

National Jesuit Student Leadership Conference 2023

College of the Holy Cross, Worcester, MA



Notes contributed by RUSGA 2023 Members

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History Of NJSLC

This annual multi-day conference is held each summer for student leaders from each of the Jesuit colleges and universities to explore student leadership rooted in Jesuit values. This conference is hosted by the Jesuit Association of Student Personnel Administrators (JASPA). In 1997, the mission statement of NJSLC was adopted: “Student organization leaders collaborate to develop ideas, explore student issues, and build stronger leadership skills to better serve their colleges and universities in the Jesuit tradition.”



The College of the Holy Cross is excited to welcome student leaders and colleagues from Jesuit institutions to Worcester, Massachusetts - the heart of the Commonwealth.

History of NJSLC

In August of 1997, at Regis University in Denver, Colorado, students from a number of the 28 Jesuit colleges and their affiliate universities gathered in an effort to improve the leadership at each school. The original purpose of the conference was to improve the student governments at each university. Now, though, the conference includes community service leaders, orientation staffs, resident housing staff members, peer educators, club leaders, and even administrators.

Since its premier, the conference has been bringing together student leaders from around the nation in order to improve our ability to serve our fellow students. The following mission statement was adopted in 1997: "Student organization leaders collaborating to develop ideas, explore student issues, and build stronger leadership skills to better serve their colleges and universities in the Jesuit tradition."

JASPA's sponsored NJSLC conference continues to grow around its mission statement by helping student organization leaders collaborate to develop ideas, explore student issues, and build stronger leadership skills to better serve their colleges and universities in the Jesuit tradition.

The Ignatian Examen

A review of my day in the company of God, Spirituality, Deity, Higher Power, and God you adhere to.



Step 1: You sit with God (or any Spirituality, Deity, Higher Power, and God you adhere to) who is always lovingly creating you. Intentionally ask them to be with you as you review your day.

Step 2: Name what you are grateful for.

Step 3: Review your day. How did you spend your time today? What occupied your thoughts? How did you feel?

Step 4: Choose one thing that stands out to you. Talk to who you are with presently or spiritually about this. Ask them to enlighten you to better understand this moment. If it is something that you are grateful for, give it thanks. If it is something for which you feel regret, ask for forgiveness.

Step 5: Now look ahead to tomorrow. Ask those who you've shared this with for whatever you need to help you approach the coming day with a spirit of gratitude and hope.

“Nothing is more practical than finding God [Spirituality, Deity, Higher Power, and God you adhere to] than falling in Love in a quite absolute, final way. What you are in love with, what seizes your imagination, will affect everything. It will decide what will get you out of bed in the morning, what you do with your evenings, how you spend your weekend, what you read, whom you know, what breaks your heart, and what amazes you with joy and gratitude. Fall in Love, stay in love, and it will decide everything.” - Pedro Arrupe, S.J.

Conference Keynote Speaker: Ferene Paris Meyer



As the founder of All Heart Inspiration (est 2020), Ferene Paris Meyer creates heart-centered spaces through acts of storytelling. She's living out loud as a Black Femme artist, spreading her unapologetic truths and vulnerable vibes. Known for her passionate voice, Ferene has performed on various stages and venues, including sail boats across Lake Champlain.

allheartinspiration.com

Session Notes:

- “I come as 1 but represent 10,000” Maya Angelou
- Meyer challenged us to speak from the heart and create spaces that support and are safe for vulnerability, connection, and love.
- HEART stands for, leading with head & heart, encountering others in community, authenticity & whole selves, reflection & reset, and truth & truth seeking.
 - What does HOPE look like for our communities and for us as individuals? Why is hope valuable for life?
- There is a depth of power within storytelling that creates bodies of movements that cannot be stopped. We need to envision spaces of stories for ourselves and our peers.



- Tell me who you are: “I am...”
- We represent the people behind us (family, generations before us, etc.)
- Who puts your crown back on? Who fixes your crown when it gets crooked? Who pushes it away or hides it when it falls?
- What does it mean to show up with love?
- Where am I surviving? Where am I thriving?
- “You deserve to be in environments that bring out the softness in you, not the survival in you.” - Ronna Brown
- Think of your life song.

Jesuit Student Government Alliance (JSGA) and Governing Documents

Student Leader who Attended Session: *Student Body President, Madelaine Johnson (she/hers); VP of Academics, Lauren Manzanares (she/hers).*

Session Presenter(s): *Tedd Vanadilok – JSGA Advisor and Director, Center for Student Involvement, Santa Clara University.*

Session Notes from Madelaine:

- Various Jesuit SGAs have a Senate Project Tracker that documents senator's involvement and policy work in their given positions. This tracker is ultimately proposed to the Executive Cabinet to help connect students and offer Executive Cab's support on these initiatives.
- Explore various methods on how best to engage with and encourage student athletes to join on-campus events, while helping to gain more student support for their at-home games. If student athletes show up for other clubs/organizations/events, others will show up for them. We seek to build a mutual and supportive community across programs and groups. As well, we should find methods to motivate other clubs/orgs to support their peer clubs/orgs.
- Essential questions – How do you encourage student government to attend events and vice versa? How do you encourage students to join student government (not just senior leadership positions)?
 - Create programs/events that have designated times and days every or every other week. Help to engage commuter students and to stay connected with residential students.

Session Notes from Lauren:

- Finding better ways to bring student Engagement within Commuter students.
- Learning to make a legacy and guiding future club leaders.
- Possibly incorporating A judicial System.
- Point system for clubs and organizations
- Class block- no students have class. Can be utilized for student tabling and engagement.

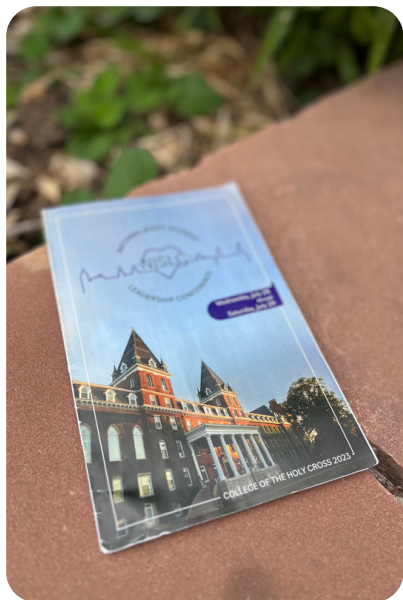
Creating a Culture of Respect and Peer to Peer Accountability

Student Leader who Attended Session: *Student Body President, Madelaine Johnson (she/hers); Director of Programming, Michele To (she/hers)*

Session Presenter(s): *Kevin O'Connell - Director, Office of Student Integrity and Community Standards, College of the Holy Cross.*

Amina Gomez- Assistant Director of Student Inclusion and Belonging, College of the Holy Cross.

Zae Valera – Assistant Director of Student Inclusion and Belonging, College of the Holy Cross.



Session Notes from Madelaine:

- Understanding the significance of cultural humility for the self, others, and institutions.
- Being crucially mindful of the impact versus the intention of micro-aggressions and aggressions in general. We all have a responsibility to support, empower, and respect our peers and community members.
- Setting stereotypes and prejudices are incredibly harmful for the integrity, achievements, and value of any person – as leaders and as members of a Jesuit community we must stand for being for and with others and the care for the whole person.

Session Notes from Michele:

- Micro-Behaviors: Micro-Affirmations vs. Micro-Aggressions
- Micro-Affirmations
- Listening, asking questions
- Using someone's name intentionally and correctly
- Positive tone of voice
- Micro-Aggressions
- Snubs
- Space/distance
- Negative facial expressions

Student Governments: Running Elections and Managing Stuff

Student Leader who Attended Session: *Student Body President, Madelaine Johnson (she/hers)*

Session Presenter(s): *Tedd Vanadilok – JSGA Advisor and Director, Center for Student Involvement, Santa Clara University.*

Session Notes:

- Types of elections: General, Runoff, Recall, and Referendum.
- Voting Blocks – Departments/Offices can endorse candidates and host debates.
- Understanding campaigning rules – How long is the time period? How much funding does each candidate receive for such? Can candidates run on the same ticket at a university like Regis?
- Onboarding – team building, and social bonding is extremely significance for the productivity and connection a given team can have. This allows for boundary setting and communication to be easier.
 - Some universities/colleges face issues such as: presence to meetings and role accountability. Setting a mandatory meeting attendance is important for team accountability and to ensure members are following through on their responsibilities.



Hope, Love, and Solidarity: Navigating Student Activism in the Collegiate Space

Student Leader who Attended Session: *Student Body President, Madelaine Johnson (she/hers); Director of Programming, Michele To (she/hers)*

Session Presenter(s): *Grace LoPiccolo and Marquis Govan – Student delegates, St. Louis University.*

Session Notes:

- What does love stand for in the community?
- How can hope support the community it is immersed and embraced in?
- Are you bearing the cross of those marginalized on our campus?
 - The vitality of bearing witness provides us with insight into our peers experiences, challenges, and strengths. To ensure a thriving community, we must show up for and listen to, our community and those most marginalized on such.
- We have a moral obligation to coexist.



Finding our Voices: Intersectional Feminism in Student Leadership

Student Leader who Attended Session: *Student Body President, Madelaine Johnson (she/hers)*

Session Presenter(s): *Allison Leahy – Student delegate, College of the Holy Cross.*

Session Notes:

- What is the difference of allowing women into a Jesuit education versus including them? - Incredibly powerful and would like to reiterate for consideration.
- Incorporating all students/community into feminist movements, being a feminist doesn't mean you are only, or have to be only, a woman. Include our LGBTQIA2+, BIPOC, and men-identifying peers.
- Intersectional feminism is insurmountably powerful. It does not exclude and is able to build a more inclusive movement and space.
 - Include programs such as the Vagina Monologues, and school newspaper coverage.



Strategies for Longevity in Your Student Organizations

Student Leader who Attended Session: *Director of Sustainability, Evan Elie (she/hers); VP of Involvement, Sheccid Apodaca (she/her)*

Session Presenter(s): *Caitlin MacNeil - Associate Director for Leadership, College of the Holy Cross.*

Session Notes:

Objective of the workshop: Focused on the transition investments made prior to leaving a current position.

Personal Investment:

- Time and effort and commitment to people in your organization
- Developing meaningful relationships with those who will carry out your position.
- Transitions can be seen as a labor of love!

Applications and/or other materials:

- Passwords for accounts ran by organization
- Provide contact info. Of on campus/off campus connections
- Knowledge Investment:
- Sharing essential documents in a resourceful way.
- Creating/sharing goals that we used during the year and making new ones for the new leaders and their academic year of leadership.

Other transition considerations:

- Academic programs and how they may impact leadership in organizations
 - Study abroad, internships, community dated learning
 - End of the academic semester
 - Organizations are out communities on campus.
- Having advisors advise and mitigate transitions
- Keeping physical spaces, personal and meeting places clean

Tips/Advice from Peers:

- Transition reports
- Activity log: documenting everything that you have done.
- Long lasting traditions that impact stories of our students
- What will your legacy be?

The Power of Reflection

Student Leader who Attended Session: *Director of Sustainability, Evan Elie (she/hers).*

Session Presenter(s): *Marissa Robledo - Director of Leadership and Government, Seattle University.*

Session Notes:

Objective of workshop: The hope you can become the best version of yourself through self-reflection.

Reflection Models:

- Examen: Prayer/reflection done either at the beginning or end of the day.
 - Guide to Examen:
 - Give Thanks
 - Ask for Light
 - Examine the Day
 - Seek Forgiveness
 - Resolve to Change
- Deal Model of Critical Reflection
 - (D) Describe the experience
 - What took place? When did it occur? What actions did I take?
 - (E) Examine the experience
 - How did this experience make me feel? What were my expectations in this situation? How did this experience influence my actions?
 - (AL) Articulate Learning by explaining what you have learned.
 - What did I learn? How did I learn? Why does it matter?
- What does reflection look like? (From the students' perspective)
 - Walks, Exercising, Art-and-Crafts, Journaling, Pros-and-Cons list, Rose-Bud-Thorn, Meditation

On a Mission: How Do YOU Implement Impactful Programming that Invites in Your Community?

Student Leader who Attended Session: *Director of Sustainability, Evan Elie (she/hers).*

Session Presenter(s): *Yandi Pierre- Assistant Director of Student Involvement, College of the Holy Cross Mackenzie Drew- Assistant Director of Student Involvement, College of the Holy Cross.*

Session Notes:

Objective of workshop: Implementing long-term and short-term objectives that will create a culture in your university.

Step #1: Start with your mission, does it engage your community? It is important to reflect on what your mission is and what it is focused on.

- Reflection questions (Step #1)
 - How do you implement Impactful Programming that aligns with the mission of your organization?
 - What are the programs that bring your members together?
 - What are the benefits of creating programming that stems from your organization's mission?

Step #2: Target Audience vs Community

- Target Audience: A sense of ownership by providing members of your group take ownership in your organization. This is done through including members in the planning process and asking for feedback.
- Engagement of the Community: Tie your organization's mission to the mission of your institution. This fosters community building and allows opportunity for everyone to contribute their ideas to your organization. Community engagement is further strengthened by having open conversations after events.
- Reflection Questions (Step #2)
 - How is Impactful Programming effective in fostering belonging amongst your target audience?
 - How is impactful programming effective in fostering education amongst your greater campus community?

Event Planning 101: From Concept to Completion

Student Leader who Attended Session: *Director of Sustainability, Evan Elie (she/hers).*

Session Presenter(s): *Chole Wong- Assistant Director for Student Leadership, Santa Clara University.*

Lon Salazar- Associate Director, Center for Student Involvement, Santa Clara University

Session Notes:

The objective of the Workshop: It's never too late to start event planning and it is important to be organized to have a successful event.

Advice on planning:

- Incorporate the 5W's in the event planning process
- Using a SWOT Analysis to figure out the objectives of the event and to align the ideas

Logistics of Planning:

- Budgeting:
 - The more you spend time on budget planning the better. Think about the money that's allotted to your organization. No event is too small for needing a budget. Keep track of your spending for the event; create an Excel doc to map out what is truly needed.
- Communications:
 - Creating lines of clear communication with all stakeholders, managing expectations with your team.
- Safety Risk:
 - Determine if your event will need safety precautions.
- Marketing:
 - Advertise events on social media, campus newspapers, and campus events calendar (Campus Groups). Marketing is important in identifying and tailoring your message to your target audience. Encouraging members of your organization to repost events on their social media, and to also tag your organization and your university.



Event Planning 101: From Concept to Completion

The Day of the Event:

- Focus on being on time. Make sure everything that is under your control is organized and that the event will be ready to start. Keep track of how many attendees are present at the event.

After the Event:

- Get feedback from members who attended, reflect, and debrief with your organization on how the event went. Create a resource folder of the event for future reference.

Advice/Tips from peers:

- Welcome Picnics
- Club fairs for specific groups such as affinity groups, academic groups, recreational sports, etc.
- Announcing events/group meetings, at the end of another club's event.

Imposter Syndrome in Student Leaders

Student Leader who Attended Session: *Director of Sustainability, Evan Elie (she/hers).*

Session Presenter(s): *Nayeli Rodriguez- student delegate, Loyola University Chicago.*

Session Notes:

Imposter Syndrome impacts your personal and professional life. The effects of having Imposter Syndrome are anxiety, depression, burnout, and self-sabotage.

Overcoming imposter syndrome

- Changing your mindset about your abilities
- Looking at the facts, what facts support that you deserve to be in your role?
- Reflect on concrete achievements
- Sharing your feelings
- Finding a mentor
- Mindfulness (Meditating and Journaling)

Journal prompts

- How to trust yourself more.
- Note the accomplishments that made you feel imposter syndrome and list the efforts you made to achieve those accomplishments.
- Note and access your abilities, what are you good at and how does it apply to your success.
- How can you boost your confidence?

Easy Yoke: Radical Rest for a Restless World

Student Leader who Attended Session: *VP Involvement, Sheccid Apodaca (she, her).*

Session Presenter(s): *Hangil Ryu (Jesuit Volunteer Corps).*

Session Notes:

- The importance of service it's not about the work we do but about being with one another.
- We cannot do the work, or genuinely be with one another if we do not rest.
- Rest is something that is hard to make time for.
 - Reflection is a way to rest, spiritually, and mentally.
 - Ignatian examine activity
 - Writing letters to future self
 - JVC well, send these letters to us in November.



The Bold Standard: Elevating Confidence to New Heights

Student Leader who Attended Session: *VP of Involvement, Sheccid Apodaca (she, her); Director of Programming, Michele To (she/hers).*

Session Presenter(s): *Josh Azor and Kevin Hamilton – Student Delegates, College of the Holy Cross.*

Session Notes:

- Confidence:
 - Reflect/be intentional with your weaknesses, and turn them into strengths
- Boldness:
 - Confronting challenges
 - Relying in faith
 - Trusting experience
 - Being unorthodox
 - Non-traditional/things can be done differently
- We all have experiences that build our confidence
- Being able to delegate and give others opportunity to be the leader, so you know you already are
- Confidence has to be balanced with humility
- We have to:
 - Trust others (I have confidence in myself and others)
 - My voice can have the power to build people up or bring them down (speak life)
 - Ask questions
 - Willing to ask for help
 - Admit we don't know everything.
- Doing vs leading:
 - Have to be willing to trust others to do the tasks while you lead
 - Learn to say no, and step back from certain leadership tasks
 - Leaders forecast the situation and the bigger picture

The Bold Standard: Elevating Confidence to New Heights

- Delegation:
 1. Start with reasons
 - Why is it important? Why now and why this way? Why assign the task/project to them?
 2. Inspire commitments
 - What is their vision for the action?
 3. Engage intentionally
 - Be essential, not necessary
 - Give freedom to not being the bottleneck that needs to approve every little aspect
 - Have benchmarks to check progress
 4. Be selective
 - Establish clear communication
 - Say “Yes if...” instead of “No but...”; this way you still have a part in helping the vision and moving the idea along
- Leaders have visions: Do’ers create the vision
- Affirmations to your team members!!
- When there is different views or perspectives: try to compromise with the other person.
- Your idea may not be the best idea
- Your team should be able to lead/take turns to lead.
- What happens when you delegate something and they don’t get the job done?
 - Re-inspire them
 - Engage intentionally
 - Notice when they are struggling and the cause as to why
 - Check in with them and ask how they are doing with the project
 - Ask what they are excited about the project?
 - Boost their confidence and make them feel like an integral part to the project
- How would you build confidence in your team?
 - Establish a sense of ambition and goals
 - Set up little goals to tackle bigger goals

Reflective Habits for Student Leaders

Student Leader who Attended Session: *VP Involvement, Sheccid Apodaca (she, her)*.

Session Presenter(s): *Director of Student Involvement, College of the Holy Cross.*

Session Notes:

- Reflection activity: I am from:
- Why bother with reflection?
 - To close out the mind and heart
 - Young people HAVE stories (we have to dig deep for them)
 - Address ambiguity/ bigger questions in life
 - To prevent living a life by default.
- Journaling methods:
- Spring Board, logging, hot pen theory, I am stumped, drawing, list, reporter

Learning How to Bounce Back from Rejection

Student Leader who Attended Session: *VP of Involvement, Sheccid Apodaca (she, her)*.

Session Presenter(s): *Director of Involvement (Marymount).*

Session Notes:

- Appropriate grieving period
 - Talk to a trusted friend
- Someone who will be honest and straight forward
- Accept rejection early
- Don't take it personally
- Do something else (hobbies, hikes, etc. to distract yourself)
- Cultivating resiliency
 - Fixed mindset vs. growth mindset

Tackling the Fear of Leadership

Student Leader who Attended Session: *VP of Academics, Lauren Manzanares (she, her).*

Session Presenter(s): *Student speaker, Kelli Bayona, College of the Holy Cross.*

Session Notes:

- Individuality and Understanding your gifts
 - We all are different, so there should not be a set expectation on how we should lead.
 - Each of us are gifted with talents that differ from one another. We each bring a different piece to the puzzle.
 - It's important to stay true to our values and whole-selves
- Understanding your leadership type
 - Authoritative
 - Participative
 - Delegate
 - Creative
- Reflection and Self awareness
 - Taking accountability
 - Understanding that change begins with inner self awareness
 - Base your reflections with examines
 - Understanding we all make mistakes
- Qualifications and knowledge
 - Knowledge is built overtime we must focus on the “now” and what we bring to the table and what we can learn.
 - Your title does not define you
 - Past and current experiences help us grow
- Types of fears (Average fears within leadership)
 - Seeming Domineering
 - Fear of seeming different
 - Fear of being unqualified
 - Imposter syndrome

F(OL)owing Your Lead: A Roundtable for Orientation Leaders

Student Leader who Attended Session: *VP of Academics, Lauren Manzanares (she, her).*

Session Presenter(s): *Patrick Rogers, Associate Director for Orientation, College of the Holy Cross.*

Session Notes:

- What is one word that comes to mind when you hear of an orientation leader?

Essentially we spoke on what word comes to mind when we imagine ourselves as an orientation leader. I chose the word Understanding . I chose this word because its important when we move into a new space that we have someone who understands us. Orientation leaders are students that have been on campus and who have experienced the hardships of being an incoming freshman. We must be there for our students and understand all the different personalities that make up the new freshman class.

- What is one memory of orientation that stuck with you?

One memory that I had during my orientation experience was a student who came up to me and thanked me for making them show up to all the events. As incoming freshmen, orientation can be very taxing and overwhelming. Showing up for events can seem like an obligation rather than a fun moment to meet everyone however showing up is the most important thing. My best friend to this day was someone I met at orientation.

- Overview
 - This talk was discussion based
 - We should focus on building lasting experiences
 - Make sure our students show up

Set the World on Fire with a Career in Higher Education and Student Affairs Panel

Student Leader who Attended Session: *VP of Academics, Lauren Manzanares (she, her).*

Session Presenter(s): HESA College of the Holy Cross.

Session Notes:

- It must be noted that this session was a panel on higher education. Many of the questions asked were by students which I have noted below.
 - What is it like to be on call for students 24/7
 - “It can be demanding but worth it. It’s important to keep a work life but also a home life”- Panelist
 - Is it hard to get a job in higher Education ?
 - “It is easy for alumni to get jobs in higher education because of easy networking opportunities”
 - “If you are a person who loves to be involved in student life it is a rewarding job.
 - What is it like working for a Jesuit Institution? Do you think its better then working a state job?
 - “ It is most certainly rewarding! Our values really make a difference in the work place”. “We always know we are whole heartily doing our job for our mission”.
- Overview
 - I was so glad I was able to do this workshop. For months I have been thinking about going into higher education. This workshop allowed me to dive behind the scenes and uncover the world of education. I think Regis should do a panel on this.

Building Your Fellowship – Team Dynamics and Conflict Resolution

Student Leader who Attended Session: *Director of Programming, Michele To (she/hers).*

Session Presenter(s): *Mark Kubasak – Assistant Director of Student Involvement, College of the Holy Cross.*

Session Notes:

- Icebreakers
- Setting group expectations
 - Have opportunities to be heard
- Work to understand roles and responsibilities
- Be your authentic self
- Appreciate contributions and understanding strengths
- Setting shared goals
 - Unite the team and guide their work
 - Have short and long-time goals
 - Ask if they need support instead of being punitive
- Have places to bond and connect outside of work
- Being intentional about interacting and making the team feel like they belong
- Empower the team and make them feel like they are contributing
- As a leader, it is more important to empower than to execute the plan you want
- Identify team needs: group and individual



We would like to give a special thanks to the College of Holy Cross for hosting NJS LC 2023, for the session presenters, and for the Regis University community for their passion, involvement, and curiosity. The Jesuit mission is one of exploration and acceptance on the frontier of education. I believe that leadership begins with service and grassroots community involvement and ultimately student voice, interest, and representation are vital for a successful campus environment.

~ Madelaine Johnson, RUSGA 2023-2024