



NASPA[®]

Student Affairs Administrators
in Higher Education

NASPA VOLUNTEER LEADERSHIP ACADEMY PROPOSAL

Background and Justification

NASPA, as the largest generalist student affairs association, has specific challenges and assumptions related to its leadership pathway. Serving a wide-range of diverse professionals with a complex volunteer structure, long-standing volunteers, let alone those new to the organization, are not aware of all the intricacies with regards to NASPA's programming. And despite the myriad of ways to get involved, members assume you have to know someone already in the "in-crowd" to volunteer and that NASPA only caters to those in senior-level professional roles and from dominant demographic identities.

Therefore, to support the 2015-18 NASPA Strategic Plan, NASPA has created the NASPA Volunteer Leadership Academy (NVLA) to support Goals/Objectives 1.1, 1.3, 1.4, 4.4, and 5.5. The NVLA identifies current NASPA Leaders who are looking to take the next step volunteer-wise within the organization. Targeting mid-to-senior level professionals, selected individuals would interact with NASPA staff, broaden their network of professionals, receive mentoring from seasoned past NASPA leaders, as well as learn about association management, NASPA, and pathways to advanced leadership roles within the organization. Although selected participants of this accelerated leadership program will mostly focus on advancement within the association, they will also benefit professionally through service to the field, increased networking opportunities, and knowledge of all of NASPA's programs and initiatives.

Summary of Initiative

The NVLF is a year and a half long program for mid-to-senior level professionals who want to gain knowledge and techniques regarding fully experiencing their professional association. For the duration of the program, the selected participants, representing the diversity of the NASPA membership, will gain additional knowledge and skills centered on executive development, mentorship, association management, and volunteer service. They will finish their experience with a semi-structured mentoring relationship with a past NASPA leader. Potential topics include:

- Association Governance and Non-profit Management
- Association Finance, Strategic Partnerships, and Fundraising
- Member Services, Member Engagement, and Component Relations
- Professional Competencies, Content Development, and Online Learning
- Research and Policy Initiatives and Activities
- DiSC/Emotional Intelligence/Leading from self
- Leading with and for your peers

The cohort who completes the NASPA Volunteer Leadership Academy will be able to:

- Gain deeper knowledge of association management and NASPA's role in higher education
- Expand network of colleagues to collaborate with in leadership and association experience
- Explore ways to be involved more deeply in NASPA as a member

- Define leadership for self and how to lead a set of peers
- Identify individual plans for future leadership career goals

Expectations and Commitments of Program Participants

The expectations for program participants are high and involvement in the association after the formal program is required. Participants are expected to make this program a priority professional experience and actively participate in all planned activities. This means that not only will participants receive professional development, but they will be expected to be involved afterwards in the association and professional development work. Participants will also be required to discuss, plan, and execute a group initiative benefitting the organization. If they are attending a content-specific conference, they will be given a role, such as an orientation to NASPA as an organization.

Benefits of Participation

Being selected to participate in this Academy has many inherent benefits. Some of the more tangible benefits are listed below:

- In-Person Orientation and Overview at the NASPA Office in Washington, DC with all expenses covered
- Conference fee waived to attend the 2018 and 2019 NASPA Annual Conference
- Mentorship with a past NASPA Board of Director
- Individual opportunities to network with key professionals in the field
- Recognition in the field as a member of this select group

Ideal Applicant Profile

This is a program for promising mid to senior level professionals, including VPSAs, who want to deepen their knowledge of governance and opportunities of service within NASPA. Ideal applicants will have the following traits and characteristics:

- Employment in student affairs and/or higher education for a minimum of 10 years.
- Volunteer service that has had a significant impact on NASPA or other professional association
- Involvement in multiple branches (e.g., Regions, Knowledge Communities, Divisions and Groups, etc.) of the association
- Demonstrated experience as a promising student affairs professional interested in career advancement management and association wide-level leadership.
- Dedication and passion to student affairs and/or higher education as a career

Membership in NASPA is a requirement for selection, with preference given to individuals who have been a NASPA member for at least four years. NASPA does not discriminate on the basis of race, color, national, origin, religion, sex, age, gender identity, gender expression, affectional or sexual orientation, or disability and welcomes applicants from all individuals that meet the application requirements.

Application Process

All applications will be completed and submitted online at:
http://apps.naspa.org/cfp/evt_frm_user.cfm?event_id=1121.

Application deadline is July 18, 2019 with only complete applications being processed for review.

Selected applicants will be notified by mid-August. All applicants must be available for orientation from September 24-26, 2019 in Washington, DC.

Applications materials include:

- Demographic Profile
- Applicants Essay Questions
- Approval form from supervisor
- A list of up to five leaders whom can comment on the volunteer experience of the applicant. At least half of the references must be from NASPA Volunteer activities. *Note that NASPA may contact other individuals not on the list.
- Abbreviated Resume/C.V., highlighting service to the profession

Application Questions (Each essay should be no more than 500 words)

- What are your aspirations for volunteer involvement with NASPA, and how do you see this program helping you to achieve those goals?
- Throughout your involvement with NASPA, how have you seen the organization evolve? What do you see as the continuation of that evolution for NASPA as an association?
- Where do you see NASPA's place in the future of student affairs and higher education? What do you see as the most critical focus areas as we move into NASPA's next 100 years?
- Describe a situation, event or activity that demonstrates your ability to be a change agent or innovator, or where you have pushed the boundaries of an organization. Please be specific in your response.
- What is your leadership philosophy and how have you exemplified these qualities in your work, community, etc.?