

Phil Badaszewski

University of Delaware

Executive Director of Residence Life and Housing

Qualifications: Please discuss the job positions, professional development activities, and other qualifications that prepare you for the board position for which you are applying.

I have served in various entry, mid, and senior housing positions across my 20-year career. Those roles have spanned large PWIs, small regional publics, and one Hispanic-/Minority-Serving Institution. On the regional level, I have been a part of four regions during my career – GLACUHO, SEAHO (twice), NEACUHO, and MACUHO (twice). I served as co-chair for the Special Events and Local Arrangements Committee for the NEACUHO Conference and served two terms as co-chair for Equity, Diversity, and Inclusion for NEACUHO. My Association involvement includes: 2022 Virtual MLLI faculty member, 2024 NHTI faculty member, co-chair for the Communicating the Value Imperative for the Future of the Profession Initiative, co-chair for the One Committee, and currently serving on the ACUHO-I Governance Task Force. I have also presented numerous conference sessions and served as a program session reviewer. Finally, and directly connected to this role, I have been involved with the Journal of College and University Student Housing (JCUSH) since 2014. I began as a reviewer before moving to an associate editor role. I am currently finishing my final year as the JCUSH editor.

Thought Leadership and Technical Credibility: Please describe what you would bring to the board in the realm of this competency.

I am a life-long learner and am deeply committed to seeking out new information to stay on top of higher education, US, and world news that is impacting college campuses and students. I view knowledge as essential to being an effective leader and advocate. I take pride in the profession and the role it plays in student success. I actively contribute to its growth through presentations and professional engagement. My continued involvement in the Journal allows me to elevate high quality new research through the editorial process. My career has been defined by change and being a “fixer.” While I might not dress as well as Olivia Pope or deliver epic monologues, this is the focus that I would bring to the Board. I do not believe the board or the Association are broken however, I do think we continue to need creativity and change along with volunteer leaders who are willing to engage with and push in those ways. I believe that my peers view me as a thought leader who brings both depth and perspective to discussions, always with a focus on how we elevate the profession and expand the impact of ACUHO-I.

Openness to a Multitude of Perspectives: Please describe what you would bring to the board in the realm of this competency.

I bring a collaborative, inclusive, and mission-driven approach to my work and would bring the same to my service on the Board. Throughout my professional and volunteer experience, I have consistently fostered environments where individual differences are not only respected but actively kept at the forefront to strengthen decision-making and drive impact. The areas supported by the Knowledge Enhancement Director provide spaces where academic freedom can be leveraged to continue challenge the status quo and ask critical questions. My goal in this role will be to ensure they remain spaces that not only value diverse perspectives, but also ensure that those diverse voices feel safe to be heard. Individually and collectively, I will look for opportunities to listen, ask questions, remain open, and to pause to allow a new idea to marinate. As a fixer, my approach is grounded in adaptability, especially when leading through change. My role at UD and the with the Board is to prioritize the collective purpose and direction of the organization. I value trust, transparency, and accountability and believe that with those as a foundation any organization can be successful whether things are going smoothly or during times so challenge and disagreement.

Strategic Thinking: Please describe what you would bring to the board in the realm of this competency.

I bring a blend of experience with both strategic and innovative thinking from across my career. My roles in housing and residence life have developed my skills analyzing complex issues, identifying emerging trends, and shaping forward-thinking strategies. I have built my career on a passion for generating new ideas to support students and improve the experiences of staff and I intend to bring this same focus to the Board. I approach strategic planning with curiosity, creativity, and a commitment to outcomes that advance equity and excellence. I know that I will learn a great deal serving on the Board and will approach my term inquisitively, seeking to learn as much as I can. While seeking to understand, I will also find ways to challenge the status quo. I will also encourage the Board to be flexible and adaptable especially during this time of significant change and volatility. As a Board member, I would work closely with the rest of the executive board and the Home Office to shape responsive, impactful initiatives that meet current needs while preparing for the future of campus housing.

Developing Others: Please describe what you would bring to the board in the realm of this competency.

I bring a strong commitment to developing others through a balanced approach of mentorship, feedback, and learning. Throughout my career, I've fostered talent by creating environments where team members feel supported, challenged, and empowered to develop. I prioritize regular, constructive feedback that is actionable and encouraging, helping individuals recognize their strengths while addressing areas for improvement. My role is to lead by example and to provide my team with opportunities to develop into the best professionals they can be within their current role and in preparation for future roles. As a board member, I would approach each meeting and

conversation with an open mind and a willingness to learn. I believe we can only get better when folx are comfortable giving and receiving feedback. When the situation warrants, I would look for opportunities to provide feedback to my peers and show that I am open to those conversations as well. My goal is to help the executive board thrive so that, as a group, we can make an impact on the membership, the housing profession, and ultimately the students we serve.