



**Tracy Poon Tambascia  
Director, Faculty Division  
Report for the December 2017 Board of Directors Meeting  
November 7, 2017**

**NASPA Board Action Items**

None at this time

**Leadership & Member Engagement**

**Director's Report -- Tracy Poon Tambascia**

My first months in this role were spent evaluating what we know about faculty in NASPA. As the Faculty Council comes into its fifth year, it's a good time to examine how faculty have engaged with the association in the past, understand NASPA's current relationship with faculty, and look ahead to the changing world of academia and ask how NASPA will engage faculty in the future.

To that end, I have been reviewing the 2017 Minding Your Business survey results, focusing on faculty responses, and also reviewing past assessments and surveys that contain faculty data. We have had frank conversations at Faculty Council meetings about the benefits of NASPA involvement, but faculty also noted the prominent role of other organizations in their scholarly lives. I have asked regional representations and members at large to engage their faculty colleagues at regional meetings this year on the question of what they want from NASPA, and what the faculty "footprint" should look like at the association.

The emerging picture is positive; current faculty members of NASPA value the association for its many contributions to professional development, valuable insight and briefings related to policy, and the opportunity to remain connected to the important work of practitioners.

While it is clear that there are many programs and services for faculty, there is little examination of faculty needs that are differentiated by rank, level of experience or role. We can certainly point to excellent current programs related to mentorship, a leadership academy, online discussions for graduate prep faculty, and an online professional development series – among many other excellent offerings. However, there is little dialogue about how new, junior and pre-tenure faculty have needs that are distinct from those who are mid-career or senior faculty. There is also a growing number of part-time and non-tenure track faculty, whose work likely differs from that of traditional, tenure/tenure track faculty. NASPA currently groups all faculty together, even though it recognizes the different developmental and professional needs of other members, including undergraduate and grad students, as well as new professionals, AVP's and SSAOs. It may make sense to approach program development in the future more deliberately, considering the range of professional development needs among faculty at different ranks and stages of their career.

Much of the work that needs to be done in this area relies on strong relationships. I made a point to send dozens of individual emails to faculty colleagues Texas, Louisiana and Florida, who live in areas affected by hurricanes and flooding early this fall. Surprisingly, many responded and offered reports about the disruption to their personal lives and their campuses. All the notes shared one common sentiment – that it was good to know that their NASPA colleagues cared.

I close with a short list of the goals for the Faculty Division for 2017-18. There are many details related to these four items, and I hope to have conversations with NASPA colleagues in the coming months to find ways in which we can work together to reach these goals.

- 1) Understand what faculty want/need from NASPA
- 2) Advance programs and services that meet the differentiated needs of faculty
- 3) Increase faculty membership in NASPA
- 4) Foster critical dialogue about graduate preparation curriculum and how we are preparing new professionals

### **Division Activities**

NASPA Emerging Faculty Leader Academy - Pam Havice, Phyllis McCluskey-Titus and Sara Connolly  
The 2<sup>nd</sup> cohort of 7 participants includes: 6 NASPA regions represented in 3 time zones; participants from varied racial/ethnic backgrounds; from various sizes and types of institutions as well as faculty assignment/position.

- Requested and had approved small gift cards from Starbucks to thank faculty facilitators for the EFLA monthly online sessions.
- Developed a succession plan for the EFLA. The following are items that have been initiated to sustain the EFLA:
  - Mentoring the next Faculty Council member, Sara Connolly, who will be co-coordinating the EFLA in 2018-2019. She is shadowing the current coordinators.
  - Worked with Sara Connolly to initiate the call for EFLA applications for the 2018-19 cohort. Applications due November 1, 2017.
  - Regional representatives are putting together selection committees to choose the EFLA participant from their region.
  - Discussed with Faculty Council chair, Tracy Tambascia and the future co-coordinator of EFLA, Sara Connolly, the need for recruiting a co-coordinator from the Faculty Assembly to work with Sara for 2018-19 and then sustain for 2019-2020.
  - Began discussions to plan EFLA recognition luncheon and orientation session at the NASPA annual conference.

### Faculty Mentor/Mentee Program – Ashley Tull

The NASPA Faculty Council Mentor Program successfully matched 11 mentor/mentee faculty pairs in August 2017. Both mentors and mentees represented full and part-time faculty, tenure and non-tenure faculty, as well as a representative group geographically.

Mentors and mentees were paired based on research interests, years of experience, faculty classification type and other characteristics. Each pair will meet through various formats throughout the academic year.

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

The online Faculty Forums launched in October, and a full schedule of sessions and topics is noted below.

#### Faculty Blogs – Dorian McCoy

Two (2) blogs posted to the NASPA Faculty Council Web page: Dr. Jamie Hoffman and Dr. Dena Kniess.

#### Faculty Website – position is vacant

No report

#### Faculty Resource Library - John Lowery

- In Summer 2017 after extensive discussions with ACPA's Commission on Professional Preparation, the decision was made to re-launch the Faculty Resource Library as a joint project of NASPA's Faculty Council and ACPA's Commission on Professional Preparation.
- In August 2017, the leaders of NASPA's Faculty Council and ACPA's Commission on Professional Preparation announced through the CSP-Talk listserv that the Faculty Resource Library was now a joint project.
- This message noted, "We hope to avoid duplication of efforts and provide one site for faculty to begin their search for resources related to teaching, learning, and program coordination."
- Since its relaunch, the Faculty Resource Library has been accessed more than 800 times.

#### 2018 Annual Conference

##### Scholarly papers (Natasha Croom)

The committee has narrowed the scholarly paper submissions from 116 to 52; papers have been grouped into themes. There will be two papers per session but there will be two rooms available for scholarly papers. Notifications of papers acceptance will be sent by the end of the month. Scholarly papers will be due February 1<sup>st</sup> to NASPA, and then distributed to discussants.

##### Faculty Institute at the Annual Conference, Monday, March 5, 1-3 pm (Natasha Croom)

We will discuss potential topics for the faculty institute at the November Faculty Council meeting.

##### Doctoral Seminar, Sunday March 4, 2017 (Sherry Early, Jason Laker, and Jack Shultz)

###### Schedule

12:30 p.m. – 1:30 p.m.

Understanding the "Politics" within Your Department/Program (Jason)

This panel will focus on the unwritten rules in our departments, divisions, programs and institutions. These are the social conventions, habits, idiosyncrasies, traditions and even dysfunctions that can sometimes impact our experiences, projects, research, evaluations, effectiveness and career prospects even more than achieving the content of our job descriptions. We'll discuss examples, navigational strategies, and suggestions for remaining authentic and impactful while negotiating with expectations to "fit in."

1:30 p.m. – 2:30 p.m.

Doctoral Study from A-Z: Our Experts Tackle it All (Sherry)

Panelists: Drs. Pam Havice, Annemarie Vaccaro, and David Perez II; other panelists to be announced.

This panel will provide helpful insights on navigating a successful doctoral journey from coursework to defense and provide tips for each stage of the dissertation process.

2:30 p.m. – 3:30 p.m.

Publishing and Presenting Your Research (Jack)

Panelists: Dr. Amelia Parnell; other panelists to be announced.

Thinking about turning your dissertation into a book? Worried about publishing in peer-reviewed journals? Learn tips for querying presses, submitting to journals, and working with editors and peer-reviewers. Panelists will also discuss strategies for presenting research at conferences, in poster presentations, and for lay audiences.

#### Faculty Lounge – Ann Gansemer-Topf and Candace Moore

- Collaborating to provide a number of offerings through the faculty lounge.
- Connecting with publishers to meet with faculty in the lounge.
- Have request from program coordinators to have space to meet -they are working with NASPA staff.
- Also working on details for the NASPA Faculty Social. The purpose of the social is to engage faculty attending the annual conference, the NASPA Faculty Council hosts a faculty social.

#### New Faculty Orientation - Ann Gansemer-Topf and Candace Moore

Newcomers 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**

### Susan Marine – liaison to the Professional Standards Division

After a hiatus of several months during which she was focused on identifying new roles in the council related to advancing pedagogy, Marine has rejoined the Professional Standards Division as the Faculty Council liaison.

### Susan Marine – Pedagogy

Susan has several initiatives planned to help faculty develop pedagogy for student affairs programs:

- Enhance website on pedagogies.
- A half-day or full-day on pedagogies for NASPA.
- Incorporating pedagogy discussions into on-demand professional development sessions.

Discussions about the possibility of highlighting other sessions for faculty during the annual conference.

### Erica Yamamura – liaison to the Case Study Competition

Nothing to report

Dorian McCoy – liaison to the Dissertation of the Year committee

Nothing to report

Ashley Tull - 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

Work is gearing up and there are plans to collaborate with the 2018 and 2019 Conference Committees. There are also continuing conversations occurring about the importance of looking critically at our history.

## Professional Development & Events

NASPA Emerging Faculty Leader Academy - Pam Havice, Phyllis McCluskey-Titus and Sara Connolly Sessions

July 19-20, 2017

- Completed individual conference calls with EFLA participants to discuss their personal EFLA goals and needs

August 31, 2017

- “The Politics of Being a New Faculty Member”
- Dr. Anna Ortiz, Long Beach State University

September 28, 2017

- “Storying as a Way to Navigate the Faculty World”
- Dr. Leslie Gonzales, Michigan State University

October 26, 2017

- Mid-term survey and check-in
- Dr. Sara Connolly, University of Bridgeport & Chelsea Waugaman, GA Clemson University

November 30, 2017

- “Best Practices in Teaching”
- Dr. Kathy Guthrie, Florida State University; Dr. Tracy Davis, Western Illinois University; additional facilitator TBA

On Demand Professional Development Schedule (Amy French and Susan Marine)

Leaving a Faculty "Footprint": How NASPA can serve faculty through various stages of development *by* Dr. Tracy Tambascia

October 19, 2017 via zoom meeting

All Faculty Series:

Thursday, October 19 @ 1:00 EST

Thursday, December 14 @ 1:00 EST

Thursday, February 8 @ 1:00 EST

Thursday, April 12 @ 1:00 EST

Program Director Conversations:  
 Wednesday, October 25 @ Noon EST  
 Wednesday, December 13 @ 1:00 EST  
 Wednesday, February 14 @ 1:00 EST  
 Wednesday, April 18 @ 1:00 EST

| Month    | Series                        | Tentative Topic                                       | Tentative Dates              | Time     |
|----------|-------------------------------|---|------------------------------|----------|
| October  | Program Director Conversation | Current challenges in program direction               | Wednesday, October 25, 2017  | 1:00 EST |
| December | Program Director Conversation | Program assessment/CAS/external reviews               | Wednesday, December 13, 2017 | 1:00EST  |
| February | Program Director Conversation | Internationalization and Globalization Integration    | Wednesday, February 14, 2018 | 1:00 EST |
| April    | Program Director Conversation | Portfolios, Comprehensive Exams, Culminating Projects | Wednesday, April 18, 2018    | 1:00 EST |

CSAM webinar: “Choosing a graduate program”—Thursday, October 19<sup>th</sup>, 1 PM (Susan Marine, Jason Laker and Candace Moore)

National broadcast, open to all members and prospective members. Marine coordinated this live presentation and Q & A event with facilitators.

### Updates from Regional Representatives

#### Susan Marine (Region 1)

Marine has been active in developing several different events this quarter, including:

- Scheduling, planning, and identifying facilitators for the bi-monthly Program Director webinars for all faculty members of NASPA
- Developing a topic and securing facilitators for the Region 1 Faculty Summit and Luncheon

In each of these activities Marine has worked closely with other faculty within Region 1 and across regions (Amy French at Indiana State on the program director webinar series; Vijay Kanagala at UVM and Annemarie Vaccaro at URI on the Region 1 faculty summit, and Jason Laker at San Jose State and Candace Moore at Maryland on the CSAM webinar).

Region 1 Conference Faculty Summit— Planned and preparing to implement in November Monday, November 13<sup>th</sup>, 2018

2:30-4:30 (will be co-facilitated with Dr. Vijay Kanagala, UVM and Annemarie Vaccaro, URI) Springfield Monarch Hotel.

For our faculty summit this year, we will take up the deeply pressing issue of student affairs' legacy and future as advocates for-- and leaders of -- social justice pedagogies and praxis in higher education. What is our role, as educators and scholars, in centering this work in our classrooms? what are strategies, successes and struggles of talking about (in)justice, white supremacy, intersectionality, and other issues of social justice in our classrooms? how do we do this work with integrity, bravery, and

effectiveness? What actually happens in student affairs/higher education master's programs that encourage shifts in student attitudes and beliefs concerning social justice and racial issues? Please join us as we think and plan together, in roundtable/discussion format, about how we do this work, what difference it makes, and what resources and support we need from NASPA to continue the march of progress. (open to all faculty in the region)

Sherry Early (Region 2)

Worked closely with Jason Laker and Jack Schultz on the Doctoral Seminar.

Region II is exploring a study of faculty in graduate prep programs and the role of diversity and social justice in the curriculum.

Dorian McCoy (Region 3)

Established committee to select the Region III Nominee to the Emerging Faculty Leader Academy.

NASPA Region III Research and Assessment Grant Proposal

Region III awarded three research grants.

- Matthew Smith, University of Georgia, \$500
- Stephany Dunstan, North Carolina State University - \$1000
- Dr. Sherrell Wilson, Hillsborough County Schools, Tampa FL, \$500

Amy French (Region 4E)

Launched the Faculty Webinar Series

Award Recognition- Organized and oversaw the IV-E Research Grants for the regional conference

Michele Smith (Region 4W)

Nothing to report

Larry Roper (Region 5 Rep)

Nothing to report

New representative coming soon for Region 6

Nothing to report

**Optional Other Reports - Advocacy & Scholarship *(not required)***

Pam Havice reported that the 2017-18 EFLA cohort submitted a program proposal for the NASPA annual conference. Dr. Havice has also been invited as a panelist for the NASPA Doctoral Seminar, March 2017.