

**Zanete Malan**

**Kansas State University**

**Strategic Advisor to the AVP of Community Building and Director of Housing and Dining Services**

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

My professional experience reflects strong alignment with the Knowledge Enhancement Director role through a sustained focus on research, assessment, teaching, and practice within campus housing and student success environments. I hold a Master's degree in Research Psychology, with research focused on first-year student integration within peer mentorship programs. This foundation informs my ongoing work in designing evidence-based student development initiatives and assessing their impact. At the University of the Free State, I held concurrent roles in Residence Life and the Centre for Teaching and Learning, leading academic advising, first-year seminar programming, and institutional transition initiatives. This work strengthened my ability to translate theory into practice across both academic and residential contexts. I have also contributed as an educator through co-teaching and faculty collaboration, while designing co-curricular learning experiences grounded in student development theory. In South African senior housing leadership, I oversaw large-scale operations while integrating student development frameworks, and in my current strategic advisory and faculty role at Kansas State University, I contribute to staff and student leadership development and cross-functional initiatives. Collectively, my experience demonstrates the ability to support knowledge creation, assessment, dissemination, and the advancement of professional practice within ACUHO-I.

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

I bring a practitioner-scholar perspective grounded in research, teaching, and applied experience across complex and evolving higher education environments. With a background in research psychology, my work emphasizes assessment, evidence-based practice, and translating theory into actionable strategies that support student success in housing. My international experience has shaped my ability to lead and respond in times of institutional challenge and change. While at the University of the Free State, I worked within a context of national student protests and institutional transformation, including efforts to support racial integration within residence communities. This required navigating complexity, facilitating dialogue, and implementing student-centered approaches in highly dynamic environments. These experiences, combined with a strong research foundation, continue to inform my approach to change management and community building. I remain actively engaged in ACUHO-I as faculty in South Africa through the RV-SHTI and through NHTI, and as Co-Chair of the Global Initiatives Network, contributing to professional development and global knowledge exchange. I would bring to the Board a global perspective, a demonstrated

ability to translate complex challenges into practice, and a strong commitment to advancing research-informed, inclusive, and adaptive approaches that strengthen the campus housing profession.

**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 and inclusive approach shaped by my experience working across diverse institutional and cultural contexts in South Africa and the United States. These environments have required me to engage with individuals from varied backgrounds, perspectives, and lived experiences while maintaining a focus on shared goals and student success. During my time in South African universities and in a senior role in private student housing, I worked within a context of institutional transformation, including efforts to support racial integration within residence communities. For example, I facilitated student dialogues and staff training sessions that created space for difficult conversations around identity, belonging, and community expectations, while ensuring alignment with institutional goals. I also worked with diverse student leadership groups to co-create community standards that reflected multiple perspectives. These experiences strengthened my ability to navigate complexity with empathy, respect, and clarity. In my leadership roles, I prioritize fostering environments where individuals feel heard and valued, while ensuring alignment with organizational priorities. I approach decision-making with curiosity and openness and adapt readily to new information and changing conditions. I would contribute to the Board by supporting a culture of trust, collaboration, and shared accountability, where diverse perspectives strengthen decision-making and advance the mission of ACUHO-I.

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

I bring a strategic and forward-thinking approach grounded in a holistic understanding of student success across housing, academic support, and institutional systems. My experience across South Africa and the United States allows me to analyze current conditions while identifying trends that impact campus housing and student engagement globally. Throughout my career, I have worked at the intersection of residence life, teaching and learning, and student success initiatives. This has enabled me to design programs that align with institutional priorities while responding to evolving student needs, particularly in areas such as belonging, first-year experience, and the integration of academic and residential environments. My experience during institutional transformation and student protests strengthened my ability to think strategically in complex and rapidly changing environments. I developed approaches that balanced immediate operational needs with long-term community and student development goals. In my current role, I contribute to cross-functional strategy, supporting initiatives that require collaboration, adaptability, and long-term planning. I would bring to the Board the ability to connect emerging trends with practical application, contribute to innovative solutions, and support ACUHO-I in developing programs and knowledge initiatives that meet the evolving needs of campus housing professionals.

**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 both structured programs and individualized mentorship, grounded in my experience across student development, teaching, and institutional leadership. In my current role as Strategic Advisor at Kansas State University, I have been charged by the AVP to support the development of professional staff across dining, facilities, and student life. This includes designing and facilitating workshops, as well as providing one-on-one mentoring to build capacity, strengthen leadership skills, and support staff in applying student development principles within their functional areas. In addition, through my work with the Staley School of Leadership, I have contributed to leading the K-State Strengths initiative, supporting both students and staff in identifying and applying their strengths to enhance performance, collaboration, and personal development. Earlier in my career, I designed and implemented training for student leaders and residence life staff, particularly during times of institutional change, ensuring they were equipped to navigate complex environments while supporting student success. I would bring to the Board a focus on developing members through intentional, scalable learning opportunities, mentorship, and leadership development that strengthens individual and organizational capacity across ACUHO-I.