



**Tracy Poon Tambascia**  
**Director, Faculty Division**  
**Report for the March 2019 Board of Directors Meeting**  
**February 8, 2019**

## NASPA Board Action Items

None at this time.

## Leadership & Member Engagement

### Report from the Director

It never ceases to amaze me how much good work is accomplished by NASPA faculty each year. This report summarizes the efforts of the volunteer leaders on the Faculty Council, but in reality, there scores of additional faculty who spend countless hours serving others in the association. That recognition is not lost on us, and I wish to thank and honor the faculty who support their students every day, who serve their institutions year after year, and who advance the profession through research and service.

Alongside the regular activities of the Council that take place in regions and in professional development activities, we engaged in meaningful discussions around the NASPA strategic planning process this past year. We debated, wordsmithed, and analyzed the language that will frame the work of the association for the next several years, and considered how faculty will both engage in and further the work of student affairs and higher education through NASPA. Now that the strategic plan's goals and objectives are finalized, the Council will begin engaging faculty in developing specific tactics in the next phase of the process.

The projects and work that we continue include:

- Advancing programs and services that meet the differentiated needs of faculty of various rank and years of experience.
- Offering more opportunities for community and discussion through events like the Faculty Institute at the annual conference.
- Recruiting and supporting strong Emerging Faculty Leader Academy cohorts.
- Hosting a monthly webinar series with timeline topics on issues that affect and support our work as faculty.
- Strong communications through the website and social media.
- Developing a new role focused on faculty recognition.
- Understanding what faculty want and need from NASPA.
- Increasing faculty membership in NASPA.

- And fostering critical dialogue about graduate preparation curriculum and how we are preparing new professionals.

The council is also looking forward to identifying more opportunities to secure research or grant funding for faculty work, and establishing annual NASPA Faculty Council awards to recognize faculty members at various professional levels.

Lastly, I want to recognize the contributions of members whose terms on the Faculty Council are ending: Kevin Colaner, Sara Connolly, Sherry Early, Amy French, Ann Gansemer-Topf, John Lowery, Kelley Kenney, Jason Laker, and Susan Longerbeam. I appreciate all the time and energy these faculty have given to the Council!

### **Division Activities**

#### NASPA Emerging Faculty Leader Academy (EFLA) – Sara Connolly and Matt Varga

The EFLA monthly sessions were created based on the needs of the class. An assessment was completed at orientation, and feedback was sought throughout the year. A number of faculty members have facilitated sessions this past year. Topics have included:

- March 2018 – orientation – Sara Connolly
- April 2018 – creating a long-term research agenda – Annemarie Vaccarro
- May 2018– collaborating effectively in research - Stacy Jacob and Jeanine Kranznow
- July 2018– assisting participants with goals individual meetings between EFLA participants and Matt and Sara
- August 2018 – Teaching Strategies facilitated by Tracy Tambascia and Dena Kniess
- September 2018 – Getting Involved in Professional Organizations by Pam Havice
- October 2018 - Balancing multiple roles on campus and navigating campus politics facilitated by Ana Ortiz
- November 2018 – mid-term check-ins and debriefing with EFLA participants
- January 2018-Faculty and leadership facilitated by Susan Komives
- February 2019 – Tackling Administrative Work as Early Career Faculty: A good idea? Panel Discussion with Matt Varga and Danielle Molina

Please see below for the full report on EFLA.

#### Faculty Mentor/Mentee Program – Sherry Early and Susana Hernandez

The updated mentoring program launched in February 2019, with mentors and mentees being matched in time for in-person meetings at the annual conference.

Mentors and mentees will be paired based on research interests, years of experience, faculty classification type and other characteristics.

#### Online Faculty Forums (On Demand Learning)/Professional Development –Amy French and Sherry Early

On-Demand series facilitators have been booked for the remainder of the semester including a program coordinator focus March 21, 2019 with Dr. Brenda McKenzie.

### Faculty Promotion – Raul Fernandez

We have reframed the work of this Council position to focus more on recognizing excellence in NASPA faculty work. Raul will be helping in the creation of new Faculty Council awards, and also identifying ways to amplify and share the great faculty work that is taking place in each region.

### Faculty Website & Social Media - Crystal Garcia

The projects and work that we continue include NASPA Faculty spotlights on our social media platforms, and using the NASPA Faculty social media platforms for more frequent faculty recognition (i.e. new publications, awards, etc.) in lieu of the blog.

### 2019 Annual Conference

#### Scholarly papers (Susan Longerbeam)

The committee selected 38 scholarly papers; papers were assigned to discussants based upon shared research interests, and paired by theme. Sessions include two paper presentations, followed by discussant comments and synthesis across papers. Scholarly Paper sessions occur on Monday afternoon and all day Tuesday.

#### Faculty Institute at the Annual Conference (Dena Kniess, Sherry Early and Amy French)

Dr. Jennifer Keup has been secured as the Faculty Institute Keynote and discussion facilitator.

#### Doctoral Seminar, Sunday March 10, 2019 (Aeriel Ashlee, Michele Smith, and Ann Gansemer-Topf)

1:00 p.m. – 1:30 p.m. Welcome and Introductions

1:30 p.m. – 2:30 p.m. Doctoral Study from A-Z: Our Experts Tackle it All

2:30 p.m. – 3:40 p.m. Roundtables: Writing, Transitioning into Faculty Role, Transitioning into Student Affairs or Policy Position, Publishing and Presenting Your Research, Navigating Department/Program Politics

3:40 – 4:00 – Closing comments and evaluations

Organizers have secured a sponsor for this year's Doctoral Seminar - Heartful Editor, Dr. Sara Henry.

#### Faculty Lounge – David Nguyen

The Faculty Lounge will once again host publishers and serve as open networking space for faculty at the annual conference. There will also be a New Faculty Orientation, and faculty attending the NASPA conference for the first time will receive general conference information in an informal setting, have the opportunity to receive information pertinent for faculty attendees, engage with members of the NASPA Faculty Council, and network with other new faculty at the NASPA conference.

## **Member Engagement**

### Kelley Kenney – liaison to the Professional Standards Division

Kelley represented the Faculty Council to the Professional Standards Division by sharing initiatives and activities of the Council that present opportunities for the inclusion and infusion of the Professional Competencies for Student Affairs Educators. Kelley also kept Faculty Council aware of the Division's work and efforts emphasizing the significance of the competencies for the profession and the importance of their use in the training of future student affairs professionals.

#### Kevin Colaner - Case Study Competition

- Marketing and registration are now open for this year's competition. The deadline to enroll teams is Feb 17th.
- Case team orientations (online) are scheduled for February 28<sup>th</sup>.
- The case study and the scoring rubric have been updated
- Judges have been invited and confirmed
- Logistical arrangements for the annual conference (room, tech and food) have been completed.
- The goal is to sign up 10-12 teams, with plans for them to compete on Monday at the national conference. The winning team will be recognized at the NASPA Awards Luncheon and present their case analysis on Wednesday morning. Plans are in the works to make revisions to expand the competition in 2020.

#### Dena Kniess – liaison to the Dissertation of the Year committee

Worked closely with the committee to review a large number of submissions for the Melvane D. Hardee award.

#### Jason Laker - representative to the Media-Editorial Board

Nothing to report

#### Larry Roper - liaison to Research Policy Institute

Nothing to report

#### John Lowery – liaison to the 100<sup>th</sup> Anniversary Planning Committee

The 2019 Conference will focus on looking forward. See the following link to find ways for you and your students to get involved: <https://history.naspa.org/share-your-story>. Students can follow @naspahistory on Twitter, Instagram, and Facebook.

## Professional Development & Events

#### **NASPA Emerging Faculty Leader Academy (EFLA)** – Sara Connolly and Matt Varga

Completing the third EFLA cohort of 7 participants, representing 5 NASPA regions in 3 time zones. Participants included men and women, and individuals who identify as White, Black, Latino, and mixed race, with participants from various sizes of institutions and faculty assignment/positions.

The call for 2019-2020 cohort applications was completed as well. Interested applicants completed applications; regional reps managed the selection process with a committee for their individual region. The original application deadline of November 1 was extended to December 1<sup>st</sup> to allow for a greater number of applications across all regions. This extension, along with additional marketing, resulted in 20 strong applications across all regions. However, the late deadline does cause difficulty in the selection timeline and should be examined for next year.

The 2019-2020 EFLA class has been selected and notified of their acceptance. They have an orientation at the annual conference on Sunday from 12-3pm. The outgoing EFLA class will also be recognized at this orientation.

Matt Varga is the faculty council coordinator of EFLA for the 2019-2020 year and will be looking for a partner from the faculty assembly. A call for volunteers will be made at the faculty breakfast.

#### On Demand Professional Development Schedule (Amy French and Sherry Early)

The theme of this year's webinar series is "The Civically Engaged Faculty"

October 4, 2018 - Claudia Garcia-Louis and Marie Nubia-Feliciano: Afro-Latin@ Students, Their Need to Find Community, and the Role of Student Affairs Professionals in This Process.

November 2018 - Sherry Early: Becoming a Civically Engaged Faculty Member: Strategies Based on an Education Abroad Experience in Costa Rica.

December 2018 - Tracy Tambascia & Dorian McCoy: Balancing our Faculty Roles and Responsibilities in Today's Tumultuous Climate.

February 2019- Amy French & Reginald Blockett

March 2019- Brenda McKenzi

March 2019- Jodi Linley

April 2019- Emerging Faculty Leadership Academy

#### **Updates from Regional Representatives**

##### Raul Fernandez (Region 1)

Region I Faculty Summit

November 12, 2018 – NASPA Region I Conference

- 17 Participants, Facilitated by Dr. Raul Fernandez from Boston University.
- Focused on best practices for supporting students during their graduate assistantships, practicums, and other pre-professional work. Attendees engaged in a facilitated dialogue on this topic and heard from other faculty who shared strategies, tactics, and initiatives that have worked well for their programs.

##### Sherry Early (Region 2)

- The online Faculty Forums launched in October, with a full schedule of sessions and topics. The focus this year is on civically engaged faculty.
- Also working on the Faculty Mentoring Program with Susana Hernandez, and the Faculty Institute at the annual conference in Los Angeles.

##### Dena Kniess (Region 3)

- Developed a small selection committee to review applications for the NASPA Region III Representative for the Emerging Faculty Leader Academy (EFLA) 2019-2020 cohort.
- Awarded \$5005 through the NASPA Region III Research Grant Process - awards were announced at the Summer Symposium.
- As the Dissertation of the Year Liaison - reviewed submissions for Dissertation of the Year.

##### Amy French (Region 4E)

- Offered the Faculty Webinar Series open to all faculty. Also offered program coordinator meetings two times/year via Ringcentral.
- Organized and oversaw the IV-E Research Grants for the regional conference
  - 8 Applicants
  - 2 Graduate Student Awards of \$500 each selected

- 2 Individual/Team Research Awards - \$1,500 each selected
- Faculty selected an Emerging Faculty Leader Academy representative for region IV-E.

Michele Smith (Region 4W)

Nothing to report

Larry Roper (Region 5 Rep)

Nothing to report

Susana Hernandez (Region 6)

Nothing to report