

Division Unit Report for the Emerging Leaders Advisory Board Submitted by Heather Doyle (heather.doyle@dal.ca)

Please complete **Columns 7 and 8** (as related to information from your unit's November 1, 2016 report in Columns 1-6) and **return by September 1, 2017**, to Administrative Division Reps Brett McFarlane, bmcfarlane@ucdavis.edu and Cecilia Olivares, Cecilia.p.olivares@gmail.com, with a copy to Administrative Division Liaisons Maxine Coffey, mcoffey@ksu.edu, and Jennifer Joslin, jejoslin@ksu.edu. Please copy your unit's Executive Office Liaison as well. Thanks!

| NACADA Strategic Goal(s) (List strategic goal/s to which the outcome is related) | Specific desired outcome (What you want to occur as a result of your efforts; what you want someone to know, do, or value) | Actions, activities or opportunities for outcome to occur (What processes need to be in place to achieve the desired outcome) | Outcome measurements & related data instrument(s) (How you will specifically measure for the outcome and any instruments you will specifically use, e.g. survey, focus group) | Other groups or individuals (if any) to connect with in achieving this outcome (List any plans or opportunities for collaboration with other Committees, Advisory Boards or units regarding this outcome) | Challenges (if any) anticipated in achieving this outcome (How you plan to address difficulties that may arise as you work to achieve the outcome) | Progress toward achieving outcome (Only completed in September 1 report) | Future action/s based on data (Data-informed decisions) (Only completed in September 1 report) |
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| Create an inclusive environment within the association that promotes diversity. | To increase the understanding of the membership of not only how to become engaged in the Emerging Leader program (as both a leader and a mentor), but also provide information regarding how to become more involved within the organization. | 1. Communications 1.1 Development of an ELP communication plan designed to enhance communication and understanding of program opportunities 1.2 Ongoing development of an ELP logo to help promote the program, while aligning with new NACADA branding 1.3 Continual updating of ELP presentation template for regional, annual and international conferences. 2. ELP Program: 2.1 Review of application process 2.2 Orientation programming 2.3 Mentor/leader matching | Outcomes: <ul style="list-style-type: none"> • Create and circulate communications plan outlining strategies • Creation of an ELP logo to aid in "branding program. Utilize logo in ELP presentations and recruitment • Update presentation templates to reflect new NACADA branding, as well as ELP logo when available • Continue to assess ELP process including recruitment and matching Measures: <ul style="list-style-type: none"> • ELP Branding will be complete by 2017 Annual Conference | Inclusion and Engagement Committee | Ensuring that we are supporting activities already happening instead of duplicating efforts. Will address this through communication and collaboration with various committees and advisory boards. | ELP article written for AAT Communications Plan to be presented at Annual to ELP-AB All presentations have been updated to reflect new branding and tagline (Engaging and Inspiring Diverse NACADA Leaders) | Increase diversity and numbers of mentor applicants. |

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| Develop and sustain effective Association leadership | In order to support the ongoing development of leadership, provide opportunities for individuals to get involved, as well as understand their own unique leadership path within NACADA | 3.Sustainable Leadership: 3.1 Pathways of involvement 3.2 Mentor recruitment: connecting with award winners, outgoing leaders, etc. 3.3 Interclass goal setting moving forward (beyond the program) 3.4 Connecting with ELP graduates 3.5 Volunteers to provide “unofficial” mentoring support to help guide individuals to involvement | Outcomes: <ul style="list-style-type: none"> • Create a pathways document (to supplement what is being done with the Sustainable Leadership committee) to help individuals think of ways to become involved • Connect with outgoing leaders, past ELP graduates, etc. to increase number of mentor applications • Identify individuals willing to volunteer as ‘unofficial’ mentors to those who were not selected as part of the ELP program or those who graduated from ELP and are still looking for additional support Measures: <ul style="list-style-type: none"> • Increase in mentor applications from 2016 applications • Identify ten volunteers • Outreach to all “not this year” ELP applicants | Inclusion and Engagement Committee Sustainable Leadership Research Committee | See Above | Chair on Sustainable Leadership Committee | Align with outcomes and programming of Sustainable Leadership Committee to ensure cohesion and consistent training and programming. |
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