



Pamela Havice
Director, Faculty Division
Report for the March 2017 Board of Directors Meeting
February 10, 2017

NASPA Board Action Items

None at this time

Leadership & Member Engagement

Leadership/Volunteer Management

- As Director, I have continued to diversify the Council along faculty rank & experience, institution location, institution size, race/ethnicity, gender, as well as interests & expertise. This process was finalized late summer. The Faculty Council has consisted of:
 - 7 Regional Representatives
 - 4 members-at-large positions
 - 1 PhD student
 - Director-elect – Tim Ecklund was appointed July 2016
- Currently the incoming Director, Tim Ecklund, and a review committee (Ann Gansemer-Topf, Erica Yamamura & John Lowery) are in the process of filling Faculty Council (FC) positions that will be open for 2017-2019. The Faculty Council has approved all but two regional representative positions for 2017-2019. We are waiting on the Regional Directors to make those appointments in concert with the FC.
- Coordinated discussion in the FC regarding how to facilitate a broader discussion with faculty on diversity, inclusion and social justice. Have a planned discussion activity for the Faculty Assembly meeting at the annual conference. In addition, the theme of the inaugural Faculty Mini-Institute will be around assisting faculty with difficult classroom discussions. See further info under Faculty Institute.
- Over the past year have worked in concert with ACPA Commission of Professional Preparation on:
 - Reviewing and revising the April 15th Resolution documents for graduate prep programs – this included a committee of faculty from both NASPA and ACPA – revised materials have been sent to faculty and graduate prep programs twice

- Joint celebration of faculty retirements – including a joint congratulatory letter as well as recognitions at both annual conferences

Professional Development & Events

Division Activities

Faculty Mentor/Mentee Program -- Ashley Tull and Jaimie Hoffman

- 3rd year of Faculty Mentoring program is underway
- 31 faculty members volunteered to be a part of the NASPA Faculty Council Mentor Program; includes 16 junior faculty members and 15 seasoned faculty members (with 1 agreeing to mentor 2)
- All mentees are at the assistant professor and/or clinical rank, with the majority of mentors at the associate/professor level. Some assistant professors, who are further along in the tenure process are serving as mentors to more junior faculty
- Mentor/mentee pairs will have met throughout the year through both electronic and in-person opportunities. The mentor/mentee pairs have set goals and activities. Program co-chairs Jaimie Hoffman and Ashley Tull conducted follow up contact. Pairs are encouraged to meet in the Faculty Lounge at the annual conference.
- Collected feedback from individuals participating in the Faculty Mentoring Program mid-year and a summary report shared with the council. Additionally, coordinators of the program are planning to solicit applications for the program during the annual conference this year so the pairs can be determined earlier.

On Line Faculty Forums (On Demand Learning)/Professional Development – Bill Arnold and Matt Varga

- Offer Online Meetings for faculty and program coordinators of graduate preparation programs
- Due to demand and survey response (N = 100) we are offering two sessions a month
 - One for program coordinators
 - One for general grad prep faculty
- Established 2016-17 schedule for Online Faculty Forums. Series will feature two web conferences per month, one directed toward program coordinators and one for faculty in general.
 - February 29th, 2016, Noon-1 p.m. (EST). 10 participants; Curriculum Development & Innovations; hosted by Dr. Susan Longerbeam, Northern Arizona University.
 - March 28th, 2016 from Noon-1p.m. (EST). 9 participants; Culminating Experiences; hosted by Dr. Stacy Jacob, Slippery Rock University.
 - April 25th, 2016 Noon-1 p.m. (EST). 18 participants; The Program Coordinator Role, hosted by Dr. Rozana Carducci from Salem State University.
 - October 11, 2016; 11 a.m.-Noon (EST). October 11. 27 participants; Working with Campus Partners, hosted by Dr. Matthew Shupp from Shippensburg University.

- November 1, 2016, 11 a.m.-Noon (EST). 21 participants; Teaching practices using culturally relevant pedagogy, Hosted by Dr. Ebelia Hernandez from Rutgers University.
- November 15, 2016, 11 a.m.-Noon (EST). 14 participants; Curriculum development/innovations, Hosted by Dr. Brenda McKenzie, Vanderbilt University.
- January 17, 2017: Graduate student trends, 11 a.m.-Noon (EST). 10 participants. Hosted by Dr. James Archibald, Valdosta State University.
- Upcoming web conferences
 - February 14, 2017: Adjuncts and collateral faculty, Hosted by Dr. Peitro Sasso, Southern Illinois University-Edwardsville
 - February 22, 2017: International Students and Campus Environments, Hosted by Dr. David Nguyen, University of North Dakota and Dr. Dena Kniess, Eastern Illinois University.
 - March 1, 2017: Online classes, Hosted by Dr. Paul Eaton, Sam Houston State University
 - March 29, 2017: Student Development Theory Teaching Strategies, Hosted by Dr. Jaimie Hoffman, University of Southern California

Faculty Blogs – Dorian McCoy

- Continues to work at gaining faculty blogs
- Working with EFLA cohort to post blogs from their experience

Faculty Website – Jaimie Hoffman

- Developed a survey asking faculty to provide input as to the use of the FC page; what do they want to see; how easy is the page to navigate
- Worked with NASPA staff to revise the Faculty Council page
- Have restructured the NASPA Faculty Council website based on feedback from the FC and other representatives. The website reflects the new structure now with content added on a continuing basis.

Careers in Student Affairs Month – Dorian McCoy and Laura Page

- Collaborated with New Professional and Graduate Student KC to develop webinar on October 25th

Faculty Resource Library (Repository) – John Lowery

- Made an initial request for resources and received more than 10 student handbooks to share on the Faculty Resource Repository.
- Worked with the NASPA staff to develop the Faculty Resource Repository OLC to facilitate making this information available online.
- With the help of the NASPA staff, the Faculty Resource Library OLC is now available.
- So far, 35 colleagues have joined the NASPA Faculty Resource Library OLC.
- To date, calls for submission have been made for:

- Graduate Student Handbooks (13 samples),
- Culminating Experience Materials (5 samples),
- Student Performance Evaluations (for practicums, internships, and assistantships).

2017 Annual Conference:

Scholarly Papers and Concurrent Sessions at Annual Conference – Tracy Tambascia

- Tracy Tambascia and her sub-committee of Erica Yamamura, Natasha Croom, Brian McCoy, Ken Schneck, Michelle Smith and John Hoffman have recruited, approved and slated scholarly papers and faculty oriented presentations for the national conference.
- 68 submitted scholarly papers; 29 selected among 11 sessions
- Utilized a new process this year where program proposals were tagged as “for Faculty”; 83 submitted programs tagged for Faculty; 39 accepted. This reflects only those programs submitted with the Graduate Preparation Faculty as a target audience. There were many other proposals submitted by faculty that were submitted and accepted.

Faculty Institute at Annual Conference – Tracy Tambascia; committee - Michelle Smith, Erica Yamamura, Tim Ecklund

- At the 2017 annual conference a Faculty Institute is being initiated. This is in response to faculty requests over the past 3 years. The institute will be after the faculty breakfast and Assembly meeting
- This 2-hour session will give time and space for faculty participants to engage in discussion with peers about how we can best manage difficult discussions in our classes, and how to support and mentor a new generation of professionals who may face not only student activism but also personal conflict with their own roles with supporting university goals and student needs. The Institute will start with a panel of 2 to 3 speakers, who will help frame the discussion. Participants will then break out into smaller groups at their tables for facilitated discussion. Questions that may guide conversation include:
 1. What are some **strategies we can engage to enhance the diversity of students** in our academic programs?
 2. How do we **identify new professionals for leadership positions** and volunteer opportunities in our region?
 3. What are current practices that **privilege particular ways of thinking and decision-making in our academic program and in our field**; what are some ideas for ensuring inclusivity of diverse voices and perspectives?
 4. How can our **work as faculty reflect the values embodied in NASPA's** proposed statement of commitment to equity, inclusion, and social justice? (we would need to share this proposed statement)

Case Study Competition at Annual Conference – Tracy Tambascia

- Sign-ups are now open for first and second year teams! The deadline to enroll teams is Feb 24.
- Goal is to sign up 14 teams, with plans for them to compete on Sunday and Monday at the national conference.

Doctoral Seminar at Annual Conference – Susana Munoz & Laura Page

- Worked with the KC on New Professionals and Graduate Students to develop the doctoral seminar
- Explored ways to expand offerings to doctorate students
- Seminar will occur March 12th

Faculty Lounge – Ann Gansemer-Topf and Candace Moore

- Collaborating to provide a number of offerings through the faculty lounge
- Faculty will be encouraged to use the Lounge as a space to meet with students
- Have request from program coordinators to have space to meet – they worked with NASPA staff and Susan Marine to provide this opportunity
- Candace worked with NASPA staff to provide a “Conference-at-a-glance” sheet for faculty

NASPA Emerging Faculty Leader Academy (EFLA) – Pamela Havice and Phyllis McCluskey-Titus

- Completing the first cohort of EFLA cohort of 7 participants; 7 NASPA regions in 4 time zones; Participants included men, women, White, Black, Latino, Pacific Islander, Asian as well as participants from various sizes of institutions and faculty assignment/position
- Call for 2017-18 cohort applications was completed
 - Interested applicants completed applications; regional reps managed the selection process with a committee for their individual region; 6 of 7 regions had applicants and made a selection. The 7th region extended the call but still did not have applicants. The regional rep reported that this region has very few graduate prep programs so there are not many early career faculty. We decided in consultation with NASPA staff to select two participants from the region with the most applications.
- The 2017-18 cohort has been selected with 7 participants from 6 regions in 4 time zones; participants include diverse participants from various sizes of institutions and faculty assignment/position
- A number of faculty members have facilitated sessions this past year. Topics have included:
 - March 2016 – orientation – Pamela Havice & Phyllis c McCluskey-Titus
 - April 2016 – connecting theory to practice in teaching – Phyllis McCluskey-Titus
 - May 2016 – research strategies – Shaun Harper
 - July 2016 – assisting participants with goals
 - August – politics as a new faculty member – Anna Ortiz
 - September 2016 – developing academic department relationships -- Collette Taylor, Holly Belch, Jorg Vianden
 - October 2016 – mid-term check-ins with participants
 - November 2016 – designing distributed learning environments – Pamela Havice
 - January 2017 – teaching across cultural strengths – Susan Longerbeam & Alicia Chavez
 - February 2017 – tips for managing teaching, research & service – Tony Cawthon
- Plans have been made to orient the new cohort and celebrate the completion of the current cohort at the 2017 annual conference

- Working with the incoming FC chairperson to explore ways to provide some continuity with coordinating this Academy for the future

Member Engagement

- Tracy Tambascia – liaison to Case Study Competition – worked with Sara Marshall and has taken over this responsibility for the 2017 conference – see previous notes.
 - Marketing for graduate student team submissions began in the fall.
 - Have acquired volunteer faculty and practitioners to judge the case study competition.
- Tracy Tambascia – representative to 2017 Conference Program Committee (see report above)
- Media/Editorial Board Rep -- Ashley Tull – developed goals and further refined the role
 - Examining themes of peer reviewed journals in student affairs administration
 - Promoted opportunities for scholarship by NASPA faculty members in NASPA’s journals and other key student affairs journals and publications
 - Promoted opportunities for scholarship by NASPA faculty members through published work in books and other media forms by major publishers in student affairs and higher education
 - Maintained regular communication with junior faculty members of NASPA to ascertain their needs with regard to publication assistance (i.e. mentoring, journal identification, writing coaches, etc.)

Liaisons to Other NASPA Entities

- Susan Marine has served as the liaison from the FC to the Professional Standards Committee
 - Marine has suggested that the PSC consider making the rubrics document into a more user-friendly Word doc (or web platform) format so faculty can use it in their courses and in advising. Marine has also suggested that the PSC consider adding the rubrics to the conference program designations, in this or a future year.
- Pam Havice was the Faculty Council representative to the NASPA Awards committee, 2016
- Dorian McCoy -- liaison to Dissertation of the Year committee; Review process implemented; 41 nominations received
- The FC continues to respond as needed to requests from other NASPA constituents

Regional Reports

- REGION I – Susan Marine reported:
 - June 2016, Marine sent an introductory email welcoming all faculty in Region I to the new year and congratulating them on the closure of a successful 2015-2016. Marine reminded everyone of the fall conference, and asked for assistance in planning the Faculty Summit that took place on Monday, November 14th. Marine also reminded faculty of the deadline for conference submissions, June 30th, and asked for them to consider proposing a session so that there are more faculty-focused activities happening at the Regional Conference than just the Summit.

- Solicited feedback and involvement Region I In September 2016, to gauge participation in planning the Regional Conference Events. Nine people completed the survey, which was used to inform the planning of the gathering. Together, Marine and Tryan McMickens planned the day's events and got word out to faculty about them.
- December, Marine sent call for nominations for the Emerging Faculty Leaders Academy to all Region I Faculty. Together with Tryan McMickens and Brian McCoy, who agreed to review the applications, we selected Sonja Ardoin from Boston University to serve as Region I's representative to the Academy this year.
- Region I Faculty Luncheon and Summit with 14 faculty was held on Monday, November 14th, at the annual conference in Burlington; involved Grad Fair activities. Topic of summit was "crafting a satisfying scholarly agenda." Four panelists provided insights on this topic from their own work: Annemarie Vaccaro of the University of Rhode Island, Steven Oliver from Salem State University, Ezekiel Kimball from the University of Massachusetts-Amherst. The panel was moderated by Deb Hunter from the University of Vermont. Feedback received was generally positive, but included some suggestions for improvement.
- Marine also presented with Rozana Carducci and Sonja Ardoin on the topic of "Transitioning from an administrative to a faculty career in student affairs" at the Region I Conference. The proposal was submitted to the National conference, and was accepted, so they will be bringing this information to the national group assembled in San Antonio in March along with co-presenter Oscar Felix from Colorado State University.
- REGION II – Sherry Early reported:
 - The regional board meeting took place in December at the Renaissance Pittsburgh Hotel
 - Region II chair-elect is Dr. Amy Hecht
 - Had a successful Careers in Student Affairs Conference held in New York in October
 - There are currently 25 active Region II positions available for members to apply for on Volunteer Central
 - On the January 18th conference call there was discussion on increasing the diversity leadership ecosystem; several ideas were generated and a possible actionable item includes wearing "Ask Me About Leadership Roles in Region II" pins
 - The Region II Award recipients were announced at the December board meeting
- REGION III – Dorian McCoy participated in the Region III/SACSA Faculty Summit November 2016.
 - Region III Research Grant --_Dr. Sherrell Wilson was awarded a \$500 grant for her proposal entitled A Comparative Study: Enrollment Continuation Needs of High-Achieving, Low-Income (Hali) and Non-Hali Freshman Community College Students. The selection committee included Dr. Claire Goode (Virginia Tech) and

- Dr. Cris Salinas (Florida Atlantic University) and Dr. Dorian L. McCoy (University of Tennessee, Knoxville).
 - Research Grant proposals were reopened with a January 31, 2017 deadline. Eight proposals submitted. Recipients will be notified at the Region III Reception at the Annual Conference in San Antonio.
 - Region III Emerging Faculty Leader Academy Committee selected two junior faculty members for the EFLA:
 - Dr. April Perry (Western Carolina)
 - Dr. Claudia Louis-Garcia Louis (UTSA)
 - The selection committee included Dr. Claire Goode (Virginia Tech) and Dr. Cris Salinas (Florida Atlantic University) and Dr. Dorian L. McCoy (University of Tennessee, Knoxville).
- REGION IV-EAST – Bill Arnold reported.
 - Completed regional research and assessment grant application cycle with the selection of 3 grant recipients for 2016:
 - \$500 Graduate Student Award:
Kyle Ashlee, Miami University of Ohio. “Exploring Critical Whiteness Studies in Student Affairs Graduate Programs”
 - \$1,500 Individual or Research Team Award:
Kari Taylor, The Ohio State University. “Contextualizing How Undergraduate Students Develop Toward Critical Consciousness”
Scott Gaier, Ph.D., Alex Crist, & Emilie Hoffman, Taylor University. “Cognitive Maturity in Learning Assessment”
 - Grants were reviewed by a committee of faculty and staff volunteers within the Region.
 - Ann Gansemer-Topf, Iowa State University
 - Erica Eckert, Kent State University
 - Christa Porter, Michigan State University
 - Steven McCullar, St. Cloud State University
 - Tori Svoboda, University of Wisconsin- Lacrosse
 - Completed the nomination of a Regional representative for the 2017 Emerging Faculty Fellows Program.
 - A committee of faculty volunteers from with Region reviewed the applications for candidates from within the region and recommended Sarah Rodriguez from Iowa State University as the 2017 Region IV-East EFLA representative.
 - The committee consisted of:
 - Bridget Kelley, Loyola University Chicago
 - Denise Collins, Indiana State University
 - Dena Knies, Eastern Illinois University (2016 Region IV-East EFLA Rep.)

- Sarah Marshall, Central Michigan University

REGION IV-WEST – Michele Smith reported:

- NASPA IV West/East Joint Regional Conference, St. Louis, MO;
 - Included a SSAO/Faculty Breakfast with speakers on
 - Topic, Internationalization of Student Affairs
 - Supporting our students during/through crisis & protests on our campuses
 - Speakers were:
 - Dr. Jody Donovan, Colorado State University
 - Dr. Michele D. Smith, Missouri State University
 - 40-50 SSAO's & Faculty attended the breakfast and conversation
- During our regional board meeting and the Professional Standards Workgroup, initiatives moving forward from the faculty liaison role of the IV West Region are:
 - Faculty involvement in the Critical Conversation Forum IV-W
 - Gathered a listing of programs in IV-W, which ultimately will lead to a list of faculty
 - Regular communication with faculty in the region
 - More Faculty involvement in IV-W and National NASPA conference
 - More faculty presentations at regional and national conferences
 - Faculty collaborations, writing-research and presentation (across the region)
- REGION V – Erica Yamamura recruited for different FC programs:
 - Emerging Faculty Leader Academy in Region V
 - Researched faculty to who meet criteria in region
 - Provided outreach to Program Faculty (2 rounds) and via Regional Newsletter & Facebook Page
 - Recruitment for next Regional V Faculty Council Representative
 - Connected with current and in-coming Regional Director regarding strategy for recruitment
 - Followed up with 12 inquiries, including four in-person meetings
 - Outreached to 15 faculty members to consider applying for the position
- REGION VI – Tracey Tambascia – reported facilitating the recruitment and selection of the Region IV-West representative to the 2017-18 EFLA

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

- Erica Yamamura reviewed applications for at-large representatives, including detailed diversity analysis of candidates in relation to the current board make-up
- Bill Arnold proposed revised funding structure for Regional IV-East Research and Assessment Grants in support of graduate student research. Prior funding structure limited graduate student awards at \$500 while award for non-graduate student applicants was \$1,500. New funding structure established equal dollar amounts for both categories. This supports Regional and National efforts to support and recognize

graduate student members of the Association. Proposal was accepted by the Regional Board at its November, 2016 meeting.

- Susan Marine reports as part of Region I's strategic plan Goal #2, action items 5, 6 and 7, Marine and fellow Region I leaders Rozana Carducci, Pat Rissmeyer, and Brian Nangle are creating and developing a series of brief instructional videos related to promoting the use of the revised competencies and rubrics, and better understanding the NEASC review process, for the benefit of regional members. These videos are currently in production and should be ready to share with the region sometime in late spring. The team is also working on developing a data base for scholars and practitioners in the Region to share research interests and collaborate on projects together. This will likely take the form of a wiki or Google database and will be launched also in the spring.
- Susan Marine published three articles/book chapters in this reporting period:
 - Marine, S.B. (2017). Trans* college students: Moving beyond inclusión. In P. Eddy, K. Ward, and T. Khwaja (Eds.), *Critical Perspectives on Women and Gender in Higher Education*. New York: Palgrave MacMillan.
 - Marine, S.B. (2017). For Brandon, for Justice: Naming and ending sexual violence against trans* students. In C. Linder and J. Harris (Eds.), *Intersections of identity and sexual violence on the college campus: Centering minoritized students experiences*. Sterling, VA: Stylus.
 - Lewis, R., Marine, S.B., & Kenney, K. (2016). 'I get together with my friends and try to change it.' Young feminist students resist 'laddism', 'rape culture' and 'everyday sexism.' *Journal of Gender Studies*, 25, Pp. 1-17. doi: <http://dx.doi.org/10.1080/09589236.2016.1175925>
- Susan Marine presented with Rozana Carducci and Sonja Ardoin on the topic of "Transitioning from an administrative to a faculty career in student affairs" at the Region I Conference. The proposal was submitted to the National conference, and was accepted, so they will be bringing this information to the national group assembled in San Antonio in March along with co-presenter Oscar Felix from Colorado State University.
- Pam Havice and Phyllis McCluskey-Titus encouraged and co-coordinated the 2016-17 EFLA cohort to submit a program proposal to the NASPA annual conference. The proposal was accepted and the cohort is looking forward to the presentation. This cohort also plans to provide blogs to the Faculty Council website for the next several months.