

Thank you to those members who participated in our initial Virtual Town Hall meeting on December 15, 2017 and for those who took the time to review the recording and provide feedback to the session. As promised, the Board of Directors and Charlie Nutt have reviewed your questions and comments and want to provide you a summary. Additionally, we want to respond to the questions that emerged through the course of the live webinar and subsequent Google Form. Your input is valuable to the organization and we appreciate the time you took to provide us with thoughtful feedback. We hope that you join us for our next Virtual Town Hall on January 19.

Shannon Lynn Burton and Kerry Kincanon, NACADA Board of Directors

### **Responses to member questions from the December 15, 2017 Virtual Town Hall Meeting**

1. Is the Leadership Academy for elected leaders or potential leaders? **While the specifics of the leadership academy are still in progress, the plan is for it to be for both.**
2. When will members hear more information on the Leadership Academy? **The goal is for the Leadership Academy to be up and running by Fall 2018, so information will be coming out during Spring and Summer 2018.**
3. How is NACADA reaching out to leadership at various universities? **We are currently using three major mechanisms**
  - a. **Building on contacts via the NACADA Speakers/Consultants Service. Whenever a NACADA speaker or consultant goes to a campus, we set the expectation with the contact at the institution that the speaker/consultant will have a meeting and conversation with the campus leaders, including the President/Chancellor, Provost, VP's, and Deans to discuss the importance of academic advising, the importance of leadership support for academic advising, and, of course, to give kudos to the NACADA members and leaders at that institution.**
  - b. **Providing members with information they can share directly with their campus leaders including *Academic Advising Today*, *The NACADA Journal*, and other publications. We also send personal letters to the campus leaders for any member who is published in any NACADA publication of any type. The faculty for all NACADA institutes also send personal letters to the campus leaders commending the work the participants from their institutions completed at the institute, including information concerning the action plans they developed.**
  - c. **Continuing to build partnerships with other associations – for example NASPA, APLU, AAC&U, CCA, the Bill and Melinda Gates Foundation, the Reinvention Collaborative, and the Association of Deans and Directors of University Colleges – to reach directly those campus leaders who are connected with those associations.**
4. Who do you consider a “leader” in the association? **NACADA’s definition of leadership is very broad and encompasses all members who are supporting and working to assist us in reaching our Strategic Goals. These include both elected and appointed leaders of various groups such as the Board of Directors and the Council, as well as Region chairs, Advising Community chairs (formerly known as Commission and Interest Group chairs), and Committee and Advisory Board chairs. This would also include members of steering committees, standing committees, advisory boards, task forces, working groups, etc. Additionally, the region conference chairs and their volunteer committee members are leaders. Members of the NACADA**

**Consultants/Speakers Service are leaders. Reviewers for the *NACADA Journal*, *AAT*, and other publications are leaders. Faculty at the NACADA Institutes and Seminars are leaders. And members who are doing research in the field and those publishing in the field are leaders. I would go so far as to say presenters at all NACADA conferences are leaders. All those who work to help move NACADA forward in achieving our Strategic Goals are leaders of the Association.**

5. Will there be benchmarking of the other Strategic Goals in the future? **Benchmarking for all the Strategic Goals has been completed, and we continue to work on measurements. This webcast was focused on specific Strategic Goals, with more information to come.**
6. Can you detail what's been done to adequately capture why those who are asked to get involved in leadership do not follow through? **We survey all members who decline a nomination for any position; one of the survey questions is why they declined. The primary reasons we historically are given:**
  - a. **Lack of time**
  - b. **Lack of institutional support (financial or otherwise)**
  - c. **Do not feel "ready" yet to take on a leadership role**
7. Is there a document that you can provide which lists the benchmarks? **Yes, we will make that available from a link on the Strategic Goal section of the website.**
8. Will those who do not attend the Leadership Academy still have an opportunity to be involved in NACADA? **ABSOLUTELY!!! The goal will be that all NACADA leaders ultimately will either go through the Leadership Academy prior to running for or being appointed to a position, or will go through the Leadership Academy soon after their election or appointment. The Academy will focus on assisting leaders in their work BUT WILL NEVER BE A ROADBLOCK TO INVOLVEMENT OR LEADERSHIP AT ANY LEVEL.**
9. I am always concerned about access to leadership positions and the expenses that might be related to participating in the Leadership Academy. Can you speak to the institutional commitments? **First, there will NO financial costs associated with Leadership Academy participation for any NACADA member. The Academy will be accessed primarily online via the variety of online platforms NACADA utilizes. If there is any travel connected to Academy, that will be funded by the Association through funding requests made to and approved by the NACADA Finance Committee and the NACADA Board of Directors. Institutional commitment will continue to be defined as your institution approving your time and effort needed to be a leader in the Association and covering your costs to attend the Annual Conference for leadership meetings while you are serving as a chair. The Board of Directors has a work team investigating ways to assist leaders with those types of costs but that team is still looking at details.**
10. What kinds of leadership opportunities exist for new members? **As we broadly define leadership and involvement in NACADA, there are numerous opportunities, including reading proposals for state, regional, annual, and international conferences; reviewing award nominations and packets; and serving as a reviewer for the various NACADA publications. You can participate in all of these opportunities from your office electronically, with no associated costs. For a new member, these are excellent opportunities for involvement. Serving on a region conference committee or volunteering to work in the various capacities needed at all the NACADA conferences are other ways to be involved and gain leadership experience.**

**Serving on a steering committee or in another capacity with one of your chosen Advising Communities is yet another way of strengthening leadership skills and being involved. These are just a few avenues open to any member but particularly of interest to new members who are just starting out with NACADA.**

11. How does the NACADA ELP program fit into all this and leadership opportunities? **The NACADA ELP (Emerging Program) has always had at its core the building of an action plan by the ELP participants (with their mentors) for how to personally get involved in the Association. These action plan elements have run the gamut, from running for an office to giving presentations, working with publications, etc. Nothing prohibits an ELP participant from being involved in the Leadership Academy as part of their action plan they develop. You can find the various ways ELP participants have moved into leadership at this link:**

<http://www.nacada.ksu.edu/Programs/Emerging-Leaders-Program/Emerging-Leader-Accomplishments.aspx>

12. Will the Leadership Academy have fees for the participants? **The Leadership Academy will be open to all NACADA members and will NOT have fees that participants must pay. Any costs for the Academy will be covered by the Association.**
13. Where do the Interest Group heads fit into the Association leadership? **The CIG division has just gone through a major “renovation” that was approved by the NACADA Board of Directors in October 2017. The division is now known as the Advising Communities Division. All Commissions and Interest Groups are now referred to as Advising Communities, and are all structured the same. In this new structure, former Interest Group heads will now be elected just as past Commission Chairs have been, and will be provided the same funding the Commission Chairs have been provided to attend the Annual Conference. This transition will take two years to complete. Election of (former Interest Group) chairs will start in the 2019 election, with half voted on in 2019 and the other half in 2020.**
14. Is there information on the Leadership Academy on the website yet? **No, there is not. The Sustainable Leadership Committee under the leadership of Janet Spence from the University of Louisville is presently doing all the work to put together the Academy and will be bringing a proposal to the NACADA Finance Committee and Board for approval and funding in 2018. Depending on when this proposal is completed and approval given, the Academy will begin in either 2018 or 2019 and information will be on the website at the appropriate time.**
15. How long will the Leadership Academic be? **See answer to Question 14; details are being finalized.**
16. Can you give me an update on the transition of the CIG Division to the Advising Community Division? **See answer to Question 13. In addition, more specific information can be found at <http://www.nacada.ksu.edu/About-Us/NACADA-Leadership/Commission-Interest-Group-Division/CIG-Leader-Resources.aspx> ; or by contacting the Division Reps or Dawn Krause in the Executive Office. Their contact information can be found at <http://www.nacada.ksu.edu/About-Us/NACADA-Leadership/Commission-Interest-Group-Division/Leadership-Directory.aspx>**
17. What leadership positions have mentors to provide guidance and support throughout their years of leadership? **The only formal mentor process at the association level is the ELP program. Several regions have also established their own mentorship programs. We have**

worked very diligently in the past five years to improve and increase the professional development for all new leaders regarding their responsibilities and roles, and these steps are required of all new leaders. We have also asked each division to work to ensure outgoing chairs continue to serve as mentors to new leaders. In the Administrative Division, the majority of immediate past chairs serve on committees and advisory boards for at least one year (if not two) to serve in that mentorship role to the new chairs. In addition, new leaders are elected/appointed in the spring, allowing for several months of mentoring and observation/experience before taking office in the fall.

18. How do you become involved with the research group? **There is a Facebook group called NACADA Nerds you can join to connect with others interested in research. You can find information on how to get involved with the Research Committee at <http://www.nacada.ksu.edu/About-Us/NACADA-Leadership/Administrative-Division/Research-Committee.aspx> . If you have other specific questions, please contact Dr. Wendy Troxel, the NACADA Research Center director, and she can connect you in ways you would find valuable ([wgtroxel@ksu.edu](mailto:wgtroxel@ksu.edu).)**
19. What is the link to the see the Strategic Goals? <http://www.nacada.ksu.edu/About-Us/Vision-and-Mission.aspx>
20. Is there a specific institute you might recommend our office to attend together as we move to our new approach to advising? **Past participants have highly recommended the NACADA Academic Advising Summer Institutes as the best professional development opportunity for teams to attend: <http://www.nacada.ksu.edu/Events/Summer-Institutes.aspx>**
21. With budget cuts at higher education institutions, how is the NACADA leadership looking into making professional development opportunities more affordable? **The NACADA Executive Office and elected/appointed leadership is constantly focused on keeping our opportunities as cost effective as possible. In fact, if you spend some time comparing the fees for our conferences, institutes, webcasts, and online tutorials to those of other higher education associations and to the many for-profit companies providing events/programs, you will see that NACADA's fees are significantly lower than all of them. The problem, quite frankly, is that campus administrators receive email blast advertisements and quickly decide their campuses should take part in events without asking the NACADA members on their campuses what NACADA offers at a much lower cost. We work with campus leaders to make our offerings known, and we strongly encourage you to make your campus leaders aware of the much lower cost of our offerings compared to others, as well as the fact that all of NACADA's offerings are presented by academic advising professionals who work in the field on college campuses. This is not the case with many others. We have also worked very hard to increase the funding for scholarships for our events and offerings for NACADA members, and will continue to grow that scholarship fund and make it even more widely available to our members.**
22. There are many questions concerning Strategic Goal 4 –  
Can you share more information in regard to benchmarking for Strategic Goal 4 and how this will be assessed?  
Speaking about fostering inclusive practices within the Association, how will the Strategic Goals address/reach across advising practices at HBCU's?  
Can you please expand upon the connection with the John Gardner Institute initiative that you

mentioned?

What are tangible examples of how NACADA can prepare advisors to be better versed in the intersectionality of students?

Which Strategic Goals have been the most difficult to address in the past and why?

As a leader on my campus on bringing up issues of inclusivity and diversity, and the challenges that intersectionality presents to our advising professionals, how is NACADA at all levels (through the Leadership Academy, classes, professional development, etc.) imbedding these issues in our curriculum?

What are some of your thoughts on getting advisors who have a background in diversity and inclusion/engagement involved at the committee/board level? Has there been any consideration given to making a special appointment for this position? **The Virtual Town Hall Meeting on January 19 will specifically address this Strategic Goal.**

23. As NACADA members, how can we best support the Board's efforts in terms of Strategic Goals? **You have already begun by taking part in these Virtual Town Hall meetings and giving input and asking questions. If you are interested in working on a specific goal, please contact Charlie Nutt at the Executive Office ([cnutt@ksu.edu](mailto:cnutt@ksu.edu)) or NACADA President Amy Sannes ([Amy.Sannes@asu.edu](mailto:Amy.Sannes@asu.edu)).**
24. Will the Leadership Academy be a little less strict than the ELP model? Meaning, I know selection to ELP is extremely competitive. Would the Academy be a little more open to all NACADA leaders? **The goal of the Leadership Academy is to be available to all NACADA members in some way. See answer to Question 14 for more information.**
25. We're happy to hear that NACADA is expanding the resources to develop advising research and support it. Is there any plan to better connect that research to publications beyond the Clearinghouse and NACADA-produced items? Such as the *Journal of Higher Education* or the *Journal of College Student Retention*? **Yes, the NACADA Research Center under the direction of Dr. Wendy Troxel will have plans to partner with other publications as well as work with the NACADA Journal and the Research Committee to do so.**
26. On the website, is it possible to number the Strategic Goals to match the discussion or future discussions? **This has been done but please note that number does NOT indicate any order of priority to the Board or the Association**
27. What is the process to apply regarding the John Gardner Institute initiative? Is it too late, and how many colleges will be chosen? **Twelve colleges will be selected as Charter Institutions starting in Fall 2018. It is not too late to apply. For specific information please go to <http://www.nacada.ksu.edu/Resources/Excellence-in-Academic-Advising.aspx>**
28. Why has the Board or the Association not taken a position on the tax bill proposal to punish graduate students by making tuition credits taxable? **As a 501(c)(3) non-profit association in compliance with regulations in place at the time of its incorporation, NACADA cannot engage in activity that appears to be political or lobby for/against legislation or governmental policy without jeopardizing its non-profit status with the Internal Revenue Service.**