

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:

Bill

Q3. Applicant Last Name:

Mattera

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:

Texas State University

Q6. Current Job Title:

Assistant Vice President and Executive Director of Housing and 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:



[Mattera Headshot.png](#)

2MB

image/png

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>.

My career has long been focused in thinking about, reacting to and spending time working in the development of workforce teams. For 7 years at LSU, I served as the primary recruiting, position developer, and individual responsible for developing staffing structures and resources. This has all been framed through the constructs of my PhD, which is in Leadership and Human Resources Development. My unique academic training in human resource functions – including training, staffing structures, human resource law, and human resource metrics – have long made this board position of the highest interest to me. Most recently, my most fulfilling involvement has come serving as faculty for both NHTI and GHTI. The chance to see the power of this high impact, well developed, and focused training raise my passion for ways to enhance this work without the profession and the association. Continuing to work through ways to create learning and development for staff on foundational topics would be a high priority for me in this role, and something I have done for my team on my home campuses.

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>.

Keeping up with current trends in the workforce is a critical role of this position. As we begin to redefine what structures look like in relation to staff care and engagement, staff wellbeing, and assurance of critical service delivery, we must continue to stay in the front of trends across other industries to ensure housing programs are able to attract and retain the top-level talent from higher education programs and explore other hiring avenues. In recent news, it is also important we be aware of, engaged in and following the changes that will come through another round of FLSA legislation. All of these pieces represent an important part of serving within the association to ensure that we are critical position our campuses to understand the challenges that are coming. There is also a need for us to strongly begin thinking about the future of the profession from a lens of how we manage talent, empower staff, and shift long time thoughts and engagements that we are most comfortable with. Being a member of the executive board allows an opportunity to provide guidance, support and direction to the future of the critical work of campus housing.

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 association has done incredible work in recent years of elevating and lifting diverse voices to shift the mindset and focuses of the profession. As the next executive board comes together, we must continue thinking about how to invite new, innovative, and often ignored voices into the conversation. How do we be thinking about the way we lift up future leaders to ensure that they are engaged, and ready to lead when the time comes. What are the ways we train and engage younger committee members and volunteers to ensure they are ready to assume committee chair and executive board positions in the future. I am strongly passionate about the ability to join the board and think about the larger association. Up this point, my involvement has been on large scale board initiatives and priorities – the redesign of the awards and enhancement of the CHI. Both projects provided me great passion, and best served the larger association. Having the opportunity to serve on the executive board is an incredible chance to assist in rooting all of our members in decision making and advancement.

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 firmly believe this executive board position is critical to how we develop our strategic planning and thinking moving forward. If you pay attention to the current data in the Human Resource sphere, there is flight across all industries, most specifically in higher education. It would be easy to assume the type and intensity of our labor market are the primary reasons, but deeper dives point to how we do our work, opportunities for advancement and engagement, and gate keeping from opportunities as critical pieces of data. This role is charged with creating opportunities and pathways for individuals to gain skills – and I believe opening the association planning to younger voices and chances to weigh in will be critical in developing those pathways. Expanding and making more accessible the types of content and mentorship from the Institutes needs to be a critical function for this role. Expanding those core competency topics taught at NHTI as part of association elements like the Live In Symposium will allow for a deeper, strong workforce. Finally, GHTI was a life changing experience, and finding ways to continue that development with our international housing colleagues will be critical moving forward.

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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I am the product of strong referral and mentorship to opportunities within the association. My opportunity to chair a task force was born from individuals championing me, and interactions with core members of the board and central office. That tradition of reaching out and developing understanding of where people can lead part of my passion. As an individualization in Strengthquest – finding the right places for people to lead and serve is core to my identity. During both of my times as committee chairs, I am proud to say that the individuals on the team were able to take over leadership of those groups and felt qualified and empowered to do so. The last two chairs of the awards committee have been part of our initial on boarding and team building to the process, all because I worked to ensure they understood why we were doing things. Finally, I believe so strongly in the development opportunities the association provides – I served as an ACUHO-I Intern, I have attended a dozen national conferences, I have sent staff to the specialized conferences, and I have served as faculty at two institutes. I believe in our power as an association to develop the future.