategic plans drafted and shelved because no one understood, valued, or believed it would create necessary change. We can and should be developing opportunities that are intentional, aligned with our mission, and representative of our collective voice as housing & residence life professionals.

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 approach each day as a learning opportunity. I feel accomplished when I end my day knowing I learned something new or created an opportunity for someone to learn from me. As the Workforce Development Director, I will adopt a similar approach, leaning into and learning from the thoughts and feedback provided by the association, finding ways to create short- and long-term initiatives that strengthen our profession. We cannot grow as an association if we are not willing to create the space for all voices, including those with divergent perspectives. I want to create that space to be better for the profession and for myself.