



**NASPA**<sup>®</sup>

Region III

**Anthony DeSantis**

**Region III Director Report for the July 2017 Board of Directors Meeting  
July 3, 2017**

## Diversity and Inclusion Initiatives

- The NASPA Region III 2016 – 2018 included the following areas:
  - **PROFESSIONAL DEVELOPMENT**  
*Provide exceptional and geographically accessible professional development opportunities*
  - **SOCIAL JUSTICE**  
*Demonstrate leadership in inclusion and social justice initiatives.*
  - **GRADUATE PREPARATION**  
*Serve graduate students and faculty in regional activities*
  - **STATE AND LOCAL NEEDS**  
*Harness the State & Country Directors to assist with membership and response to local issues*
  - **REGION III CONNECTIONS**  
*Create a stronger brand for Region III to facilitate connection, networking and loyalty*
  - **ENGAGEMENT**  
*Develop a pipeline for leadership and volunteer engagement*
  - **GLOBAL PARTNERS**  
*Cultivate deeper partnerships with international partners*
- Created and HBCU and Community College Task Force for NASPA Region III that began in April 2016.
  - NASPA Region III, NASPA, and NASAP will be finalized a partnership agreement that was approved by the NASPA Region III board on June 15, 2017.
  - NASPA Region III will be co-hosting a Community College Symposium that will be scheduled in January or February of 2018.
  - Since July 2016, the number of HBCU individual members increased from 82 in July of 2016 to 138 in July of 2017 due to these initiatives.
- NASPA Region III Summer Symposium 2017 program proposals included the following criteria this year.
  - Key areas are being solicited specifically for the 2017 Symposium:
    - Social consciousness, inclusion, and student activism
    - Recruitment and retention of student affairs professionals
    - Increase and severity of student mental health concerns
    - Gender based violence and Title IX
    - Securing funding for student affairs initiatives
  - NASPA Region III encourage presenters to focus on the four pillars of NASPA - Inquiry, Inclusion, Integrity, and Innovation. The values of our organization reflect the spirit, purpose, and curiosity of its members. As student affairs professionals and NASPA members, we strive to offer leadership, scholarship, and professional development to student affairs. In honoring our mission, proposals may address what the mission of NASPA means to them and how their program embodies the organizations' guiding principles.
  - One hundred and thirty two first time attendees registered for Summer Symposium this year.

- Added the Bobby E. Leach Equity, Diversity and Inclusion Award to the list of awards in Region III
- The NASPA Region III board approved to help support first time attendees attending the NASPA Region III Summer Symposium.
  - 16 scholarships were provided to first-time attendees this year
- The NASPA Region III board approved \$1,000 to support a FREE Pre-Conference session entitled “Pathways to the Profession” which will occur on June 15 from 1pm – 4pm for 40 – 50 individuals.
  - 26 participants attended this pre-conference
- The NASPA Region III grants proposals included the following criteria this year.
  - NASPA Region III again offers its annual call for research proposals for the 2017–2018 research and assessment grant awards. Region III contributes \$5,000 annually in research assessment grants for Region III members. An individual or research group may receive up to \$1,000 for the 2017–2018 academic year. Preference will be given to applicants who submit proposals focused on the following NASPA Region III strategic areas:
    - Social Justice and Inclusion
    - Internationalization of Student Affairs
    - Community Colleges
    - HBCUs
    - Faculty Research Interests
    - Graduate Students

## Leadership and Member Engagement

### NASPA Region III Executive Leadership Team

Regional Director	Anthony DeSantis, Ph.D.
Regional Director - Elect	Helen-Grace Ryan, Ph.D.
Secretary/Chief of Staff	Gloria Laureano, Ed.D.
Treasurer	Ken Gassiot, Ph.D.
Membership Services	Peggy Crowe, Ph.D.
Historian	Kathleen Callahan
Graduate Student Rep	Ashley Carter
IT Coordinator/Communications Chair	Abigail Brumfield
KC Coordinator	Cara Appel Silbaugh, Ph.D.
Volunteer Coordinator	Marlon L. Gibson
Assistant Volunteer Coordinator	Matthew Smith
Strategic Planning Coordinator	Jay Lambert

### NASPA Region III Director

- Finalized the partnership agreement with NASPA, NASAP, and NASPA Region III (see attached)
- Finalized the MOU with SACSA and NASPA Region III (see attached)
- Partnering with NASPA and the Community College Division to host a Community College Symposium in the spring of 2018
- Attended the Memphis in May Student Affairs Conference and represented NASPA Region III
- Attended the Forum for International Student Affairs Professionals in Monterrey, Mexico
- Working with Stephanie Gordon and members of the Region III board to pilot an internship, practicum, and job board site for our region

### NASPA Region III Director-Elect Report

- Summer Symposium 2018 Conference Chairs Selected
- 2018 – 2020 Awards Coordinators Selected

### NASPA Region III Financial Report

- Overview of 2016 – 2017
  - *Summer Symposium, NPI and MMI Highlights*
    - All 3 created a total profit of \$18,261.54
    - RIII had a strong year with all three events in 2016, creating a surplus entering this fiscal year
  - *Other Budget Areas*
    - All budget categories for 2016-17 came in at or under budget
    - The 2016 Annual Conference expenses were under budget by just less than \$2,000
  - *Total Region 3 Assets*

	\$264,432.53
Region 3/NASPA Investment	\$100,000
Operating Account	\$164,432.53
2016-17 Operating Budget	\$52,345

### NASPA Region III KC Coordinator Report

- Designed and led the KC Representative Training at the national conference
- Filled vacancies in the spring and prepared to fill 2 more in the coming months
- Held check in calls with the majority of the Regional Reps where we are discussing not only their current work/projects but also the changes to the role with the KC Task Force report recommendations.

### NASPA Region III Membership Report

- 3506 members in Region III as of today
- Up from 3100 in 2016-2017
- Assessment projects occurring in Mississippi, Georgia, and Tennessee
- 100 Institutional memberships renewed – 1<sup>st</sup> Region to complete this task
- A NASPA membership onboarding protocol was shared with the state directors

### NASPA Region III Volunteer Report

- Working on filling the following positions
  - South Carolina Graduate Assistant for the State Director
  - Public Policy
  - Drive-in Conference Coordinator

### NASPA Region III IT and Marketing Report

- Facebook:
  - 1,710 (goal 3,000) up 70% from March 2016
  - 1,500 Likes on social media posts
  - Largest social media following for NASPA region
- Twitter
  - 2,341 followers (goal 3,000) up 73% from March 3016
- Instagram:
  - 418 followers (goal 1,500) from creation in March 2016

### Strategic Planning Updates

- GAP program applications due August 27<sup>th</sup>
- Reviewed several sections from the work the Board did at the previous meeting in March 2017 to seek clarification on efforts to direct in certain areas.
- Plan to have a solid draft of our progress and plans for the future by October 2017 at SACSA
- Plan to work with Stephanie Gordon and NASPA to host a practicum/job site on the Region III website

## Division Reports

Foundation Ambassador	Terry Mena
Public Policy Coordinator	Heidi Leming, Ph.D.
Professional Standards	Scot A. Lingrell, Ph. D.
NUFP	Meg Sunga
Faculty Division	Dorian L. McCoy, Ph.D.
Community College Division Chair	Karen Stills Royster, MBA
Small Colleges and Universities Division	Dr. Jennifer Miles
Corporate Sponsor Liaison - Co-Chair	Vicki Dobiyanski
Corporate Sponsor Liaison - Co-Chair	Brian W. Kuster
Professional Programs - Co-Chair	Denny Bubrig
Summer Symposium 2017 Co-Chair	Allison B. Peters
Summer Symposium 2017 Co-Chair	Meredith Conrey

### Professional Programs Chair

- Updated RFP with SACSA and NASPA Region III
- Updated and approved MMI and NPI Rubric

### Corporate Sponsorship Chair

- Over \$16,000 in sponsorships this year for Summer Symposium
  - TAO
  - YMCA
  - Campus Labs
  - E-Res Life
  - Wizard Creations
  - National Society of Leadership and Success

### Professional Standards

- Working with ACPA on the rubrics on a national level

### Public Policy

- Looking to fill a few state liaisons positions
- Hosted a Public Policy session at Summer Symposium on June 16

### Community College Division

- Completed 4 online learning webinars for Community College professionals
- Looking at continuous ways to engage community college professionals
- Pleased to hear of the community college symposium support from the region.

### NUFP

- 25 Region III students applied and were selected for NUFP this summer
- Region III has the most NUFP applicants of all the Regions

### Foundation Ambassador

- \$7,000 short of our goal as of June 14
- 114% of our member goal
- 85% of our money goal
- The NASPA Foundation will be present at Summer Symposium for the 1<sup>st</sup> time

## Awards

Nominations and Awards - Co-Chair

Jody Conway, Ph.D.

Nominations and Awards - Co-Chair

Lorie A. Kittendorf, Ph.D.

This year the 12 awards will be divided into two different presentation sessions during NASPA Region III's Summer Symposium. This year we created a poster (two were made) that promoted the award winners during the entire Summer Symposium. This seemed to be a value added contribution to the SS. Two new awards were inaugurated this year. They are:

1. AVP/Senior Level Student Affairs Professional Award (AVP Senior Level Student Affairs Professional)
2. Equity, Diversity and Inclusion Award (Equity Diversity and Inclusion Award)

This is the last Summer Symposium award event for us as co-chairs. We are excited that Meredith Conrey and Gloria Laureano will be named as the 2017-2018 Awards and Nominations Co-Chairs.

Our term ends in March, so we will continue with marketing and retirees through March, but we would be remiss not to thank Becky Spurlock and Anthony DeSantis for their guidance, support and leadership. This opportunity has been a wonderful part of our professional career within Student Affairs. It has indeed been an honor to serve NASPA Region III as the Awards and Nominations Co-Chairs from March 2013- March 2018.

The evaluation process for the awards selection was conducted online, difficulties due to process changes at National NASPA delayed the process significantly this year. It is our hope and National NASPA that these issues are now ironed out. Region III had an extremely strong pool this year. The co-chairs attribute this to our ongoing marketing efforts throughout the year.

Nominations submitted:

Year	Submissions	States	Reviewers	Location	Awards
2013-2014	32	7	11	Orlando/Disney/FL	10
2014-2015	28	4	12	St. Simon Island/GA	10
2015-2016	50	7	16	Dollywood/TN	10
2016-2017	67	8	22	Orlando/Disney/FL	12

The John Jones Award for Outstanding Performance as a Senior Student Affairs Officer  
(Scott Goodnight Award)

*Mary Coburn, Vice President for Student Affairs  
Florida State University*

The John Koldus Award for Distinguished Service to NASPA Region III  
(Fred Turner Award)

*Frank Cuevas, Asst. Vice Chancellor for Student Life & Executive Director of University Housing  
The University of Tennessee - Knoxville*

James E. Scott Outstanding Mid-Level Student Affairs Professional Award  
(Doris Michiko Ching Mid-level Award)

*Clint-Michael Reneau, Director, Disability Services & Title IX / Student Conduct Specialist  
Texas State University*

The William Leftwich Award for Outstanding New Professional in NASPA Region III

*Heather Stevens, Student Advocacy Coordinator*

*University of Miami*

Outstanding Graduate Student in Region III Award

*Kelsey Skinner, Graduate Residence Director*

*Mississippi State University*

Outstanding Contribution to Student Affairs through Teaching

(Robert Shaffer Award)

*Beth Bukoski, Clinical Assistant Professor and Assistant Program Coordinator, Department of Educational Administration*

*The University of Texas at Austin*

The Bob E. Leach Award for Outstanding Service to Students

*Linda Devine, Vice President for Operations & Planning*

*The University of Tampa*

The Outstanding Community College Professional in Region III

(Community College Professional)

*Christopher Holland, Vice President of Student Services*

*Florida State College at Jacksonville*

The Robert D. Bradshaw Small Colleges Student Advocate Award

*Jenifer Ruby, Director of International Student and Scholar Services*

*Rollins College*

The President's Award

(President's Award)

*John Thrasher, President*

*Florida State University*

AVP/Senior Level Student Affairs Professional Award - New Award 2017

*Jerry Brewer, Associate Vice President for Student Affairs and Academic Support*

*University of South Carolina*

Equity, Diversity and Inclusion Award - New Award 2017

*Cedric Rucker, AVP Student Affairs and Dean of Student Life*

*University of Mary Washington*

## **Knowledge Community Reports**

Administrators in Graduate and Professional Student Services

Adult Learners and Students with Children

African-American Concerns Chair

African-American Concerns Co-Chair

Alcohol and Other Drug Katherine

Asian Pacific Islanders Concerns

Assessment, Evaluation and Research

Campus Safety Justin

Civic Learning & Democratic Engagement - Co-Chair

Civic Learning & Democratic Engagement - Co-Chair

Disability Concerns

Matt Imboden

Sydney Richardson

Mel C Norwood, II

Robert Sparks

Drotos Cuthbert

Justin Hua

Misty McDonald

Gildner

Dennis McCunney

Lindsey Woelker

Annazette Houston

Enrollment Management	Georj Lewis
Fraternity and Sorority Affairs	Chris Graham
Gender & Sexuality	Brent Lewis
Indigenous People	David Kessler
International Education	Benardo J. Dargan
Latino/a	Rafael Zapata III
Men and Masculinities	VACANT
MultiRacial	Brittany Hunt-Woods
Graduate Students and New Professionals	Brooke Wilson
Parent and Family Relations	Lady Cox
Socioeconomic and Class Issues	DeOnte Brown
Spirituality and Religion in Higher Education	Kevin McIntosh
Student Affairs Development and External Relations	Zack Anthony Forde-Hawkins
Student Affairs Partnering with Academic Affairs	Jemilia S. Davis
Student Athlete Concerns	Carrie Smith
Student Career Development	Julia Fleming
Student Leadership Programs	Anthony Crenshaw
Sustainability	Kent Mire
Technology	Charles Hueber
Wellness and Health Promotion	Marian Trattner
Women in Student Affairs	Jessi Dillingham
Veterans	Denny Powers
Undocumented Immigrants and Allies	Pamela Hernandez

- New Professional and Graduate Students
  - Hosted a social at the Annual Conference and was able to connect with over 50 graduate students and new professionals.
  - Utilized Volunteer Central to recruit 9 new leadership team members and we have 2 returning team members. These 11 new professionals and graduate students represent the following states: NC, TN, FL, GA, KY, and TX. This team will focus on membership engagement, communications, master classes, webinars, professional development, conferences, and partnerships with GAP, NUFP, KC's, and SACSA.
  - Created the "NASPA's NOW Professionals" recognition platform to highlight the work new professionals and graduate students are doing across student affairs and higher education.
  - Upcoming initiatives include:
    - New NASPA Professional recognition "30 under 30"
    - Looking for a doctoral student engagement plan
- Assessment, Evaluation, and Research KC
  - The national KC approved the strategic plan at the annual conference.
  - The national board had a change in leadership and new chairs have instituted monthly meetings
  - The national leadership is working on clarifying roles of the regional representatives.
- Student Affairs Partnering with Academic Affairs
  - SAPAA KC was asked to discuss the Promising Practices Award on the KC Leader National Conference Call. Our Region III Representative, Jemilia, co-presented with the Promising Practices co-chair to share information about the nomination and selection process.
  - SAPAA KC discussed the hope of encouraging representation from each Region for the KC's signature publications and awards - SAPAA Synergy Newsletter and the Promising Practices Award. Our Region III Representative, Jemilia, will be working with other regional representatives to discuss publicity and recruitment initiatives.
- Student Leadership Programs
  - Student Leadership Programs KC Podcast.
    - NASPA SLPKC Podcast Link: <http://bit.ly/2r3nFCb>

- This is a tremendous resource to share with folks in our region who are interested in learning more about trends in Student Leadership Programs. To date, six schools in our Region (Florida State, William & Mary, George Mason, UCF, Wake Forest, and Duke) have been featured.
- The Region III KC is currently is planning for the 2017-18 year and is interested in partnering with others in our region on webinars, spotlights, and the newsletter. If you are interested, please contact me directly.

Region III SLPKC Team  
 Anthony Crenshaw  
 Chair  
 University of Richmond

Sade A. Dawson  
 Social Media Coordinator  
 Texas A&M University

Dorsey Spencer  
 Spotlight Series and Awards Coordinator  
 Florida State University

Macy Warburton  
 Newsletter Coordinator  
 Baylor University

Solomon Tention  
 Webinar Coordinator  
 Southern Louisiana Community College

- Socioeconomic and Class Issues
  - Starting Live Briefs
  - Using social media to highlight regional efforts for socioeconomic
  - Highlighting programs from SACSA with NASPA Region III
- Parent & Family Relations
  - Hosted a Drive-In Conference in Alabama in April of 2017
- Fraternity and Sorority
  - Attending the National KC meeting (June 26 – June 27) in Texas
- LatinX/O/A
  - Quince for Quince Foundation – reached 50% of the goal this far
  - Filled three positions on the board
  - Looking for State Representatives

## State Directors

Alabama	Dr. Krista Harrell
Florida	Ana Di Donato
Georgia	Justin Jeffery
Kentucky	Dr. Charley Pride
Louisiana - Co-Director	Nicole Ralston
Louisiana - Co-Director	Courtney E. Williams



Mississippi	Regina Hyatt, Ph.D.
North Carolina	Jim Settle, Ph.D.
South Carolina	Neil Jamerson
Tennessee	Justin Lawhead
Texas	Adam Peck
Virginia	Irvin Clark

- South Carolina
  - South Carolina surveyed graduate students in higher education programs, faculty of higher education programs, and SSAOs from across the state to get a broad glimpse of what NASPA initiatives members were interested in, and what services NASPA could offer at the state level to improve members' experiences. See results displayed in the following infographics:
    - Grads: <https://magic.piktochart.com/output/21731675-naspa-sc-graduate-student-assessment>
    - Faculty: <https://magic.piktochart.com/output/21422933-sc-faculty-assessment>
    - SSAOs: <https://magic.piktochart.com/output/20879155-naspa-sc-assessment-17>
 Based on the feedback from these surveys, South Carolina have created 5 volunteer positions to add to South Carolina's state board. These positions are: Graduate Assistant to the State Director, Public Policy Director, Drive-In Conference Coordinator, Practicum/Internship Coordinator, and Conference Proposal Pre-Reviewer. The positions are posted on NASPA's Volunteer Central under Region III.
- North Carolina
  - Statewide drive-in conference in March, "Spring into Wellness". More than a dozen institutions in the state attended.
  - Using foundational work from South Carolina, North Carolina should have a membership survey out in Fall, along with an additional ask through volunteer central to set up a state board
- Florida
  - Hosted NASPA-FL board retreat at the University of Florida on June 5
    - Focusing on strategic plan
    - Merging the Undergraduate Symposium with Drive-in
    - November 2 – November 3, 2017 at the University of Florida
    - Documenting job descriptions
- Texas
  - The Texas Advisory board has been meeting regularly.
  - Updated the NASPA Region III website to include an accurate listing of our membership.
  - NASPA-Texas was a sponsor of last year's TACUSPA conference.
  - NASPA-Texas at the NASPA Conference in March by handing out name badge stickers.
  - Maintaining an active social media presence by developing a rotating schedule for posting on our platforms. This has resulted in more active member engagement.
- Mississippi
  - NASPA-Mississippi was represented at the annual Mississippi State University Legal Issues conference on April 26 and April 27, 2017
    - Approximately 200 people from across the Southeast attended this event.
    - Materials from NASPA were distributed at the event.
    - <http://students.msstate.edu/clc/schedule/>
- Tennessee
  - Of the 200 confirmed registrants at Memphis in May conference, we had 27 universities, colleges, organizations, and associations represented from 11 different states (Alabama, Arkansas, Tennessee, Mississippi, Missouri, California, Florida, Kentucky, Maryland, Massachusetts, and Illinois).
  - <http://www.memphis.edu/mimsac/>

## Professional Development & Events

- <https://www.naspa.org/events/sacsa-naspa-region-iii-new-professionals-institute>
- NASPA Region III with SACSA is pleased to share the success of New Professionals Institute (NPI) held June 18-23, 2017 at Trinity University in San Antonio, TX. Our thanks to all of the participants for their energy and engagement and our greatest appreciation to each of their institutions for supporting their attendance.
- We hosted 71 new professionals from 50 institutions and 12 different states. They represented over 15 different areas within our profession with the most common areas being Residence Life and Housing and Student Activities. The average length of time working in the profession for the participants was two years.
- NPI would like to thank the following NPI faculty, guests, and site hosts for making this an amazing experience for all! The support from these amazing volunteers was critical to the success of the institute.

#### NPI Faculty

- Dr. Amy Diepenbrock, Assistant Dean for Student Affairs, University of the Incarnate Word Feik School of Pharmacy (San Antonio, TX)
- Dr. Jacqueline Gibson, Vice President for Student Affairs, Mississippi Valley State University (Itta Bena, MS)
- Dr. Regina Hyatt, Vice President for Student Affairs, Mississippi State University (Mississippi State, MS)
- Dr. Jay Lambert, Vice President for Student Affairs, University of Houston-Victoria (Victoria, TX)
- Dr. Barry McKinney, Associate Dean of Students and Director of Student Activities, University of Texas at San Antonio (TX)
- Dr. Ryan Smith, Dean of Enrollment and Career Services, Oakwood University (Huntsville, AL)
- Dr. Alicia Caudill (NPI Director), Executive Vice President for Student Affairs, College of Charleston (Charleston, SC)
- Dylan Mazelis (NPI Intern), Program Coordinator, Higdon Student Leadership Center, College of Charleston (Charleston, SC)

#### NPI Site Hosts, Trinity University

- David Tuttle, Associate Vice President for Student Life and Dean of Students
- Julio Avila, Conference and Event Coordinator, Office of Conferences and Special Programs
- Bruce Bravo, Senior Director, Office of Conferences and Special Programs
- Trinity University Student Life Staff

#### NPI Guests

- Dr. Sheri King, Director of Student Life, St. Mary's University, San Antonio, TX
- Melissa Thomas, Lecturer, College of Natural Sciences, University of Texas at Austin
- Dr. Matt Varga, Assistant Professor of Counselor Education and College Student Affairs, University of West Georgia, and SACSA President
- Dr. CJ Woods, Associate Vice President for Student Affairs, Texas A&M University, and SACSA Professional Development Chair
- Dr. Sheryl Tynes, Vice President for Student Life, Trinity University

#### NPI Pre-Institute Facilitators

- Illiana Melendez, Conduct Officer, Texas State University (San Marcos, TX)
- Michael Wilkinson, Director of Student Life and Services, University of Texas-Victoria
- Dr. Ashley Spicer-Runnels, Assistant Vice President for University College, Texas A&M University-San Antonio

### NASPA Region III Mid Managers Institute

NASPA/SACSA Mid Managers Director - Dr. Ellen J. Neufeldt

- SACSA/NASPA Region III - Mid-Manager's Institute 2017  
June 11-16, 2017  
Emory University in Atlanta, GA  
<https://www.naspa.org/events/2017-naspa-region-iii-sacsa-mid-managers-institute>
- 67 participants attended this year
- The Mid-Manager's Institute is a very focused and unique professional development experience presented by a partnership between [SACSA](#) and NASPA Region III. It offers an opportunity for mid-level professionals to enhance and develop the skills, relationships, and dispositions that distinguish them in the profession and enables them to make more meaningful contributions to the people and programs they serve.
- Participants have the opportunity to learn from faculty mentors, guest presenters and their mid-level colleagues; past topics include managing from the middle, navigating politics and campus climate, strategic planning, synergy between academic affairs and student affairs, explore professional competencies and career planning, and leave with strategies and skills to make an impact when they return to campus.
- The Mid-Manager's Institute is designed for individuals with at least five years of experience as a full-time professional with oversight and supervisory responsibility of one or more units and professional staff members.

### NASPA Region III Summer Symposium 2017

- June 15 – June 18, 2017
- Orlando, FL
- <https://www.naspa.org/events/naspa-region-iii-summer-symposium-2017>
- Major speakers were in aligned with strategic plan and NASPA's pillars
- All gender restroom provided
- Indigenous people recognized
- 14 scholarship recipients
- 20 volunteers
- 26 individuals took part in the NASPA Region III first-time attendee "Pathways to the Profession" pre-conference. This was free for first-time attendees.
- Record attendance this year with over 213 attendees
- 132 first-time attendees

### SACSA with NASPA Region III in Chattanooga, TN

- October 28 – October 30, 2017
- <http://www.sacsa.org/page/Conference>

**Memorandum of Understanding  
NASPA Region III & SACSA  
June 2017**

Following the 2015 SACSA Annual Conference with NASPA Region III, Beau Seagraves, SACSA President, and Anthony DeSantis, NASPA Region III Director, met to discuss the development of a joint Task Force to complete the following:

- Review the existing Memoranda of Understanding between both organizations;
- Offer suggestions for enhancing professional development opportunities to benefit members of both organizations; and
- Provide recommendations for the future of our collaborative efforts.

The result of that conversation led to the development of a task force jointly appointed in March 2016. Task Force members included Jane Adams-Dunford, Tony Cawthon, Anthony DeSantis, Kimberly Lowry, Cord McLean, Beau Seagraves, Becky Spurlock, Matt Varga, and CJ Woods. This task force recommended to the SACSA Executive Council and the NASPA Region III Board that the associations agree to one MOU outlining the partnership between the two associations. On June 5, 2017, the Task Force unanimously recommended that the leadership of SACSA and NASPA Region III formally adopt this MOU.

**SACSA**

Mission

The mission of the Southern Association for College Student Affairs is to advance:

- Opportunities for professional development;
- Scholarship, research, and ethical practice; and
- Understanding of issues impacting students and the student affairs profession, while fostering our core values of inclusiveness, professionalism, and collegiality.

Vision

The Southern Association for College Student Affairs is committed to being the preeminent generalist organization for practitioners, educators, and students engaged in the student affairs profession.

Core Values

The core values below represent the ideals on which the Southern Association for College Student Affairs was built and continues to prosper from meeting the needs of the student affairs professionals and affiliates in the south. The Core Values of Inclusiveness, Professionalism, and Collegiality shall permeate all governance, decisions, operations and activities of the association.

- Inclusiveness: Diversity, History, Affordability, Accessibility, Involvement
- Professionalism: Research, Scholarship, Practice, Expertise, Professional Development, Integrity, Learning
- Collegiality: Mentoring, Collaboration, Regional Commitment, Volunteerism, Fellowship, Traditions, Networking

## NASPA Region III

### Our Mission

To be the principal source of leadership, scholarship, professional development, and advocacy for student affairs.

### Our Vision

NASPA is the leading voice for the student affairs profession.

### Guiding Principles

- Integrity: Committed to high moral principles exhibiting authentic, honest, just, and ethical behavior.
- Innovation: Continuously seeking improvement through new and creative approaches.
- Inclusion: Seeking ways to ensure access, voice, acknowledgement, opportunity, and participation at all levels.
- Inquiry: Supporting research and scholarship to add to the knowledge base of the profession and ensure that data informs practice.

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## CONFERENCE COLLABORATION

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### **History of Collaboration**

Beginning in 1978 or 1979, NASPA Region III began holding a chief student affairs officer meeting as a pre-conference to the regular fall meeting of SACSAs. Over the next few years, the nature of the NASPA meeting began to expand and transitioned into a more formal conference/meeting. A joint task force developed guidelines to follow, which were approved in 1985. By 1988, the two groups were still experiencing difficulties based upon the tandem nature of the two meetings. A number of variations were tried over the next few years, with NASPA Region III meeting both before and after the SACSAs meeting. While the guidelines developed in 1985 were further developed, NASPA Region III made the decision to discontinue its fall update meeting. The last joint conference was held in 1998. Since that time, NASPA has made an effort to concentrate more effort on its summer meeting. Prior to this time, the summer meeting had become the chief student affairs officer meeting and traditionally occurred in a resort setting that was suitable for members to bring their families with them to combine business and vacation.

It is safe to say that neither SACSAs nor NASPA Region III knew quite what to expect when the decision to end tandem conferences was made. Over the years, it would appear that a number of perceptions developed about both associations. NASPA Region III Summer Symposium was perceived as an SSAO professional retreat whereas the SACSAs Annual Conference was perceived as the “training ground” for young professionals.

These perceptions of both organizations contributed to the logic of creating a co-branded conference in 2004, with SACSAs serving as the primary planner since SACSAs’s financial stability relies on the Annual Conference that serves both groups of professionals. This relationship evolved to where NASPA Region III would receive non-financial returns and benefits from the SACSAs Annual Conference including branding, program offerings, SACSAs member registration rates, and meeting space. Overtime, questions about site selection, conference chair selection, program selection, marketing, registration fees, sponsors, exhibitors, and branding have been decided by previous workgroups between NASPA Region III and SACSAs, subsequently resulting in the current SACSAs Annual Conference with NASPA Region III. Until recently, SACSAs had not received similar benefits from NASPA Region III Summer Symposium.

Both organizations have grown and strengthened since the original agreement in 1985 and the renewal in 2004. Therefore, this MOU represents the current professional development environment and augments the strengths of both organizations.

The organizations agree to the following:

### **Annual Fall Conference**

- SACSA's annual fall conference will continue to be called the *SACSA Annual Conference with NASPA Region III*.
- In site selection and conference planning, SACSA will abide by both SACSA's and NASPA's Nondiscrimination Policies. In the event either policy changes, this agreement will need to be reviewed.
- SACSA will obtain and maintain liability insurance for the Annual Conference.
- SACSA will continue to provide a meeting location for NASPA Region III Board Meeting.
- SACSA will continue to offer the SACSA member conference registration rate to NASPA members.
- SACSA will continue to provide time at the opening ceremony for a NASPA Region III representative to address the attendees.
- SACSA will have full responsibility for the conference program and agenda.
- SACSA will include a welcome letter from the NASPA Region III Director in the program booklet.

### **NASPA Region III Summer Symposium**

- NASPA Region III will continue to offer the NASPA member conference registration rate to SACSA members.
- NASPA Region III will make space available to the SACSA Executive Council for a board meeting during the symposium, as needed.
- NASPA Region III will provide time at the opening ceremony for a SACSA representative to address the attendees.
- NASPA Region III will include a welcome letter from the SACSA President in the program booklet.

### **Marketing**

- Both organizations will market the SACSA Annual Conference with NASPA Region III and the NASPA Region III Summer Symposium through advertising to members via email, social media, and at annual events.

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## **MID-MANAGER'S INSTITUTE (MMI) & NEW PROFESSIONALS INSTITUTE (NPI)**

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### **About MMI**

The Mid-Manager's Institute is a very focused and unique professional development experience presented by a partnership between SACSA and NASPA Region III. It offers an opportunity for mid-level professionals to enhance and develop the skills, relationships, and dispositions that distinguish them in the profession and enables them to make more meaningful contributions to the people and programs they serve. The Mid-Manager's Institute is designed for individuals with at least five years of experience as a full-time professional with oversight and supervisory responsibility of one or more units and professional staff members.

### **About NPI**

Co-sponsored by NASPA Region III and SACSA, NPI is an intensive, interactive week of learning, sharing, networking, and professional and personal development. This unique opportunity allows new professionals to draw on their first years of experience to improve their effectiveness and to learn from others. It is a time of professional and personal renewal and assists new professionals in the development of their careers. NPI requires a commitment by the new professional to work intensively over five days with other new professionals and a team of seasoned faculty members.

## Collaboration

- The SACSA Vice President for Professional Development (SACSA-VPPD) and the NASPA Region III Professional Programs Chair (NASPA Region III PPC) are the individuals responsible for collaborating to coordinate site selection, director selection, strategic planning, budget analysis, and assessment for both institutes.
- Final decisions regarding MMI and NPI site selection, director selection, faculty selection, and budget are subject to the approval of both the SACSA Executive Council and the NASPA Region III Board.
- Both organizations will provide host institutions with evidence of current liability insurance for the institutes.

## Site Selection

- Site Selection Committee
  - A committee of five individuals will develop the Request for Proposals (RFP), establish a rubric for evaluating RFPs, and make a final site recommendation to the SACSA Executive Council and the NASPA Region III Board.
  - Site selection should take into consideration the SACSA and NASPA's Non-Discrimination policies.
  - Members of the committee shall include:
    - NASPA Region III Executive Leadership Team member (appointed by NASPA Region III Director)
    - SACSA Executive Council member (appointed by SACSA President)
    - NASPA Region III Professional Programs Chair
    - SACSA Vice President for Professional Development
    - Former MMI or NPI Director, preferably immediate past director – will serve on the respective institute's site selection committee
- Site Selection Rubric
  - The Site Selection Committee will develop a rubric that includes the following categories:
    - Institutional commitment/support
    - Location (including proximity to airport, restaurants, etc.)
    - Proposed total cost per attendee (including housing, meeting space, meals, A/V, transportation, etc.)
    - Overall quality of proposal
      - Housing accommodations, meal options, meeting space
    - Proposed date(s) for Institute
- Site Selection RFP
  - At minimum, the RFP should include the following:
    - Dates requirements as outlined below
    - A copy of the rubric, including the weight given to each category
    - Clear expectations for institutional commitment and support from VPSA/SSAO
      - Host institution sponsorship of an opening or closing reception/meal
      - A letter of commitment from the host VPSA/SSAO in the RFP indicating how the host institution will support the institute through in-kind sponsorships and engagement by division staff and/or institutional faculty
    - Housing costs: Host institutions must charge the same room rate for individuals arriving early and leaving late (i.e., one day before and/or after the scheduled dates)
    - Location rotation as outlined below
    - Both organizations' non-discrimination policies

## **Director Selection**

- The SACSA Vice President for Professional Development (SACSA-VPPD) and the NASPA Region III Professional Programs Chair (NASPA Region III PPC) are responsible for coordinating director selection and making a final recommendation for institute directors to the NASPA Region III Board and the SACSA Executive Council.
- Director Criteria
  - Candidates must submit an application for consideration.
  - Preference is given to former institute faculty who are also senior leaders with experience in NASPA and/or SACSA.
  - Active senior level leaders at institutions and in NASPA and/or SACSA should also be considered.
  - Preference is given to individuals who have not previously served as a MMI or NPI Director.

## **Director Responsibilities**

- Attend a portion of MMI/NPI to shadow and observe the current director the year prior to their appointment
- Serve a two-year appointment
- Coordinate logistics with institute site
- Coordinate participant selection, including marketing and reviewing applications
- Coordinate registration logistics with NASPA
- Plan, implement, and assess institute curriculum
- Coordinate faculty selection, including marketing and reviewing applications and making final recommendations to NASPA Region III Board and SACSA Executive Council for approval
- Develop and implement faculty training
- Manage institute finances, including setting a budget, authorizing expenditures, soliciting sponsors, etc.
- Maintain web-based operations manual for continuity between directors

## **Dates of Institute**

- MMI and NPI must not occur during the second full week in June due to NASPA Region III Summer Symposium scheduling. This requirement must be included in the Site Selection RFP and the Director Selection Application.

## **Location of Institutes**

- Maintain the following geographic rotation schedule for each institute:
  - West: Louisiana, Mississippi, Texas
  - North: Kentucky, Tennessee, North Carolina, and Virginia
  - South: Alabama, Florida, Georgia, South Carolina
- Effective with 2018-2020 NPI Site Selection, the rotation should be: North, South, West.
- Effective with 2019-2021 MMI Site Selection, the rotation should be: West, North, South.
- Future site locations should be tracked to ensure that diverse types of institutions are represented.
- Site selection should take into consideration the SACSA and NASPA's non-discrimination policies.

## **Finances and Liability**

- All registration and financial transactions are managed through NASPA's Central Office and the NASPA Region III Treasurer.



- The NASPA Region III Treasurer and the Institute Director should provide the NASPA Region III Board and the SACSA Executive Council with a detailed financial report by August 1 annually. This report should include all sources of revenue (including in-kind contributions) and all major expense categories for each institute.
- Directors are expected to manage revenue and expenses and maintain a balanced budget. If revenue exceeds expenses, revenue-sharing (split evenly between the organizations) will occur annually, with NASPA writing a check to SACSA for one-half of the excess revenue. If expenses exceed revenue, the organizations will split the difference, with SACSA writing a check to NASPA for one-half of the deficit. Checks should be submitted to the other association by September 1 annually.
- The associations agree to allow directors to hire Graduate Assistants (GAs) to assist with the institutes. The funding for the GAs should be factored into the budget for each institute.
- Directors must factor any complimentary registrations (see “Director Recognition” below) into the institute’s annual budget.
- SACSA and NASPA Region III will obtain and maintain liability insurance for each of these institutes.

### **Marketing**

- Each association will market both institutes to their members using social media, email, and direct mailing, as appropriate.
- Both association’s logos will be included in all marketing associated with the institutes.

### **Institute Curriculum**

- Both associations agree that the final decisions regarding MMI and NPI curricula lie with the respective directors. However, directors are encouraged to incorporate professional core competencies and curricula that align with the respective institute’s mission statement and core values.

### **Assessment and Evaluation**

- Institute directors are responsible for assessing participant experiences and evaluating their respective institutes.
- Both associations agree that their respective Research and Assessment Committees should collaborate to develop the following for each institute:
  - An instrument that measures specific outcomes before and after the institute
  - Follow-up surveys for alumni (3, 5, 10 years out) to track career progression and other professional changes that may occur for participants
  - A plan to track and publish the longitudinal impact of MMI and NPI

### **Alumni Engagement**

Both associations recognize that engaging institute alumni more directly will be mutually beneficial. They agree to the following:

- Consider hosting class reunions and receptions to stay engaged with MMI and NPI alumni.
- Create opportunities for alumni to give back their time, talents, or treasures to the institutes.

## Director Recognition

MMI and NPI directors need greater recognition for the work they do on behalf of the associations. The associations agree to the following:

- Officially recognize the directors at the SACSA Annual Conference with NASPA Region III and the NASPA Region III Symposium.
- Provide the director with one of the following:
  - One complimentary conference registration in year one for SACSA Annual Conference with NASPA Region III and one complimentary conference registration in year two for NASPA Region III Summer Symposium.
  - The director receives a complimentary registration to send a staff member from their institution to MMI or NPI, respectively, in their second year of appointment.

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## FUTURE COLLABORATION

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Both associations agree on the following:

- The SACSA President and NASPA Region III Director should meet during the SACSA Conference with NASPA Region III to review and discuss the elements of this MOU.
- This document should undergo a full review every three years to ensure compliance and update as necessary.



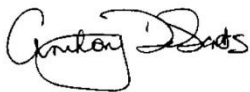
June 30, 2017

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Matt Varga, SACSA President

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Date



June 30, 2017

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Anthony DeSantis, NASPA Region III Director

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Date

## **NASPA/ NASPA Region III/ NASAP Collaborative Partnership Agreement**

NASPA is the leading association for the advancement, health, and sustainability of the student affairs profession. We serve a full range of professionals who provide programs, experiences, and services that cultivate student learning and success in concert with the mission of our colleges and universities. Established in 1918 and founded in 1919, NASPA is comprised of over 15,000 members in all 50 states, 25 countries, and 8 U.S. Territories.

Through high-quality professional development, strong policy advocacy, and substantive research to inform practice, NASPA meets the diverse needs and invests in realizing the potential of all its members under the guiding principles of integrity, innovation, inclusion, and inquiry. NASPA members serve a variety of functions and roles, including the vice president and dean for student life, as well as professionals working within housing and residence life, student unions, student activities, counseling, career development, orientation, enrollment management, racial and ethnic minority support services, and retention and assessment.

NASPA Region III is dedicated to serving the needs of NASPA members in what would broadly be described as the Southeastern United States. Our regional challenge is to fulfill the national mission by offering professionally relevant and personally meaningful activities to NASPA members in our geographic area. NASPA Region II currently hosts 81 of 102 HBCU's in its region.

The National Association of Student Affairs Professionals (NASAP) is a professional organization dedicated to promoting excellence in the area of Student Affairs. The organization serves as a beacon for student affairs personnel addressing the issues and needs of today's college students. With a varied membership spanning across academic, administrative, corporate, and student affairs boundaries, the organization offers a variety of resources and experiences. NASAP is on the leading edge regarding issues, solutions and professional development opportunities for Student Affairs Professionals who serve minority populations in diverse settings around the country.

NASAP serves a viable outlet for professional development. The organization was founded in 1954. The Annual conference provides opportunities to: (a) foster team building and sharing of knowledge, skills and abilities between those holding administrative positions in Student Affairs; (b) create a network among students affairs administrators at diverse colleges with emphasis on the administrative challenges faced in such settings; and (c) provide opportunities to hear various administrative challenges and a range of successful strategies currently being implemented.

On February 18, 2017 members from NASPA, NASPA Region III and NASAP met to discuss creating a collaborative partnership agreement to increase professional development opportunities and flow of communication efforts among NASPA and NASAP. Upon completion of the meeting members of each organization met on May 8, 2017 to complete the following recommendations.

NASPA Region III will:

- Provide NASAP members with the NASPA Region III member rate at in order to attend Summer Symposium;
- Provide space at NASPA Region III's Summer Symposium for NASAP to host their summer meeting if necessary;
- Provide space at NASPA Region III's Summer Symposium for NASAP to host a roundtable discussion or program session; and
- Provide time for NASAP leadership to speak at the opening session at NASPA Region III's Summer Symposium.
- List NASAP as a partner on the NASPA Region III website.

NASPA will

- Provide NASAP leadership with connections to NASPA's blog regarding public policy and research updates; and
- Revisit the dual membership structure for NASAP and NASPA members.

NASAP will

- Provide NASPA Region III members with the NASAP member rate to attend the NASAP Annual Conference;
- Provide space at the NASAP Annual Conference for NASPA Region III or NASPA to host a roundtable discussion or program session; and
- Host a leadership meeting with NASPA and NASPA Region III during the NASAP Annual Conference; and
- Provide NASPA Region III or NASPA with an opportunity to present at the NASAP Student Leadership Institute, via proposal to the Student Leadership Institute.
- List NASPA Region III as a partner on the NASAP website.

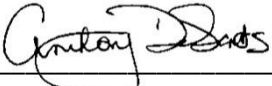
This agreement should be reviewed and updated each year during the leadership meeting at the NASAP Annual Conference. This agreement should be approved by the NASAP board, NASPA Region III board, and a member of the NASPA leadership team during each member’s summer board meeting.

Contributing Members:

- Stephanie R. Harris-Jolly, NASAP President
- Anthony DeSantis, NASPA Region III Director
- Amelia Parnell, NASPA Vice President for Research and Public Policy
- Gary Brown, NASPA Region III HBCU Task Force Chair
- Gary Crosby, NASPA Region III HBCU Task Force Member
- Ronnie Mack, NASPA Region III HBCU Task Force Member
- Jarvis Lane, NASPA Region III HBCU Task Force Member
- Desmond Stowe, NASAP Board Member
- Denver Malcom Key, NASAP Board Member
- Irvin Clark, NASAP Board Member and NASPA Virginia State Director

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Stephanie R. Harris-Jolly ~ NASAP President

June 26, 2017  
Date

  
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Anthony DeSantis, Ph.D. ~ NASPA Region III Director

June 26, 2017  
Date

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Amelia Parnell ~ NASPA Vice President for Research & Public Policy

June 26, 2017  
Date