

Joe Paulick

Iowa State University

Associate Vice President for Campus Life

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 has prepared me well for the Finance & Corporate Records Officer role because much of my career has involved leading complex housing and auxiliary operations with significant financial and operational responsibility. In my current role at Iowa State University, I oversee a broad campus life portfolio that includes housing, dining, student engagement spaces, and auxiliary operations. Previous leadership roles at Florida International University, The George Washington University, and the University of Central Florida also provided extensive experience with budgeting, occupancy management, strategic planning, facilities operations, and crisis response. Throughout my career, I have regularly translated financial and operational information into practical decision making for staff, students, and senior leadership teams. I believe that ability, combined with long standing involvement in ACUHO-I and regional associations, has prepared me well to serve the Association and its members in this role.

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

Campus housing professionals continue to navigate significant challenges related to finances, facilities, staffing, student wellbeing, and changing student expectations. ACUHO-I plays an important role in helping professionals learn from one another and adapt to those changes. Throughout my career, I have worked across many areas of housing and auxiliary operations including occupancy management, facilities planning, budgeting, crisis response, dining, student unions, and strategic planning. That broad experience allows me to connect financial and operational discussions to the realities campuses face every day. I also believe leadership requires continuous learning and strong professional relationships. ACUHO-I has had a meaningful impact on my own professional development through institutes, conferences, networking, and volunteer opportunities. If elected, I would bring a practical and collaborative perspective focused on supporting the Association's strategic priorities and continued relevance for members across many institution types and career stages.

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

One of the things I value most about ACUHO-I is the wide range of experiences and perspectives represented within the membership. Professionals come from different institution types, operational models, regions, and personal backgrounds, yet all share a commitment to supporting

students and strengthening the profession. Throughout my career, I have worked at institutions with very different cultures, structures, and challenges. Those experiences taught me the importance of listening carefully, asking thoughtful questions, and creating space for different perspectives before moving toward decisions. I believe effective governance requires collaboration, respect, and trust. Executive Board members must prioritize the best interests of the Association and its members over personal agendas. Colleagues would describe me as calm, approachable, and solutions focused. If elected, I would work to support a positive and collaborative board culture centered on thoughtful discussion and shared problem solving.

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

The campus housing profession is experiencing rapid change related to finances, aging facilities, workforce challenges, student mental health concerns, and shifting student expectations. ACUHO-I has an important opportunity to help members navigate those challenges while continuing to demonstrate the value of campus housing programs. Throughout my career, strategic thinking has involved balancing immediate operational needs with long term planning and sustainability. I have led strategic planning efforts related to auxiliary operations, facilities planning, occupancy management, budgeting, deferred maintenance, and student experience initiatives. I believe effective strategy requires both strong decision making and an understanding of how decisions affect people and organizational culture. As a Board member, I would bring a practical and adaptable perspective focused on supporting the long term health and relevance of the Association while encouraging collaboration and idea sharing across the profession.

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

Developing others has been one of the most rewarding parts of my career. I have had opportunities to supervise, mentor, and support professional and student staff across housing operations, residence life, occupancy management, facilities, auxiliary services, and student affairs leadership. Throughout my career, I have tried to create environments where people feel supported, challenged, and encouraged to grow. That includes providing honest feedback, helping staff navigate challenges, creating opportunities for new experiences, and encouraging involvement in professional organizations such as ACUHO-I and regional associations. My own professional growth was shaped by mentors and colleagues who invested time in me through institutes, volunteer opportunities, and professional involvement. Because of that, I believe strongly in giving back to the profession and helping others build confidence, leadership skills, and meaningful professional connections throughout their careers.