



**Admin Division Goals Unit Report for the Inclusion and Engagement Committee** (Name of Advisory Board or Committee)  
**Submitted by: Mark Samuel Nelson, mselson@okstate.edu** (Name and email of Advisory Board or Committee Chair)

Please complete the tables below. The first table (“Projects/Tasks for this Year”) asks each Chair to list all the projects and/or tasks (goals) their group is hoping to undertake this year. The second table on page two asks Chairs to identify ONE of these projects/tasks that will be tracked, measured, and assessed. This assessed project/task should be one considered of high importance related to fulfilling goals of the group in accordance with the NACADA Strategic Plan. **November 15** is the due date for the beginning of the year report. Please send your report to Division Reps **Wiona Porath** ([wporath1@jhu.edu](mailto:wporath1@jhu.edu)) and **Cynthia Pascal** ([cpascal@nvcc.edu](mailto:cpascal@nvcc.edu)), EO Division Liaison **Leigh Cunningham** ([Leigh@ksu.edu](mailto:Leigh@ksu.edu)), and your unit’s EO Liaison. Save a copy to update with your project(s) progress and goal assessment later in the year. Thank you!

Projects/Tasks for this Year:	Strategic Goal that applies
<p>Inclusion and Engagement Chair and Committee should familiarize ourselves with our new Committee Charge, as written on P. 14 of the IEC/Diversity Committee History. The committee shall do the following:</p> <ol style="list-style-type: none"> <li>1) Develop and implement an assessment cycle (This will be a collective group discussion).</li> <li>2) Analyze and review trends in assessment data (Lit review, perhaps? Discuss reaching out to other organizations like ASHE).</li> <li>3) Research and recommend effective methods and practices (Identify to whom we are making the recommendations).</li> <li>4) Create an on-going, three-year assessment cycle. (Again, this needs to be a continued discussion with the collective group).</li> <li><b>5) Develop a standardized assessment instrument/tool that can be used for NACADA events and programs that can be used at multiple levels, with flexibility for add-ons. (Develop a working group within the committee to begin working on this). **</b></li> <li>6) <i>Provide recommendations for training to the Inclusion and Engagement Training Advisory Board (We need to meet this group regularly and hopefully in person at all Annual meetings). ***</i></li> <li>7) Ensure committee includes members with an assessment background (we need to flush this out).</li> </ol>	<p><i>***Identify and remove barriers to accessibility of all opportunities for engagement and professional growth in the association to foster equity and inclusion for all members.</i></p> <p><i>**Assess association practices to ensure relevance with the evolving landscape of higher education across the globe.</i></p>
<p>Define assessment through multiple lenses (critical, post-structural, constructionist, etc.) as a collective body. Determine who on the committee possesses strengths in assessment as well as those who have an interest in assessment, pair and team those individuals. Allow the group to designate a team leader who will facilitate and articulate the assessment lenses.</p>	<p><i>Foster communities of practice that empower members to advance the scholarship of academic advising</i></p>
<p>Request a copy of the Region Review to “practice” and continue assessment as a Committee (To be completed by February 2022).</p>	<p><i>Examine and align the structure and infrastructure of the association to best support advancement of the vision, mission, and strategic goals.</i></p>

Please choose **ONE** of the **above projects/tasks** to highlight for the Division that will be measured and assessed this year. As noted on the previous page, this assessed project/task (goal) should be one considered of high importance related to fulfilling goals of the group in accordance with the NACADA Strategic Plan. For the beginning of the year report, please complete columns 1-6 (one through six) below and submit no later than **November 15**. The final report on goals achieved for the year, which most years is due on **August 15** (you will be notified in advance if that changes for the coming year), will include the completion of columns 7 and 8. If you have questions, contact the Reps or Liaison.

1	2	3	4	5	6	7	8
<b>NACADA Strategic Goal(s)</b> (List strategic goal(s) to which the outcome is related)	<b>Specific desired outcome</b> (What you want to occur as a result of your efforts; what you want someone to know, do, or value)	<b>Actions, activities, or opportunities for outcome to occur</b> (What processes need to be in place to achieve desired outcome)	<b>Outcome measurements &amp; related data instrument(s)</b> (How you will specifically measure for the outcome and any instruments you will specifically use e.g. survey, focus group)	<b>Other groups or individuals (if any) to connect with in achieving this outcome</b> (List any plans or opportunities for collaboration with other Committees, Advisory Boards or units regarding this outcome)	<b>Challenges (if any) anticipated in achieving this outcome</b> (How you plan to address difficulties that may arise as you work to achieve the outcome)	<b>Progress toward achieving outcome (to be completed for the August 2022 report)</b>	<b>Future action(s) based on data (Data-informed decisions) (to be completed for the August report)</b>
<i>Assess association practices to ensure relevance with the evolving landscape of higher education across the globe.</i>	<i>The IEC has dedicated a great deal of time to creating videos that encouraged proposal readers to be "thoughtful" with their remarks to writers. I would like to assess the remarks from proposal writers to see if comments/critiques were useful for future submissions or preparing for presenting at the event.</i>	I would like to create a survey that will be either linked to proposal decisions or sent 24-48 hours after proposal chairs and planning committees send the decisions.	Questions for consideration: How do proposal writers respond to their feedback or their decision? Do they find the critiques and comments useful and helpful?  I would like to use the outcomes of this assessment to begin developing assessments for organizational events, courtesy of IEC Charge 5.	This could be an opportunity to reach out and speak with the Regions. This also could be used to approach a committee about developing useful measures that assist potential proposal writers with preparing proposals. This could be useful to state associations, esp.	Responding to individuals who are upset for not being selected to present.  Low response numbers.	Coming into the position, I noticed disparities between committee members' expectations of the IEC's charge. For this reason, I committed time to monthly readings. I selected articles that discussed organizational diversity initiatives and assessing performance at the organizational level. After the readings, the group embarked on reviewing the RRIC Report sent to us via the EO and the Administrative Division. Upon further and	Moving forward, we will need to continue figuring out the IEC charge. NACADA is expanding (this is a positive). However, as it expands, the Board is becoming more thoughtful, direct, and intentional with its initiatives (this is also a positive). The Diversity Committee's conception in the early 2000s answered a call from voices within the organization to diversify. Twenty years later, the same committee is becoming dormant.

						<p>discussion, I discovered a key disparity from the committee members. IEC committee members are becoming disenfranchised from the IEC because our charge does not exist. To date, the IEC would be tasked with helping a "IEAB" group that did not come into existence. To be clear and to provide appropriate credit, NACADA as an organization has instituted leadership training focused on Inclusion, Engagement, and Belonging. The downside to this action was the IEC did not have any voice in this training. I do want to bring this to the attention of the Board and the Administrative Division. However, our time was not wasted as I implemented activities for the group to exercise</p>	<p>The next question to ask is how does the IEC get involved and remain active in the Administrative Division?</p> <p>Our Committee will continue its reading efforts. As a matter of fact, the IEC will extend a Book Reading for the 2022-2023 academic year.</p> <p>The IEC will also begin to look into redefining "academic advisor" within NACADA. Reasoning behind this charge is observing a lot of committee members sharing their professional positionality as one that does not conform to the current literature's definition of advisor.</p>
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						positionality and reflexivity. I asked each committee member to write up a reflective piece that discussed their professional and personal experiences that cultivated them as professionals. I think the activity was a success.	
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