**Want My Job?**

Norm Pollard  
Dean of Students

**Why did you choose Student Affairs?**
For the last part of my doctorate, I needed to complete a pre-doctoral internship and colleges are a prime training ground. I was lucky that the VP at Drake had been a former president of NASPA and demonstrated a very progressive approach to running a division of student affairs. Also, I attended JMU for my internship and they are one of the best run divisions of student affairs. Additionally, I was able to teach in their College Student Development master's program.

**What advice would you give undergraduates who want to go into Student Affairs?**
I always encourage all students to work outside of higher education for a few years before enrolling in a graduate program. It's a lot of time, energy and money to enter a field that may or may not be a good fit. Often folks go into the profession solely because of having a great undergraduate experience. While that may be a good foundation – attending graduate school and working for a college as a professional, it’s not the same as being an undergraduate student. In order to effectively help people, you'll benefit from experiencing a wide continuum of life experiences.

**If you had to go through the job search process again, would you have still gone into student affairs?**
Yes, although there are times I've thought about working as a therapist full-time in private practice or teaching in a graduate program. Nonetheless, I can't think of a better job than the opportunity to serve students.

**What path would you recommend someone follow if they want to do what you do?**
Typically, a dean of students has worked their way up from an entry level position to a director before becoming a dean. Also, they usually have worked in a variety of other colleges and have earned their doctorate.

**Follow my career path and how I got to AU!**

| Master of Arts in Agency Counseling at Western State College | Doctorate in Counseling and Student Personnel at Drake University | Correctional Counselor at a County Prison | Counseling Psychologist at James Madison University | Director of the Counseling Center at AU | Dean of Students at AU |

**I am Student Affairs.**

Want more information?  
Visit www.naspa.org or www.myacpa.org or talk to any S.A. Pro at Alfred!