

## Sustainable NACADA Leadership Committee

Monday, October 21, 2019 | 3:15pm – 4:15pm  
Room M116, Kentucky International Convention Center, Louisville, Kentucky

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### I. Introductions

**Janet Spence**, Chair (2017-2019) University of Louisville  
**Heather Doyle**, Chair-Elect (2016-2021) Dalhousie University  
**Jennifer Rush**, EO, NACADA Executive Office

#### CONTINUING:

**Rich Robbins**, Bucknell University (2016-2020)  
**Kyle Ross**, Washington State University (2019-2021)  
**Mandy Balek-Stephens**, Carrol University (2018-2020)  
**Wanda Reyes-Dawes**, Manchester Community College (2018-2020)  
**Monica Jones**, Alabama A&M University (2018-2020)  
**Tara Warden**, University of Cincinnati (2018-2020)  
**Jared Burton**, Emporia State University (2018-2020)  
**Jo Anne Huber**, University of Texas-Austin (2018-2020)  
**Joanne Damminger**, Wilmington University (2018-2020)  
**Kathie Sindt**, Johns Hopkins University (2018-2020)  
**Jennifer McCaul**, University of West Florida (2017-2021)  
**Joshua JJ Johnson**, University of Central Florida (2017-2021)  
**JP Villavicenio**, University of Wisconsin-Whitewater (2015-2021)

#### INCOMING:

**Jessica Staten**, Indiana University (2019-2021)  
**Neena Fink**, Southern New Hampshire University (2019-2021)

#### OUTGOING:

**Casey Self**, Past Chair, Arizona State University (2017-2019)  
**Ana Frega**, University of Massachusetts (2015-2019)  
**Jonelle Golding**, Michigan State University (2017-2019)  
**Sherrie Jensen**, University of St. Augustine (2015-2019)  
**David Marchesani**, University of Northern Iowa (2014-2019)  
**Charity Miller (Snyder)**, Kent State University (2017-2019)  
**Felicha Stanley**, Richland College (2017-2019)  
**Abbie Windsor**, University of Wisconsin-Whitewater (2015-2019)

### II. Mission and Function of the Committee

**Mission:** The Committee on Sustainable NACADA Leadership is charged with identifying, developing, and sustaining NACADA leadership to ensure the future of the association and develop members' leadership potential. Through collaboration with the EO and other NACADA constituents, the Committee is responsible for strategizing, recommending, and implementing ways to identify potential NACADA leaders and educate them about leadership pathways within the Association.

**Function:** The Committee will identify gaps and recommend professional development activities and opportunities to embody leadership qualities in its members, values, materials, practices, and governance.

### III. Old Business

Report on status of **GOALS 2018-2019**

1. Develop a charge for each division to supply content, delivery and learning outcomes to respective modules of the NLEP.
  - o Although the process took longer than anticipated, the executive summary was created and sent to the Administrative Division Reps. Recommended revisions have been received.
  - o Revisions to be made based on the feedback from the Admin Division and revised summary will be presented to the Board and the Council. Next steps will involve a gap analysis of current training, connecting with other Committees (such as the PDC who are also conducting a gap analysis) and then creating a plan for implementation. This plan will be approved through the Admin Division and up through the Board and Council.

#### IV. New Business

- Create a work back plan for NLEP rollout
- Develop needs analysis subcommittee with charge – to work in conjunction with each other so we can move forward in a timely manner:
  - **Environmental scan** of current training
    - Rich Robbins (Assessment), JJ Johnson, Dana Hebreard, Kyle Ross, Tania Alvarez
  - **Technology and budget**
    - Sara Howard, Jessica Staten, Rich Robbins (Assessment), Kathie Sindt, JP Villavicencio
  - **Definition of leadership categories**
    - Jennifer McCaul, Temple Carter, Jo Anne Huber, Rich Robbins (for Assessment issues), Karen Archambault, Joanne Damminger, Zoranna Jones, Leslie Ross
  - **Workback Planning**
    - Rich Robbins, Fai Howard, Kathy Zarges, Monica Jones
  - **Look at collaborations with other NACADA groups** – how can we benefit/help each other – how can we connect
    - Jennifer McCaul, Neena Fink, Rich Robbins (Assessment), JJ Johnson, Jared Burton, Carolyn Todaro

#### Comments:

- Question: Who is developing the curriculum?
  - Those in charge of the specific group will develop the curriculum with a framework of outcomes/goals
  - A mentor group to help these persons in the development to help meeting the goals
- Are we meeting enough?
  - Lack of momentum in December etc. due to lack of meetings
    - May have been due to the re-direction of the committee work
- Membership has increased while the number of leadership roles has not
- Those who hear leadership may not necessarily know what that means within in NACADA
  - Are they the elected position or chairs, faculty, consultants?
  - Are there decision-making authorities and ability to make/influence change?
- De we need to redefine the purpose of why we are doing this – what is the purpose of the training?
  - Originally it was a very broad net and loosely defined
- Keep in mind that this is another avenue to leadership; it is not the same as ELP and is not at all focused on the same path etc.
- Common threads within the discussion:
  - Terminology – watch the acronyms – new people have NO idea what we are talking about (ex: ELP)
  - Practices of leadership – able to build skills capacity to be successful
  - Navigation / structure – pathway
  - Access to roles of power
- Presentations – we talked in the past about doing presentations to help define what leadership is
- Committee members – please keep your ears open and take note of what people are looking for and want

Identify **GOALS 2019-2020**