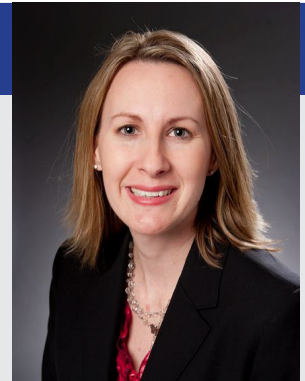




summer 2013



greetings from the tacuspa board



We've had enormous amounts of activity in TACUSPA lately, including the promotion of conferences and the establishment of a new organization by our colleagues in the state. In case you missed a notice in your inbox we have captured it all here. A special thanks to Stephanie Box and Hope Garcia for the transition to using our online listserv as well as Deidra Graves Stephens and UT Austin for hosting us the past few years. On behalf of the Board, I also want to thank all of you for your participation in the election process—from the elections committee, nominees, nominators and everyone who voted. Our organization remains strong because of your commitment and participation.

With the legislative session wrapping up and orientation gearing up, I am sure your campuses are entering hyper drive mode. Was there ever a time when higher education actually had summers off? Even with all the activity, I hope that you be able to take advantage of some of the upcoming events. All of these events and conferences give us the opportunity to promote TACUSPA's mission of "...the development, support and promotion of the student affairs profession in the State of Texas."

Have a wonderful summer.

Dr. Alicia Huppe,
TACUSPA President
Dean of Enrollment and Student Success, Collin College

what's inside



News and
Upcoming
Deadlines

pg **2**



Quarterly
Financial
Report

pg **4**



Articles
and
Reviews

pg **5**

BOARD INFORMATION

TACUSPA is proud to announce the 2013-2014 board election results. The new board members will assume their duties at the conclusion of the Business Meeting held during the annual Fall Conference, October 13-15, 2013, in Houston, TX.



PRESIDENT-ELECT
Lisa McDougle



**VICE PRESIDENT
FOR ADMINISTRATION**
Elizabeth Massengale



**DIRECTOR OF
RESEARCH**
Rishi Sriram



**DIRECTOR OF
TECHNOLOGY**
Jeff Jackson



TREASURER
Mark Munguia

STUDENT AFFAIRS ON CAMPUS: SCHOLAR-PRACTITIONER JOURNAL

TACUSPA is excited to announce that plans are underway to launch a new online scholar-practitioner journal directly aimed at meeting the needs of TACUSPA members!

The journal - Student Affairs On Campus - will publish peer-reviewed and solicited works that are relevant to higher education and student affairs professionals, faculty, and graduate students. These works will specifically pertain to the administrative practice of student affairs, as well as college student learning, development, retention, achievement, and engagement.

Sections of Student Affairs On Campus include:

From the Top: Thoughts, reflections, and musings from senior student affairs officers.

Notes From the Keynote: Reflections from a TACUSPA conference keynote speaker.

Our Stories: Stories of TACUSPA members who have made a difference in Texas higher education.

New Scholarship: Discovery from your colleagues in a peer-reviewed fashion.

Research in Brief: The latest and greatest from scholars in Texas, including 5 things all student affairs

professionals should know on a topic.

In Translation: It was a great conference presentation.

Now it's a great article.

Case in Point: Case studies like you've never experienced them before.

Winner's Circle: They received grants or fellowships from TACUSPA for a reason. Learn about them and their work.

In Review: Reviews of books and other media relevant to the work of TACUSPA members.

Spotlight: The presentations and publications of your TACUSPA colleagues.

Student Affairs On Campus is led by an editorial board comprised of seven members: Rishi Sriram, Baylor University; Peggy Holzweiss, Sam Houston State University; Michelle Lopez, Texas State University; Jan McKinney, University of Texas San Antonio; Kelli Peck Parrott, Texas A&M University; Teresa Simpson, Lamar University; and Ashley Tull, Tarleton State University.

To submit an article for peer-review, or to express interest in writing for one of our other sections, or to simply find out more about this new journal, please go to: www.studentaffairsoncampus.com or email Rishi_Sriram@baylor.edu.

A SPECIAL UNT TEXAS HE LAW CONFERENCE EVENT: VIOLENCE ON CAMPUS: LEGAL ISSUES, PRACTICAL ACTIONS

The UNT Texas Higher Education Law Conference, in response to great interest, a challenging legal environment, and heightened focus on campus safety, sponsored a special, one-day session, Violence on Campus: Legal Issues, Practical Actions, on Monday, July 1, on the Denton campus of UNT.

At the special conference, topics covered included relevant law; intervention, prevention, and response strategies; and issues raised by our constituents.

Popular speaker W. Scott Lewis of the National Center for Higher Education Risk Management, and president of the National Behavioral Intervention Team Association spoke. Scott did a general session on the topic of behavioral intervention. He also did two breakout sessions. One was on record keeping in behavioral intervention and related processes: what you should have in the file—and what you should not. The other covered legal and other issues surrounding mandated assessments, such as: Who can mandate? Who will pay? What are legal and other issues in the actions that might come from such assessments? A presentation was also provided by G. Richard Hill, general

counsel for Weber State University. Utah has had concealed carry on campuses for several years, and Richard has expertise in this law and its implementation for compliance and greatest safety. Moreover, he might be the only general counsel in the US who has been shot in the performance of his duties, in 1993 at a university hearing.

Registration was \$175 and included three general sessions, two break-out sessions blocks of three choices each, a luncheon speaker, presenter materials on a thumb drive, and breakfast and lunch.

For more information, go here: <http://www.coe.unt.edu/summer-law-conference>

TACUSPA FELLOWSHIP PROGRAM DEADLINE TO APPLY, SEPTEMBER 3, 2013

The Texas Association of College and University Student Personnel Administrators (TACUSPA) is pleased to announce it is now accepting applications for the 2013-2014 Fellowship Program. Please share this information with any interested graduate students or new professionals.

The TACUSPA Fellowship Program offers graduate students and new professionals (full-time staff members with 1-3 years' experience) quality opportunities to network and engage in activities designed to promote the pursuit of a career in higher education and student affairs. TACUSPA is planning to offer four one-year fellowships, beginning at Fall Conference (October 13-15, 2013 in Houston, TX). The fellowship application deadline is Tuesday, September 3, 2013.

BENEFITS:

- TACUSPA Fall Conference scholarship (covers full cost of conference registration and pre-conference workshop with Vincent Tinto)
- Reimbursement for one-half of lodging expenses for the TACUSPA Fall Conference
- Attendance at a TACUSPA Board of Directors Meeting at the conclusion of the Fall Conference
- Monthly mentoring session with current or former TACUSPA board member fitting the Fellow's personal area of career and educational interests (mentors are often Vice Presidents or Dean of Students)

NOTE - Fellows will have their Fall Conference registration fees waived but must reserve and pay for their own lodging. Following the Conference, each Fellow will be reimbursed by TACUSPA for one-half of the lodging expenses (equivalent to two nights stay) at the allowed state-lodging rate.

RESPONSIBILITIES:

1. Submission of one single-page article for the TACUSPA newsletter by October 1, 2014.
2. Attendance at the entire TACUSPA Fall Conference (October 13-15, 2013), including New Professionals Institute (NPI), Case Study Competition, and closing Board of Directors meeting.
3. Serve on at least one TACUSPA committee during the 2013-2014 year (each Fellow will preference and be confirmed on their assigned committee following the Fall Conference).

APPLICATION PROCESS:

1. Complete the online fellowship application form: <http://tinyurl.com/TACUSPAfellow13>
2. Submit a current resume, including the names and contact information for three professional references, to Matthew Park (matthew.park@mwsu.edu).
3. Finalists may be interviewed by the TACUSPA Scholarships and Fellowships Committee.

FELLOWSHIP ELIGIBILITY:

1. Must be a student or professional member of TACUSPA (student membership is \$20 annual dues; professional membership is \$35 or \$40 annual dues, depending on institution).
2. Must be a full-time, degree-seeking graduate student (master's or doctoral) pursuing a career in higher education, student affairs, counseling, or related field.
OR
2. A new professional in the field of higher education or student affairs with less than three years professional experience.
3. Must be endorsed by a professional member of TACUSPA or a faculty member in the program where the student is currently enrolled (name of reference required on application).

Recipients will be notified of their selection by September 23, 2013, and will be expected to notify Matthew Park, TACUSPA Scholarships and Fellowships Chair, at least two weeks prior to the Fall Conference if unable to attend or meet the fellowship responsibilities.

Questions?

For questions or more information about the fellowship program, please contact: Dr. Adam Peck, TACUSPA Vice President for Education and Professional Development, (936) 468-7249, peckae@sfasu.edu.

CHECKING ACCOUNT		<i>BUDGET</i>	<i>ACTUAL</i>		
Reconciled through	9/1/12				
Operations					
<i>Expenses</i>					
	President	\$8,965.00	\$0.00		
	President-Elect	\$250.00	\$0.00		
	Past President	\$50.00	\$0.00		
	Vice President-Admin	\$875.00	\$0.00		
	Vice President-Mktg&Mbrshp	\$850.00	\$0.00		
	VP Education	\$100.00	\$0.00		
	Director of Research	\$4,285.00	\$0.00		
	Secretary	\$100.00	\$0.00		
	Treasurer	\$11,050.00	\$0.00		
	Director Technology	\$1,600.00	\$0.00		
	Reserve	\$5,000.00	\$0.00		
					\$0.00
<i>Income</i>					
	Balance as of 8/31/12		\$20,040.17		
	2012 Membership Dues		\$0.00		
	2013 Membership Dues		\$0.00		
	Job Postings		\$0.00		
	Miscellaneous Income		\$0.00		
	Interest Inc.		\$0.00		
				\$20,040.17	\$20,040.17
Conference					
<i>Expenses</i>					
	Fall 2012- San Antonio		\$0.00		
	Fall 2013- Houston		\$0.00		
				\$0.00	
<i>Income</i>					
	Balance as of 8/31/12		\$71,489.88		
	Fall 2012- San Antonio		\$0.00		
	Fall 2013- Houston		\$0.00		
				\$71,489.88	\$71,489.88
Foundation					
<i>Expenses</i>					
	2012-13		\$0.00		
				\$0.00	
<i>Income</i>					
	Balance as of 8/31/12		\$7,888.53		
	2012-13		\$0.00		
				\$7,888.53	\$7,888.53
Checking Balance					\$99,418.58
BUSINESS INVESTMENT ACCOUNT					
<i>Income</i>					
	Balance as of 8/31/12		\$50,381.57		
	Interest		\$0.00		
				\$50,381.57	
BIA Balance					\$50,381.57
CERTIFICATES OF DEPOSIT					
	Three Year CD to Mature 8/2015- 6945		\$22,628.89		
	Three Year CD to Mature 8/2013- 6974		\$12,110.05		
	Three Year CD to Mature 8/2014- 9865		\$23,713.28		
				\$58,452.22	
CD Balance					\$58,452.22
BALANCE					\$208,252.37

TACUSPA FELLOWS ARTICLE

The article below is written by one of the program's fellows, **Leo Young** of Texas A&M University.

Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States (3rd ed.)
Eduardo Bonilla-Silva, Lanham, MD:
Rowman & Littlefield Publishers,
2010, 301 pages, \$18.84 (softcover).
Critiqued by: Leo C. Young III, Texas A&M University

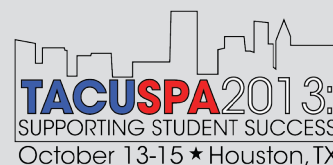
Racism is too often thought of as explicit, discriminating behavior (e.g. racial slurs). While those behaviors are present to some degree, today's racism is much more covert. Color-blind racism is a "dominant racially based framework that individuals, groups, and systems consciously or unconsciously use to justify the racial status quo or to explain away racial inequalities in the United States" (Neville, Spanierman, & Doan, 2006, p. 276). In *Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States*, Eduardo Bonilla-Silva (2010) demonstrates how racism exists today in the form of color-blind racism. Using two different studies, he provides case examples of whites denying the presence of discrimination while covertly supporting the racial privilege from which whites benefit. This critique will analyze Bonilla-Silva's framework, central concepts and arguments, and ultimately reveal the limitations and flaws present in his work.

Bonilla-Silva's first chapter introduces his idea of "racism without racists" by defining color-blind racism as an ideology that "explains contemporary racial inequality as the outcome of nonracial dynamics" (p. 2). He explains his definition to mean that white people use strategies, often unconsciously, to show that they believe in racial equality, while still upholding societal structures that benefit their race. This chapter also explains his methods used to study color-blind racism. He primarily utilizes two sets of interview data: the 1997 Survey of Social Attitudes of College

Students and the 1998 Detroit Area Study (DAS). The chapter concludes by clarifying the purpose of his book; not to accuse or attack whites as racists but to "uncover the collective practices...that help reinforce the contemporary racial order" (p.15). This chapter provides an excellent opening to a sensitive subject. The reader could become defensive, assuming that they are being accused of being racist. The well defined terms and clarification of purpose prevent the reader from becoming frustrated or confused with the premise of the book.

In the second chapter, Bonilla-Silva addresses four central frames of color-blind racism: abstract liberalism, naturalization, cultural racism, and minimization of racism. He states that these four frames "provide whites a seemingly nonracial way of stating their racial views" (p. 48). The chapter defines each of these frames and provides common interview responses that exemplify each frame. Bonilla-Silva stresses these frames' malleability, a strengthening characteristic that allows them to be used widely. He adequately explains each frame and effectively demonstrates how they may be flexed and combined to further support color-blind racism. The frames' flexibility is enhanced by the style of color-blind racism.

The third chapter of this book discusses the style of color-blind racism. Bonilla-Silva explains this style to consist of "linguistic manners and rhetorical strategies" (p. 53) that whites use to express the frames of color-blind racism. These strategies include semantic moves, projection, use of diminutives, and rhetorical incoherence. The chapter provides examples of interviewees' uses of these strategies. Bonilla-Silva examines the different responses between students and DAS respondents to conclude that students use more of the stylistic strategies of color-blind racism. In that conclusion, Bonilla-Silva overlooks the possibility that college-educated students may have the potential to be more racially progressive due to their education. Bonilla-Silva



2013 TACUSPA CONFERENCE
OCTOBER 13-15 - HOUSTON, TX

CALL FOR PROGRAMS

Greetings TACUSPA and Fall Conference Goers! I am excited to be able to announce that the Fall Conference web link is live and ready for your viewing enjoyment! You will find information regarding your conference team, the schedule, featured speakers, and the Call for Programs information and deadline. This site will continue be updated so mark it as your favorite! Please pay special attention to the 'Program Proposals' link. Our deadline for receiving educational session proposals is June 28th.

<http://tacuspa.net/conferences>

Please let us know if you have any questions regarding the great experience we have planned for you Oct.13 through 15 in Downtown Houston. (No hurricanes this time!)

Best Regards, David Rachita, Conference Chair

2013 TACUSPA FOUNDATION SILENT AUCTION

Planning for our 2013 TACUSPA Fall Conference is well underway! Once again, as a part of the conference, the TACUSPA Foundation will be hosting its Annual Silent Auction. We are currently in the item collection process for the silent auction. As you or your bookstore begin the Spring cleaning process, please put a couple of those left over shirts, caps, coffee mugs, etc. aside to donate to the TACUSPA Foundations silent auction. We will gladly accept all donations, except alcohol (due to Texas Alcoholic Beverage Commission rules!)

The funds raised by this event will be utilized to support graduate student scholarships and new professional fellowships during the TACUSPA conference. All donations are tax-deductible. TACUSPA Tax ID # 75-1644217.

Please send your donations to:
The University of Texas at San Antonio
Attn: Marlon Anderson
Office of Vice President
for Student Affairs
One UTSA Circle
San Antonio, Texas 78249

expresses that education is not the solution to these racial issues. Education in general may not be the solution, but education targeted at ending racial ignorance and informing college students about color-blind racism could be part of the solution.

The next few chapters of the book provide a plethora of interview respondent data supporting the existence of color-blind racism. Racial stories, the idea of white habitus, and racial progressives are examined. Chapter four examines two kinds of racial stories, story lines and testimonies, that allow whites to save face in discussions on racial matters. Racial stories are socially constructed and as a result, are highly influenced by the media. Bonilla-Silva reveals that media influence validates color-blind racism. Chapter five supports Bonilla-Silva's argument of white habitus. Essentially, white habitus involves whites' engrained, unconscious dispositions and learned behaviors that support their color-blind racial viewpoint. The chapter highlights three different pieces of white habitus and provides supporting interviewee responses. The first piece is the great amount of racial segregation whites experience growing up. The second piece is the lack of racial influence whites place on their segregation from blacks. The third piece is whites' underrepresentation of interracial marriages with blacks. White habitus supports color-blind racism, and whites lack of acknowledging and questioning white habitus strengthens that support. White habitus is a very strong and salient idea that contributes to Bonilla-Silva's purpose.

The eighth chapter of this book looks to the future and suggests how color-blind racism will evolve. Bonilla-Silva proposes a racial stratification will occur that brings about three major racial groups: whites, honorary whites, and the collective black. This "triracial system" will "drown the voices of those fighting for racial equality...and may even eclipse the space for talking about race altogether" (p. 179). Bonilla-Silva

estimates that some members of other races and multiracials will assimilate into the white group, light-skinned members of other races will comprise the honorary whites, and darker-skinned individuals of other races will comprise the collective black. He argues that this "new racial stratification system will be more effective in maintaining white supremacy" (p. 197). This argument is valid. However, Bonilla-Silva is resolute in this prediction and does not consider other possibilities.

In his added, ninth, chapter, Bonilla-Silva "contend[s] [that] Obama's ascendancy to the presidency is part and parcel of the 'new racism'" (p. 208). He argues that Obama's presidency is exactly what the color-blind white race wants. Obama's position allows whites the ultimate rhetorical strategy of saying, "We have a black president. How is racism still present?" Bonilla-Silva claims that America needs a more aggressive black president who will not just represent change but actually work to overturn current policies and practices that inhibit change. While his claim is valid, Bonilla-Silva ignores the idea that Obama's representation of change is still important in changing our racial society. Obama may not be all we need, but he is leading us in the right direction.

After criticizing Obama in that chapter, Bonilla-Silva concludes his book by summarizing the facets of color-blind racism. He addressees several strategies needed to combat racism; the most important one being to "become militant once again" (p. 268) in challenging whiteness. He argues for the need of a civil rights movement that gets in people's faces and challenges racial inequalities; a movement that catalyzes change. Bonilla-Silva's argument may be completely justified and part of what is necessary, but more things are necessary to solve America's racial issues than in-your-face activism. Color-blind racism overlooks the fact that all people do not begin from the same starting point (Hearn, 2009). Minorities are often of lower socioeconomic status and as a result have less access

to aid (such as educational tutoring) than whites. These unbalanced starting points, which Bonilla-Silva has overlooked, are a crucial part of the fight against color-blind racism.

Bonilla-Silva's (2010) arguments are limited by the nature of his data. The major flaw of this book is the qualitative interpretations he assumes from the interviewees cited. All of Bonilla-Silva's arguments and points are supported through his interpretations of people's responses and their underlying meaning. If someone was to stutter in responding to a question, he assumed that stutter meant they were supporting color-blind racism. However, this person could have been stuttering with no underlying meaning. This is just one example, but this flaw could be present in every argument he makes.

Bonilla-Silva's book could be challenging to some readers who may take offense to his notion that racism exists in all whites. His focus on the present system instead of the individual must remain conscious in those readers' minds. Bonilla-Silva's main point with this book is to show that racism still exists. Despite the challenge just discussed and the major flaw revealed above, he effectively shows the reality of color-blind racism and addresses some valid combatant strategies. One hopes that this book will inspire the reader to do something to bring about change to our current, color-blind society.

References:

Bonilla-Silva, E. (2010). *Racism without racists: Color-blind racism and the persistence of racial inequality in the United States (3rd ed.)*. Lanham, MD: Rowman & Littlefield Publishers.

Hearn, M. (2009). *Color-blind racism, color-blind theology, and church practices*. *Religious Education, 104*(3), 272-288.

Neville, H., Spanierman, L., & Doan, B. (2006). *Exploring the association between color-blind racial ideology and multicultural counseling competencies*. *Cultural Diversity & Ethnic Minority Psychology, 12*(2), 275-290.

TACUSPA LAW CONFERENCE REVIEW

There were 290 total attendees at the conference, and approximately 53 were TACUSPA. That number may be higher if they registered within the last two weeks prior to the conference. Seven TACUSPA members came to the TACUSPA dinner that was organized at the Greenhouse Restaurant on Monday evening of the conference.

TACUSPA awarded three scholarships to graduate students that paid for their conference registration:

- Elizabeth Caudill, Southern Methodist University
- Branston Harris, University of Houston
- Emily Jefferson, Stephen F. Austin State University

Some of the popular conference sessions were on the following topics:

- Discussions about Penn State and issues surrounding having minors

on college campuses

- Current issues with Title IX
- Behavioral Intervention Teams and handling students with mental health issues
- Institutional policy governing consensual relationships on campus
- Hazing

Next year's conference will be held March 24-25, 2014. For more information, please visit: <http://www.coe.unt.edu/HELawconference>.