

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:

Barry

Q3. Applicant Last Name:

Olson

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:

Western Michigan University

Q6. Current Job Title:

Associate Vice President for Campus Life

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:



[24FEB2021\\_BarryHeadshot\\_SmallFiles-2.jpg](#)

291.6KB

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 have served Housing and Residence Life since my first professional position. In particular, I have been immersed in the facilities world since 2003, when I was tapped to serve as the construction liaison for a new 1,200 bed apartment complex at NC State. From there, I served as a member of our Facilities team, managing projects and engaging students in better understanding how their facilities perform and function. I sat on the program and planning committees for the ACUHO-I/APPA Housing Facilities conferences for five years. I work closely with facilities-related vendors and companies, and even work with young employees to help them better understand the inner workings of the facilities world. I am actively engaged in construction projects at my current institution (Western Michigan University), and still engage in programs that incorporate the work of facilities and physical environments to construct an environment that is most conducive to our student population. I believe in developing and maintaining strong and productive relationships across campus and across the industry, and am known for being a good partner and advocate.

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 world of Housing Facilities and Physical Environments is one of the most dynamic spaces we could ever imagine. With the impacts of the pandemic, as well as the shifts in student development, we are often left to reconsider those seemingly sacred ideas for living on campus. I remain current in the literature and spend time talking to both students and constructors. We do a disservice to our campuses and students by not reconsidering how spaces affect the student experience. ACUHO-I has always been at the center of understanding the student experience. From my early years attending conferences and crafting programs, I began to understand the importance of trends and the impacts of what we do on campus to enhance the student experience. I bring a thoughtful and engaged perspective, as well as a keen understanding of the importance of partnerships and collaboration. Finally, I bring a decent amount of levity to the table, as I truly like to enjoy the work I do.

**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>.

Diversity of thought and differing perspectives is absolutely critical in a board environment. There will inevitably be differences of opinion; that is a core human function. The key to success is to listen without judgment, and to embrace questions and disagreements as academic in nature. I spend a significant amount of time engaging different viewpoints and opinions and working towards consensus. In my research, I focus a lot on how privilege and power change voice and affect conditions. It is important for us to acknowledge and embrace difference, but also to understand our own bias and potential blind spots. I am also a firm believer in creating an environment that embraces difference and sees conflict as healthy. That is not to say that it is a default condition; we must strive to work together to best serve our constituents and campuses. My style is one of building relationships that will foster collaboration and collegiality. To that end, I am continuously focused on managing relationships with people in order to bring successful outcomes for all.

**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 is imperative for the success and sustainability of the organization. It is our lifeblood. With a focus on professional development, communication, guidance on the future trends in the industry, partnerships, and engagement of professional stakeholders puts a strong focus on embracing people and their roles within our varied and dynamic places. I have been engaged in myriad strategic planning proposals on three campuses and within professional organizations. Our core need is to ensure a strong and sustainable future. We are laser focused on the field of education and, to a large degree, the facilitation of on-campus experiences. We strive to move professionals forward in their acquisition of knowledge and how they can further embed within their communities. We can only be leaders by understanding where we wish to go. Strategic planning ensures that this will happen within ACUHO-I. I am inspired by the ability to hopefully be a part of this entity, and to share and embrace knowledge in all forms.

**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>.

Developing others is a strength of mine. I pride myself on being engaged and present with my direct reports and colleagues. Early on in my professional journey I was fortunate to have supervisors and mentors that modeled right behavior. These supervisors gave me space to be authentic, but also worked with me to become the professional I am to this day. I lead with empathy and encouragement. I spend time getting to know others and in maintaining strong relationships filled with listening and warmth. I do my best to model authenticity and also to be one to lift up the ideas and good work of others. At times it would be easy to just disconnect, but I am simply not that person. I love my work and I love working on making sure others know just how important they are. I have been a supervisor for 25 years, but I've been in higher education for over 30 years. There is always work to do, but the most important thing we can bring to others is our full self.