

Sustainable NACADA Leadership Committee Annual Conference Meeting October 12, 2017

Meeting called to order at 3:15 pm

Introductions of members and guests

- Members: Susan Poch, Joshua “JJ” Johnson, Brandan Lowden, JP Villavicencio, Nathan Vickers, Charity Snyder, Casey Self (Chair), Janet Spence (Incoming Chair), Heather Doyle, Dave Marchesani, Sherrie Jensen
- Guests: Leigh Cunningham, Jonelle Golding, Jennifer McCaul, Karen Archambault (incoming VP), Amy Sannes (incoming President), Steve Viverios (Admin Div Rep), Erin Justyna (Board)

I. Website changes

- A. description of leadership grid on leadership page; description of three divisions on Membership page;
- B. "How to get involved"
- C. Bridging the Gap - how do you prepare to be on this Admin Comm

II. Leadership Academy

- A. Trainings we already do - comprehensive list
- B. What about centralizing these trainings?
 1. Do we post all the trainings?

III. Tier conversations -- Sub-Committee Reports (Rich is developing assessment plan for each Tier)

- A. Tier 1: Members looking to get involved - Sherrie Jensen, subcommittee chair
 - what do we want participants in each tier to know, do, value
 - what does it mean to be a leader in NACADA?
 - videos and testimonials of leaders (how did you get started, where go next)
 - what are the competencies of leaders (badges?)
- B. Tier 2: Newly elected - Susan Poch, sub-committee chair

Tasks for SLC AB in order to move forward effectively:

1. Define what it means to be a leader in NACADA
2. Identify what we want leaders to know, do, value and then build the curriculum from there (J. Spence)

Task for Tier II:

1. Determine the competencies for the Tier II leader; draft out a curricular structure from the report I sent in. Be prepared to discuss, defend, share with SLC AB at next scheduled meeting.

C. Tier 3: Experienced leaders - Heather Doyle, sub-committee chair

- We wanted to reflect the NACADA competencies, and structure the curriculum around the “conceptual”, “relational” and the “informational”.

- It was felt that (based on the information that we received from the different committees and advisory boards) that training is already happening, and that this specific training required for the roles would fall under the “informational” competency. The conceptual and relational areas would be where the leadership academic (tier 3) would come in.

- Some examples of what would fall under conceptual include: organizational structure, pathways to leadership, strategic planning and benchmarking; while in the relational category we thought of things like mentoring and inclusivity/social justice.

- We also thought that the leadership academic was like the “general education” of NACADA. So, of course there is training specific to the division, interest group, committee, AB, etc. that you are on, and that isn’t our “role” to tell them what they need to know for those specific roles. However, our role comes in in terms of developing content that every NACADA leader should have and be able to demonstrate

- We also thought that the tiers could be tied to a Bloom’s Taxonomy structure. That way, the tiers could build upon each other in an intentional way and help to define where people need to go (especially those who have already held leadership positions).

- The other area we thought that was helpful to have in the tiers (not sure where) was a way to help people “cross” the divides between the different divisions...administrative, CIGD and Regions. Many people are “topping” out in the area they’ve had the most involvement, and because they have focused all of their engagement in that area, don’t have the knowledge or experience to easily “switch over”, so one of the tiers could help provide that knowledge and mentorship (I am thinking tier 3).

Group thanked outgoing Chair, Casey Self, for his exemplary service and leadership!

Meeting was adjourned at 4:15 pm.