

Taylor University

## Pillars at Taylor University

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Koinonia

Association of Christians in Student  
Development

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4-1980

### Koinonia

Don Boender

Virgil R. Dirks

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Job Placement

write

Chip Jagers

Taylor University

Upland, Indiana 46989

# THE CASA KOINONIA

FELLOWSHIP THROUGH COMMUNICATION

April 1980

CHRISTIAN ASSOCIATION FOR STUDENT AFFAIRS

## Placement Response Excellent!

CASA made an extra effort this year to improve its placement service. The response to this effort has been excellent both for "positions" and "candidates." In fact, the response has been so significant that a special placement mailing has become necessary. This special mailing will be released in April under the heading "CASA PLACEMENT INFORMATION, Pre-Conference Edition." A second placement listing will be prepared for the conference. The deadline for submitting forms for the conference edition is May 10. Placement forms were sent in the January KOINONIA; however, if additional forms are needed, they are available through CASA PLACEMENT SERVICE, TAYLOR UNIVERSITY, UPLAND, IN 46989. Although we are planning two major placement listings, please note that if your institution has a position available or if candidates are looking for positions, the CASA PLACEMENT SERVICE can be contacted for up-to-date listings at any time. Graduate students are encouraged to participate in all CASA placement services which include employment interviews at the annual conference, June 2-5.

Charles "Chip" Jagers  
CASA Vice President

## 1980 CONFERENCE REMINDER

**Dates:**

June 2-5

**Place:**

Taylor University  
Upland, Indiana

**Theme:**

Values in Conflict:  
Society and Scripture

**Program:**

Excellent speakers  
Helpful workshops  
Enjoyable recreation

*A time of sharing and learning*

**See YOU there!**

## CASA MEMBERSHIP

184 individuals have joined CASA for 1980 by sending in the application for membership form and the membership fee. Have we heard from YOU? Oh, you still INTEND to join? GOOD! Then do it NOW! Just in case you misplaced the membership form, another one is enclosed with this issue of KOINONIA. If you are already a member for this year, then give the form to another person in your department who may desire to be a part of CASA. Remember that the annual membership fee is \$20 for the first person from a given school and only \$5 for each additional individual from that same institution. So why not take advantage of

this great saving and sign up all of your deans, resident directors and counselors. Make checks payable to the CHRISTIAN ASSOCIATION FOR STUDENT AFFAIRS and send the form and the fee to the following address:

Kermit A. Zopfi  
Secretary-Treasurer, CASA  
Route 5, Box 270  
Dayton, TN 37321

## Northeast Regional Conference

Mrs. Roberta Dunkle and Mr. Charles Massey hosted the CASA/CADW Northeast Regional Conference at Houghton College on November 9. The theme was "The Christian College: An Environment for Whole Development." Representatives from six schools were present with an attendance exceeding 40. Six seminars were offered: Residence Hall Staff Training, Career Counseling, Freshman Programs and Retention, Health Services, Christian Life Activities in the Residence Halls, and Impact of Admissions Policies on Programming. It was decided to hold a regional seminar for resident assistants at a separate time and place—at Lancaster Bible College on December 1. 50 students and staff from five colleges attended. Mr. Dean McConaghay of "One Another Ministries" was the keynote speaker.

Chester L. Halstead  
Northeast Regional Director



# CASA/CADW MERGER CONSIDERED

At the past three CASA/CADW conferences there has been talk of a possible merger. Pros and cons were considered. The likelihood of such a merger took on new proportions when the two executive committees met this past November at Taylor University. The members of both committees favored one organization. A CADW opinion poll conducted by mail by the president of CADW indicated that almost all of the women in CADW preferred just one organization. It was then that the two presidents, Miriam Uphouse of CADW and Don Boender of CASA, invited the remaining members of both executive committees to a March 23-24 meeting at Calvin College to discuss merger plans and to write a proposed con-

stitution and by-laws that would serve adequately the one organization. Pictured below are the CADW and CASA officers present at this meeting. Linda Ludwig, CADW secretary, and Chip Jagers, CASA vice president, were unable to attend. Once again the Lord gave unity of purpose and general agreement. The two executive committees recommend that the following actions be taken at the conference at Taylor University, June 2-5: (1) That CADW and CASA meet in separate sessions to discuss merger possibilities. (2) If each group decides on merger, then CADW members will vote to dissolve CADW and CASA members will vote to dissolve CASA. (3) The current members of CADW and the current members of

CASA will then meet together to form the new organization. The name for the new organization suggested by the two executives is CHRISTIAN ASSOCIATION FOR STUDENT PERSONNEL ADMINISTRATORS (CASPA). (4) Adoption of a constitution and by-laws. Note: The proposed constitution and by-laws are enclosed with this KOINONIA for your pre-conference consideration. Bring this copy with you to the conference. (5) Election of officers: president, vice president, secretary, treasurer, and publication editor. These five people would comprise the executive committee. Make this a matter of prayer.



CADW and CASA executives discuss merger plans. Left to right: Eunice Heinrichs, Secretary of CADW; Don Boender, president of CASA; Marilyn Starr, Vice President of CADW; Kermit Zopfi, Secretary-Treasurer of CASA; and Miriam Uphouse, President of CADW.



## FROM THE PRESIDENT

This has been an exciting, eventful and historic year for CASA. Because of the efforts and ideas of many people, our organization has moved forward in serving members and advancing the student personnel profession in Christian institutions of higher learning. The proposed merger of CASA and CADW is certainly a step in the right direction for both organizations. I believe it will bring many advantages for members in both organizations by combining talents and resources. I have found in my short term of office that many efforts were duplicated by the two organizations. I am very pleased with the proposed constitution for the proposed merged organization. The two executive committees worked very hard on the writing of this document. It was done in a spirit of concern and professionalism. Throughout the writing we came to unanimous agreement on almost all items. The Taylor people have been working very hard on the June conference. It promises to be one of the most complete programs we have had. They are offering programs for new people in the field plus challenging sectionals for experienced people. I urge all members to come to Taylor for the annual conference. I'm looking forward to meeting and sharing with each of you. The response to CASA placement is most encouraging. This is an area where our organization can be helpful to member colleges and individuals.

Don Boender

**ARE YOU  
A MEMBER OF  
CASA  
FOR 1980?**

## Building Character Through Encouragement

Jesus knew people. He expressed His knowledge of individuals and humanity in understandable and usable terms. Our Lord did more than deliver compliments. He described what was "in" the person in terms of life qualities, qualities which (a) alerted the individual to his strengths, and (b) motivated him to further develop these traits. Jesus complimented people. Paul, too, nearly strained himself to commend individuals and churches. This is necessary. Two representative examples: of Nathaniel, "Behold an Israelite in whom is no guile"; of Peter, "You are Cephas." Both designated traits of life—integrity and strength—inner power. Nathaniel and Peter became, through one statement, men of worth. Similarly we can say, "You are a person of integrity." How much better than, "You told the truth!" The first is inside, where I live, a source, a cause, a foundation for future building. The second is out there, away, an action, a word, a product, a fruit. I *am* one; I *do* the other. Differentiating between these two statements need not, in fact, dare not be a gimmick or manipulative technique. Noting a person's qualities demands (a) thorough and accurate knowledge of the one described, and (b) the wisdom of God to know when and how to describe the counselee. The burden on the counselor vested with the insight is awesome. Two observations are in order. (1) a counselee alerted to a trait does *not* become proud of the achievement. Instead, he is sensitized to maintain the quality, even when that quality is humility! He has a model to fulfill. (2) The counselee once alerted to his forte may now seek a balance. He *is* a *plus* and can safely accept a *minus*. A repeated question arises, "If you note my strength, can you tell me what I

need to develop?" A final note. Criticism takes an opposite course. In designating a need, we label the *act*, the *word*, the overt evidence. The Holy Spirit applies the principle. The counselee cannot use, "You're a liar." He has nothing upon which to build. How different to specify, "In that instance, you told a falsehood." Then he knows where to change. I'll accept, "Your room was messy," but please don't call me "unclean." The mass expression of need causes hopelessness and hides the real handles for change. Keep record of the use of quality designation in counsees. (1) This guards against allowing those who need encouragement most to disappear into the woodwork. (2) You can observe how trait designation fosters good sensitivity and motivates model development. (3) You will be pressured to know each counselee adequately to make accurate assessments. (4) the counselee will have some basis for personal evaluation of self in terms of his own character and effectiveness for God. Isn't this a Christian school distinctive?

Dr. Virgil R. Dirks  
Dean of Students  
Grace College of the Bible

**Make your plans  
NOW  
to attend  
THE CONFERENCE  
at Taylor  
June 2-5**



# RESIDENT DIRECTOR SURVEY

Over the past ten years the position of Resident Director at most colleges has changed considerably in terms of job description, educational requirements, and the individual qualities looked for in a person seeking the job. Below is information compiled from a phone survey of six private liberal arts colleges. Four of the six colleges are CASA members. Each of the schools has a total enrollment of approximately 2000 students, except for one whose enrollment is 4000.

College	Title	Education Requirement	Ave. Hall	Salary		Apt. Furn.	Meals Furn.
				1979-80	1980-81		
A	Head Resident	Enrolled in M.A. program	200	AB-4500 MA-5000	same will pay for grad work	yes	yes, spouse too
B	Resident Director	A.B.	140-200	5000	8% increase	yes	no
C	Resident Director	A.B. Prefer M.A.	250	AB-6100 MA-6400	AB-7400 MA-7900	yes	yes, spouse too
H	Resident Director	A.B.	285-300	3500	8500 MA required	yes yes	yes yes
<p>This college has a number of small halls staffed by couples one of whom is enrolled in seminary. Their salaries range from \$700 to \$1500.</p>							
T	Residence Hall Director	M.A.	225	11000 on Fac. scale	cost of living increase	yes*	no**
<p>* 2-bedroom apartment for which director pays \$100 monthly rental ** Director must purchase one meal per day in dining hall</p>							
W	Resident Director	Prefer MA Hire AB	Wide Range	8000	7% increase	yes	1/2 meal ticket

At all of the colleges the description for the job was about the same. A Resident Director is responsible for the general operation of the hall. That includes supervision of the RA staff, coordination of the reception desk, and the programming of religious, social, and academic activities. At one of the schools the Resident Director does academic counseling for students who have no declared major. Each of the schools allows its director to live in the apartment provided for twelve months. If there are responsibilities in the summer, the director receives additional salary.

At all schools surveyed, a director reports to the Deans with the exception of one school at which he reports to the Director of Housing and at another school they have two Head Directors. Generally the colleges surveyed considered the Resident Director position to be a full-time job. Schools who had a director with a smaller hall gave him additional responsibilities in some other area of the college, unless the director was involved in graduate work.