



**Michael N. Christakis, Ph.D.**  
**Regional Director, NASPA Region II**

**Report for the March Board of Directors Meeting**  
**February 2019**

**NASPA Board Action Items**

None at this time.

**Leadership & Member Engagement**

**Regional Director's Report**

The NASPA2 Advisory Board is working on a number of initiatives related to improving member engagement, including – career/job placement services to grads and new professionals, supporting and expanding the work of KCs regionally, rethinking how we program for mid-managers, refining the role of state reps, and confirming sites for upcoming Regional Conferences.

While there is strong sentiment that the Region would benefit from some sort of career/placement service, such services/programs do not necessarily need to take place as part of the Regional Conference. A small workgroup made up of Thea Zunick, Darrien Davenport, Tricia Debertlois, Jacquie Rogers, and Gaby St. Leger will provide a brief report about career/placement programs and services that the Region could provide to new professionals and recent grads in March.

Acknowledging the continuously evolving nature of NASPA's Knowledge Communities nationally, and the challenges confronted at the regional level by recent KC co-chairs, the Advisory Board discussed what could be done to better support regional KC reps, and how their work could help advance NASPA's and NASPA2's strategic plan. NASPA2's KC Co-Chairs and Co-Chairs-elect have drafted a strategy for more effectively engaging KC reps which highlights the important work of KC in regional programs and activities (***included later in report***).

NASPA2's Mid-Managers Work Group has provided their findings and recommendations for how to better serve mid-managers across the region which included results from a recent survey as well as from a focus group of mid-managers. The work group's recommendations include transitioning the region's Mid-Manager's Institute to a Mid-Manager's Academy (Advisory Board) responsible for a broad array of possible programs and activities targeted at mid-level managers (***included later in report***).

The Advisory Board is examining the role of the Regional State Reps. There was shared sentiment that the State Rep role lacks focus, and that current responsibilities make the position sometimes difficult to navigate. The evolving role of the State Rep comes as a result of the more active role that NASPA's

Office plays in membership recruitment and renewal. NASPA2 Membership Coordinator Francisco Diaz expressed interest in focusing State Rep's on member engagement, especially for mid-level managers. Diaz and the State Reps are working to develop two to three specific responsibilities that State Reps could be responsible for, with a focus on member engagement and programs in support of mid-level managers.

While the **Joint NASPA2/NASPA3 Conference & Symposium** planning committee is actively engaged in planning NASPA2 and NASPA3's first-ever joint meeting in **Washington, DC June 5-7**, the Advisory Board also approved NASPA2 Regional Conference sites in Niagara Falls in 2020 and New York City in 2021. We are finalizing details for NASPA2's 2022 Regional Conference in Delaware.

Finally, the Advisory Board has reviewed NASPA's recently adopted strategic plan and has preliminarily mapped NASPA2's strategic plan to the Association's plan and identified gaps. RD-Elect Terry Matrinez, Jeffrey Putman, and Chris Carey are editing the NASPA2 plan and providing edits for the Advisory Board's consideration at our March meeting at the Annual Conference in LA.

## **(1) REGIONAL EVENTS**

### **Region II/Region III 2019 Conference**

- We are excited to host the 2019 NASPA Region II & Region III Summer Conference Symposium in Washington DC! From June 5-7, 2019, we will be sharing innovative ideas, exploring new topics, and creating professional connections at the [Omni Shoreham Hotel](#) in Washington, DC. The conference committee has been working hard to offer an inclusive, educational and engaging professional experience. This year the focus is on creating dialogues and strengthening relationships. You will not want to miss this opportunity to acquire new professional skills and widen your professional network! Registration is now LIVE! Early bird rates are available until May 3, 2019 but space will go quickly! Please visit the [Conference website](#) for hotel/conference registration and information. If you have any questions about the conference, feel free to reach out to your conference co-chairs Jodi Bailey at [jbailey2@njcu.edu](mailto:jbailey2@njcu.edu) and Debbie Heida at [dheida@berry.edu](mailto:dheida@berry.edu).

### **Careers in Student Affairs**

- No report

### **Mid-Managers Institute**

- No report

## **(2) NASPA DIVISIONS**

### **Community College Division Representative**

- No report

### **Public Policy**

- Participated in regular Region II Board conference calls
- Participated in monthly PPD conference calls
- Published regular Region II Public Policy newsletters tracking state-level policy

### **Professional Standards**

- No report

### **Foundation Ambassador**

- No report

### **Assessment Coordinator**

- No report

### **Small Colleges and Universities**

- No report

### **VPSA**

- No report

### **Awards Chair**

- All award winners were contacted a formal announcement went on January 15<sup>th</sup>. I will be highlighting each award winner starting Feb 22<sup>nd</sup> to March 8<sup>th</sup>. 2018-2019 Award Winners:
- **Region II Distinguished Excellence in Diversity Award**
  - Yettieve Marquez-Santana, Assistant Director of Residential Life, New York University
- **Region II Outstanding Contribution to Student Leadership Programs Award**
  - Ana Timan Reynolds, Program Administrator, Student Leadership & Development, Residential Life & Housing Services, New York University
- **Region II New Professional Award**
  - Qwen Ballard, Residence Hall Assistant Director, New York University
- **Region II Mid-Level Student Affairs Professional Award**
  - Kris Nolan-Parker, Associate Dean for Residential Commons, Rensselaer Polytechnic Institute
- **Region II Outstanding Contribution to Higher Education Award**
  - Kathy Woughter, Vice President for Student Affairs, Alfred University
- **Region II Robert H. Shaffer Award for Academic Excellence as a Graduate Faculty Member**
  - Kelley Kenney, Full Professor/ Program Director, Student Affairs in Higher Education Graduate Program of the College of Education, Kutztown University
- **Region II Fred Turner Award for Outstanding Service to NASPA**
  - Greg Naylor, Vice President for Student Affairs & Strategic Initiatives, Daemen College
- **Region II Rising Star Award**
  - Nicole Battaglia, Director of First-Year Initiatives, Seton Hall University
- **Region II Outstanding Graduate Student**
  - Brandon Winslow, Resident Director, Residence Life, Misericordia University
- **Region II Community College Professional Award**

- Erin Marulli, Assistant Director, Broome County HEARS, SUNY Broome Community College/Binghamton University
- **Region II Outstanding Contribution to Literature or Research**
  - Sherry Early, Assistant Professor, Leadership Studies, Marshall University
- **Region II Scott Goodnight Award for Outstanding Performance as a Dean**
  - Jeffrey S. Putman, Vice President for Academic and Student Affairs, SUNY Downstate Medical Center

**Faculty Council Representative**

- The Emerging Faculty Leader Academy cohort was selected. An official email from Jill Dunlap is forthcoming.

**Volunteer Coordinator**

- No report

**(3) STATE INITIATIVES**

**New Jersey**

- Sent monthly e-mail to new members from NJ to welcome them to NASPA and the region and to offer to answer any questions related to involvement in NASPA.

**NYC/Metro**

- No report

**New York State Member at Large**

- NASPA2 After Hours: Current Student Affairs developed and implemented in Fall 2017 continues. This initiative serves as a community of support for Student Affairs Educators within the NYS region. It is dedicated to their professional and personal development with a commitment to continual enhancement and understanding of Student Affairs practice.
- In 2018 we joined hands with New Jersey to expand our reach to developing a mentor-mentee network with folks across New York and New Jersey. Additionally, NASPA2 After Hours gatherings took place in New York City, and Purchase on Thursday, October 25 in NYC and again on Thursday, November 29 in Manhattanville College. Efforts are currently underway to incorporate gatherings in the spring. At the moment, the NYU Student Affairs Conference slated for Friday, February 15 is a place where we have encouraged folks to connect.

**Maryland**

- No report

**Pennsylvania**

- I've been working with the Delaware Valley Student Affairs Conference (DVSAC) Planning Committee to plan the upcoming conference, which will take place on 2/15 in Blue Bell, PA. Chris Carey and I have been working together to create a sponsorship that is more in line with our strategic initiatives than previous general sponsorships. Therefore, we created a NASPA 2 track within the DVSAC. As part of that, one presentation will be on community colleges, and the other will be a panel of professionals talking about mid-career to senior-level career progression. Together, Chris and I secured the panelists and collected bios. I'm

the liaison with the DVSAC Planning Committee and will be the moderator of the panel. We'll advertise NASPA 2 and our upcoming conference throughout the day of the conference.

**Washington D.C.**

- No report

**West Virginia**

- No report

**(4) KNOWLEDGE COMMUNITIES**

**Assessment, Evaluation, and Research**

**Peter Huu Tran**

*NASPA Annual Conference*

- Discussed promotional and marketing materials
- Socials/reception
- Graduate prep and community fair

Workgroups (Anyone interested in contributing to AERKC)

- Communications
- Professional Development
- Finances & Special Interest Fund
- Coaching
- Awards, Recognition and Scholarship
- Research Updates
- Graduate Student Updates

**Disability Knowledge Community**

**Angie Diaz**

At the moment Region II DKC is working with the national DKC to evaluate the involvement of members. After assessing the satisfaction survey launched to all members at large in the fall of 2017 the KC is revisiting the NASPA Goals to ensure that member needs and interests are being considered.

**Student Leadership Programs**

**Christina M. Ferrari**

Co-Chair, Dominic Tribelli, stepped down in December 2018 and I am currently working with Sean Ryan, SLPKC Coordinator, to identify a replacement. If there are any opportunities to promote this position via Region II Communications, I would love the assistance in spreading the word.

**Socioeconomic and Class Issues in Higher Education**

**Tiffany J. Cresswell-Yeager**

I was appointed at the end of the fall semester and have been attending the KC monthly meetings trying to learn what opportunities there are for engagement.

I volunteered to help the chairperson with the Strategic Plan for the KC.

I am attending the National NASPA conference to learn more about the KC and the opportunities for involvement.

**Technology**

**Dave Eng**

Lead NASPA Live Brief “Leading with Less: Student Affairs Leadership with Free Digital Resources”

Tuesday, October 23, 2018 2:00pm – 3:00pm (EST) Online

Abstract: Leading a one person office is not easy--you are often pulled in multiple different directions, asked to meet pressing deadlines, and on top of it all: communicate with grace and brevity. Yet there is hope! This session will present basic information on several different free technologies to help you in your role as an administrator working with tight budgets and finite resources. Services included in this presentation: Kahoot, Loom, EdPuzzle, Trello, Toggl, Remind, and Google Voice.

Indicated Sponsorship by the Technology Knowledge Community

Attendance: 8

**Women in Student Affairs****Robyn Ginese**

- Sponsored a #WISACHat via Twitter in December on the elusive search for “balance.” About 10 members were actively engaged in the conversation, touching upon balancing work with parenting, doc programs, competing priorities at work, and managing difficult relationships. We may host another right before the NASPA Annual conference to help build some relationships between folks who may be attending.
- Offered WISA Coaching that would take place prior to the NASPA Conference - 23 responses and will be matching coaches and coaches so they can connect throughout the month of February and early March
- A Day in the Life of a WISA - 20 responses from women who would take over the instagram and show what a day in their life looks like. Have followed up with Social Media folks to coordinate this process and hopefully begin in mid-February once I hear back

**(5) ALL OTHER****Treasurer**

- No report

**External communications**

- No report

**Strategic Initiatives**

- No report

**Corporate Relations**

- No report

**NUFP Coordinator**

- No report

## **Marketing**

- No report

## **Communications**

- No report

# **Professional Development & Events**

## **(1) REGIONAL EVENTS**

### **Region II 2018 Conference**

- No report

### **MMI**

- No report

### **Careers in Student Affairs**

- No report

## **(2) NASPA Divisions**

### **Community College Division**

- No report

### **Faculty Council Representative**

- As an adjunct responsibility, I am working with Faculty Council co-coordinating the On Demand faculty learning series with Dr. Amy French, the Faculty Mentoring Program with Dr. Susana Hernandez, and the Faculty Institute at the conference in Los Angeles with Drs. French and Kiness.

### **Professional Standards**

- David maintains active participation in the Professional Standards Division through monthly meetings, email communication and request for review of NASPA documents for feedback.
- David is unable to attend the NASPA Conference in Los Angeles (2019), but will follow up on items discussed during the NASPA Region II Board Meeting and Professional Standards Division meeting.
- A key initiative that David has worked on with NASPA will launch in February 2019 – NASPA Ujima Institute – a four-day institute for mid-level black student affairs professionals. This institute will occur in the fall of 2019 with initial advertising beginning at the annual national conference. This institute aligns directly with the NASPA/ACPA Professional Competencies, with a particular focus on inclusion and equity. The goal is for this institute to create a diversified pipeline for career advancement among black administrators in the student affairs profession. David serves as the co-director for this inaugural institute.
- David was invited and will present in February 2019 at the NASPA Latino Knowledge Community monthly series webinar. His topic will focus on the key to networking for career advancement.

- David is also serving as a SA Speaks Mentor for a SA Speaks presenter at the upcoming national conference. He is meeting with his mentee to prepare her for the big stage in LA!
- David also serves as a NUFPP Mentor to an undergraduate student at Rutgers University-New Brunswick.
- Finally, David continues to serve as a member of the leadership team for the African American Male Summit pre-conference at the national conference. While he won't be able to attend the conference, David is playing an integral role in the curriculum development and preparation for the pre-conference.
- David looks forward to continuing his role on the Professional Standards Division and the NASPA Region II Board.

#### **Public Policy**

- No report

#### **Awards Chair**

- No report

#### **Small Colleges and Universities**

VPSA pre-conference workshop: Small Colleges and Universities: Opportunities and Challenges for Chief Student Affairs Officers

*Saturday, March 9, 9:00 a.m. – 4:00 p.m.*

*LA Convention Center, 402 AB*

#### **SC & U Sponsored Sessions**

Building Resiliency in Professionals with Marginalized Identities at Small, Private Liberal Arts Colleges

*Tuesday, March 12, 8:00 a.m. – 8:50 a.m.*

*LA Convention Center, 405*

Other Duties as Assigned: Collaboratively Implementing a Comprehensive Prevention Program at a Small College or University

*Tuesday, March 12, 2:30 p.m. – 3:20 p.m.*

*LA Convention Center, 409 B*

Navigating Organizational Politics for the Mid-Level Professional

*Tuesday, March 12, 3:40 p.m. – 4:30 p.m.*

*LA Convention Center, 406 B*

#### **VPSA**

- No report

#### **Foundation Ambassador**

- No report

#### **Assessment Coordinator**

- No report

#### **Volunteer Coordinator**

- No report

**State Initiatives**

**New Jersey**

**Rutgers Excellence in Student Affairs Conference**

*December 6, 2018 | Rutgers University New Brunswick*

- 300 attendees
- Conference included three (3) blocks of sessions, a group of TED style talks, and an executive coaching session.
- A specific mid-manager track was included at our request to contribute to our commitment to the development of mid-managers
- NASPA II contributed \$1000 and was recognized as a “platinum sponsor”. We had a table next to the registration table where we discussed the benefits of joining NASPA.

**NYC/Metro**

- No report

**New York State Member at Large**

- No report

**Maryland**

- No report

**Pennsylvania**

- Darrien Davenport and I will be giving a presentation on first-generation college student initiatives at the DVSAC on 2/15th. Additionally, Darrien is serving on the panel mentioned above, and I’ll be moderating.

**Washington DC**

- No report

**West Virginia**

- No report

**(2) Knowledge Communities**

**Assessment, Evaluation, and Research**

**Peter Huu Tran**

Upcoming NASPA Deadlines and Other Important Dates	
<i>Year end—any push for contributions to the AERKC?</i>	<i>December 31</i>
Graduate Prep and Communities Fair contact person information provided to Stephanie King	January 1
Spring Board of Directors Report	January, 3
Graduate Prep and Communities Fair contact person information provided to Stephanie King	January 1
Special Interest Fund Application Due	January 31

NASPA Conference, LA	March 9-13
AER KC Meetings @ National Conference: Leadership Team Meeting (closed) Open Business Meeting <i>AER KC Reception?</i>	March 11 (4:00 p.m.) March 12 (4:00 p.m.) <i>March 12 (5:30 p.m.)</i>
Assessment, Persistence & Data Analytics Conference	June 16-18
AER KC Strategic Plan	June ???

### **Student Leadership Programs**

#### **Christina M. Ferrari**

Christina Ferrari will not be present at the NASPA 2019 Conference nor the NASPA Region II 2019 Conference but did attend and present at the Leadership Educators Institute.

I would like to resume planning a Region II Leadership Drive-In Conference once co-chair is selected. (Potentially collaborate with the Career in Student Affairs Conference for fall 2019). I would like to know what resources the Region II NASPA Board has available or what the process would be to request support and funding for this type of opportunity.

### **Socioeconomic and Class Issues in Higher Education**

#### **Tiffany J. Cresswell-Yeager**

I would like to plan an activity or present a session the Regional Conference related to the KC.

### **Technology**

#### **Dave Eng**

Presented Championing the Campus Interview: Inside Tips for the Final Round  
Friday, October 26, 2018 10:30 – 11:30am @ Columbia University Lerner Hall  
Part of the Careers in Student Affairs Conference

Abstract: The student affairs job search is a unique one that you'll embark on very soon. Most professionals begin at the tail end of their graduate program. They are challenged with finishing their academic work and assistantship responsibilities with reading, writing, and applying to job postings. Many positions will be applied for, but few interviews will be had. If you've identified yourself as a competitive candidate, then you'll be invited to your golden opportunity: the on-campus interview. Now what do you do? How do you prepare? How do you sell yourself as THE person they need in the role? In this session, a seasoned student affairs professional who has coached graduate students and entry level administrators will show you the inside tips and tricks it takes to wow the search committee, demonstrate compatibility with the institution, and leave the campus in contention for the follow up e-mail "We'd like to offer you the position!" Stories, applications, and mistakes will be discussed.

Attendance: 60

Photos: <https://www.dropbox.com/sh/xxioqfemjm1968/AAAAUjwBMINDKy9qmYtH1YDa?dl=0>

Presenting at NYU Student Affairs Conference, Friday, February 15, 2019  
Kimmel Center for University Life 60 Washington Square S, New York, NY 10012, USA

### **Women in Student Affairs**

#### **Robyn Ginese**

- Connected with those who signed up for coaching sessions and followed up with the participants of the #WISACHat to identify what else they would be looking forward to and how else we can engage them within the Region
- Will be reaching out to other KCs within Region to identify ways we can connect and collaborate.
- I hope to plan a physical get together in the spring for folks to meet in person. It would be great if we could partner with another KC

**(3) All other**

**Treasurer**

- No report

**Corporate Relations**

- No report

**Awards**

- No report

**Strategic Initiatives**

- No report

**NUFP Coordinator**

- No Report

**Marketing**

- No Report

**Advocacy & Scholarship**

**New Jersey Rep**

- Worked with Shadia on the Mid-Manager advisory committee to develop surveys and recommendations for future action, which will be shared with the Region II Board at the March meeting.

**Assessment, Evaluation, and Research (Knowledge Community)**

**Peter Huu Tran**

Sponsored programs at NASPA:

Program ID	Program Title	Sponsoring KC	Coordinating Presenter First Name	Coordinating Presenter Last Name
60319	Looking From the Outside In: Lessons From an External Assessment Project	Assessment, Evaluation, and Research	Laura	Dean
61381	Organizing an Assessment	Assessment, Evaluation, and Research	Chinako	Belanger

	Showcase to Share the Student Affairs Narrative			
60137	Examining the Congruence Between Student Perception of Learning and Their Actual Abilities: A Comparison of Direct and Indirect Measures in Student Learning Outcomes Assessment	Assessment, Evaluation, and Research	Richard	Yao

## NASPA Region II Knowledge Community Highlights, Challenges & Goals

### ***KC Coordinator Highlights -- what is working well***

- The change in recruitment from the responsibility being that of the KC Coordinators to the National KCs has helped
- tremendously in appointing a diverse group of individuals from all over Region 2
- Support from the National Office was available when requested
- Having two coordinators is essential and extremely beneficial
- New KC reps are always (for the most part) eager and energetic

### **Challenges for KC Coordinators**

- Not having access to volunteer central to post and unpost positions and confusion on transition of process
- Differences between each KC and navigating differences with national chairs
- Previous KC Coordinators (Nelson & Val) offices did not allow them to commit the time needed to dedicate to the position
- Clarity on time commitment required for KC Coordinator position prior to taking the role and building in transition meetings for all Regional Board positions (past co-chairs meet with new co-chairs)
- Scheduling conflicts with Region 2 meetings and KC National Meetings
- Not always receiving reports from the KC reps on a timely basis
- Transition and documentation has been rough to say the least and understanding of role
- Lack of emphasis on KCs from Region 2 Board and guidance on expectations

### **Challenges for KC Reps from feedback form**

- Have felt lack of leadership from previous KC Coordinators
- Lack of communication from KC coordinators with updates from national office
- Given little direction or guidance on what is being asked vs. required
- Suggestion for more on-boarding for folks not at national or regional conference
- The change from NASPA having KC Reps report to their KCs, but funding for their roles determined by the Regions, it makes it difficult to accomplish anything
- Better use of monthly meetings
- Overall confusion on budget, timeline for approval, understanding of how to spend money

### **KC Goals for 2019-2020**

- Increased marketing and visibility for KC Reps
  - Instagram takeovers
  - Promotion on Facebook for events
  - KC Rep Spotlights
- Increased transition documentation from KC Reps and from KC coordinators
- Understanding the budget process and creating budgeting plan
- Coordinate logistics and increase transparency between national KCs and regional board/reps
- Improve the on-boarding process for new KC Reps and KC Coordinators
- Consistent meetings - making sure KC Coordinators hold consistent monthly meetings and send more regular communication to KC Reps
- Sharing of best practices from each KC with other KCs
  - What is working really well in one KC and how can others learn about these best practices
  - What are the structures of each KC at the regional level

- Encouraging different types of programming from KC reps: socials, webinars, meet-ups, etc.
- Improved planned and strategic goal setting
- Creating more systems to streamline processes

## **Region II Mid-Level Managers Assessment & Recommendations 2019 Report NASPA Conference, LA**

**Contributors**-Christopher Conzen (Co-chair), Shadia Sachedina(Co-chair), Chris Carey, Danielle Weaver, Felipe Henao, Chris Diggs, MT Teloki

**Summary:** In an effort to improve outreach and development efforts for Region II Mid-Level Managers, a region wide assessment survey as well as a focus group was conducted for those who identified themselves as mid-level managers (occupy positions between entry-level professionals and more senior Student Affairs roles). This report outlines the assessment findings and provides recommendations for a future course of action for the continued development of Region 2 Mid-level managers.

### **Introduction**

Region 2's primary mission is to foster and develop member engagement and networking through intentional and thoughtful professional development opportunities. To that end, a primary goal in the Region 2 Strategic Plan (2018-2021) is to "Prepare Mid-Level Professionals to Lead." This through the implementation of competency building professional development programs, inculcation of mentoring opportunities and the introduction of virtual program offerings (Goal 2). Currently Region 2 program offerings for Midlevel Managers includes the following:

1. Mid Manager Institute - Every 2 years, 4 days.
2. Midlevel Manager Mentor/Mentee matchup (currently for NY and NJ only)-Introduced fall 2018
3. NASPA2 After Hours (currently for NYS only since fall 2017), focuses on dialoguing on key topics that impact the everyday SA Educator.

A review of the member makeup of Region 2, revealed that a significant number of the region's membership consisted of individuals who identified themselves as Mid-level managers. It thus became increasingly important that steps be taken to deepen understanding of the needs and aspirations of this core community of professionals.

A region wide assessment was conducted in November 2018 to gather details on professional development needs for mid-level managers. Two types of assessments were conducted. Specifically, a region wide assessment survey composed of 29 questions and a separate 60-minute focus group. Below are highlights from the assessment and the focus group respectively.

## Region Wide Assessment Survey:

87 Respondents/29 questions

### Highlights from this survey-

1. **What kind of professional connections do you find most beneficial as a mid-level manager? (Q4)**
  - Mentoring others
  - To share experiences with those in similar roles
  - To build a network
  - Connecting with senior level administrators for career advancement advice & understanding the profession.
2. **How can Region 2 assist in preparing you for your current role? (Q7)**
  - Mentorship opportunities to senior level administrators
  - Network creation
    - i. Knowledge community for mid-level managers
    - ii. One-day conference with some MMI sessions
    - iii. Low/no cost development opportunities (virtual chats)
  - Career growth guidance.
3. **Questions #21-#27 focused on the MMI and key takeaways as well as programmatic change suggestions. Key responses:**
  - Delve more deeply into topics (budgeting, navigating politics, developing staff, managing up and down)
  - Include diversity & inclusion with staffing and supervision
  - Reasons for not attending MMI-time commitment

### Focus Group Assessment

13 participants/60 minutes

Questions for the Focus Group followed a similar pattern to that of the assessment survey. Keeping in mind the assessment results that had noted cost, location and topic areas as being critical to decision making when participating in development opportunities, facilitators focused on asking more in-depth questions on the most preferred type of development:

- Email was the preferred means of contact.
- Certificate programs were of interest to the group.
- Drive in day long conferences

### Recommendations and Next Steps:

Create a Mid-manager Committee structure for Region II that is similar in essence to the NASPA [James E Scott Academy](#) . The Committee consists of mid-level managers representing each state/province that makes up Region 2 (approximately 1-2 representatives from each state/province). Membership to serve on the Advisory Board is through an application process and service is for two years. The Committee is co-chaired by State and/or Province Coordinators/Members at Large for a period of 2 years.

### Committee Responsibilities

1. Provide advice to the Region 2 Advisory Board on issues impacting mid-managers in the region.
2. Provide guidance and support to the MMI co-chairs to keep the curriculum relevant to the mid-manager population as well as assist in marketing the institute and recruiting participants.
3. Be responsible for operating an online “academy” for the mid-managers in Region II thus working to expand year round virtual program offerings as part of the Region 2 Strategic Plan Goal 2 initiative.

Specifically, there would be an ongoing online MOOC/webinar hybrid that would provide mid-managers with continuing education on skills-based topics (supervision, technology, budget management, etc.). They would be deeper dives into these areas than are covered in the MMI and could span multiple sessions. The academy would be continuous and provide a badge for each skill area you complete (meaning you could step in and out at any point).

The Mid-Manager Committee would organize this endeavor and provide the faculty for the sessions. A nominal fee would be charged to participants for each skills module.

The Mid Manager Institute would continue as a separate entity but would be supported by this Mid Manager Committee. Additionally, the Institute would be different from the academy in that it would be a cohort-based intensive experience, still led by VPSA's who provide broader theoretical sessions and mentoring during and after the Institute. The MMI would still occur every other year, but over the winter intersession period (January) rather than right after the regional conference.

## NASPA Region II KC Reps Contact Information

### Administrators in Graduate and Professional Student Services

Vacant

### Adult Learners and Students with Children

Vacant

### African American

Kimberly Springer (Term: February 2018 – March 2019)  
Mount Saint Mary University: [ksspringer87@gmail.com](mailto:ksspringer87@gmail.com)

### Alcohol and Other Drugs

Sara Kupferer (Term: March 2017 – March 2019)  
The University of the Arts: [skupferer@uarts.edu](mailto:skupferer@uarts.edu)

### Asian Pacific Islanders

Angie Kim (Term: January 2018 – March 2019)  
New York University: [angie.kim@nyu.edu](mailto:angie.kim@nyu.edu)

### Assessment, Evaluation, and Research

Peter Huu Tran (February 2018 – March 2019)  
New York University: [ph2@nyu.edu](mailto:ph2@nyu.edu)

### Campus Safety and Violence Prevention

Ross Iosefson; Associate Director for Residential Services (term: October 2017 - March 2019)  
Georgetown University  
[ross.iosefson@georgetown.edu](mailto:ross.iosefson@georgetown.edu)

### Civic Learning and Democratic Engagement

Jennifer Johnson Kebea  
Drexel University: [jj38@drexel.edu](mailto:jj38@drexel.edu)

### Disability

Angie Diaz (Term: March 2017 – March 2019)  
Montclair State University: [diazan@mail.montclair.edu](mailto:diazan@mail.montclair.edu)

### Enrollment Management

Dane Foust (Term: April 2017 - March 2019)  
Salisbury University: [drfoust@salisbury.edu](mailto:drfoust@salisbury.edu)

### Fraternity and Sorority

Vacant

### Gender & Sexuality

Chad Freeman (Term: March 2017 – March 2019)  
Hofstra University: [remington.c.freeman@hofstra.edu](mailto:remington.c.freeman@hofstra.edu)

### Indigenous Peoples

Tara Leigh Sands (Term: March 2017- March 2019)  
Lycoming College: [taraleighsands@gmail.com](mailto:taraleighsands@gmail.com)

### **International Education**

Vacant

### **Latino/a**

Evelyn Ortega (Term: March 2018 - March 2019)  
City College of New York: [evelyn.v.ortega@gmail.com](mailto:evelyn.v.ortega@gmail.com)

### **Men and Masculinities**

Brian Medina (Term: March 2017 – March 2019)  
Frostburg State University: [bamedina@frostburg.edu](mailto:bamedina@frostburg.edu)

### **MultiRacial**

Eileen Rodriguez (Term: October 2017 - March 2019)  
Community Director  
Georgetown University: [er682@georgetown.edu](mailto:er682@georgetown.edu)

### **New Professionals and Graduate Students**

vacant

### **Orientation, Transition, and Retention**

Vacant

### **Parent and Family Relations**

Dana Trimboli (Term: March 2017 – March 2019)  
John Jay College: [dtrimboli@jjay.cuny.edu](mailto:dtrimboli@jjay.cuny.edu)

### **Socioeconomic and Class Issues in Higher Education**

vacant

### **Spirituality and Religion in Higher Education**

Vacant

### **Student Affairs Fundraising and External Relations**

Vacant

### **Student Affairs Partnering with Academic Affairs**

Nicole DeCapua Rinck (Term: 2017 – March 2019)  
Saint Peters University: [ndecapuarinck@saintpeters.edu](mailto:ndecapuarinck@saintpeters.edu)

### **Student Government**

Mary Kate Boland (Term: January 2018 – March 2020)  
SUNY – Cortland: [marykate.boland@cortland.edu](mailto:marykate.boland@cortland.edu)

### **Student Leadership Programs**

Christina M. Ferrari (Term: March 2017 – March 2019)  
Fashion Institute of Technology NYC: [christinamferrari@gmail.com](mailto:christinamferrari@gmail.com)

**Student-Athlete**

Vacant

**Student Career Development**

Vacant

**Sustainability**

Sara Hillis Ousby (Term: October 2017 - March 2019)  
Director, Rosenberg Center for Student Involvement  
University of Baltimore  
410.837.5688  
sousby@ubalt.edu

**Technology**

David Eng (Term: October 2017 - March 2019)

**Undocumented Immigrants and Allies**

Yvette Lerma (Term: March 2017 – March 2019)  
Coordinator, Latinx Student Involvement and Advocacy  
University of Maryland: [ylerma@umd.edu](mailto:ylerma@umd.edu)

**Veterans**

Cory Shay (Term: March 2017 – March 2019)  
Indiana University of Pennsylvania: [cory.shay@iup.edu](mailto:cory.shay@iup.edu)

**Wellness and Health Promotion**

Tiffany Ciprian (Term: March 2017 – March 2019)  
New York Institute of Technology: [tcipri01@nyit.edu](mailto:tcipri01@nyit.edu)

**Women in Student Affairs**

Vacant

**NASPA Region II KC Co-Coordinators**

Zach Harrell  
Columbia University: [zh2342@columbia.edu](mailto:zh2342@columbia.edu)

Nelson Rodriguez

Rutgers University - Newark: [Nelson.Rodriguez@rutgers.edu](mailto:Nelson.Rodriguez@rutgers.edu)