

Minutes of the Meeting of the Emerging Leaders Program Advisory Board
NACADA Annual Conference – San Antonio
Friday, October 2, 2009

Present:

Nathan Vickers, Chair (2008-2010), University of Texas-Austin
Erica Byrnes, University of Florida (2008-2010)
Joyce Ellenwood, Bethune-Cookman University (2008-2010)
Carol Pollard, University of North Texas (2008-2010)
Kathy Stockwell, Fox Valley Technical College (2008-2010)
Terry Musser, Penn State University (2008-2011)
Karen Sullivan-Vance, Western Oregon University (2008-2011)
Todd Taylor, Ohio State University (2008-2011)
Jennifer Joslin, University of Oregon (2009-2011)
Leigh Cunningham, Ex Officio, NACADA Executive Office

Absent:

Karen Thurmond, University of Memphis (2008-2009)

Also in attendance, Sharon Alexander, Sam Houston State representative

Opened the meeting by discussing goals for the upcoming year:

- Todd Taylor suggested a goal of increasing the visibility of the Program by having info sessions, poster sessions, panels, or an information booth at each Regional Conference. The following AB members said they expected to be available for their Region: Joyce Ellenwood (Region 4), Jennifer Joslin (Region 8); Kathy Stockwell and Todd (Region 5), Terry Musser (Region 2). Nathan can work with the Leigh to find out what leaders will be available at other Regions.
- Jennifer Joslin discussed informal mentoring/matching at conferences – possibly there could be a way to do this informally without further funding (for instance, new Advising Administrators could meet with current Advising Administrators for informal mentoring).

Discussion regarding recruitment of mentors, and ways to add more perks to being a mentor.

- Options discussed:
 - Have mentors sign a commitment to the program rather than requiring mentors to obtain a letter of support from their supervisors. *It has been observed that some potential mentors don't really want to have to "wave the red flag" in their supervisors' faces that they are taking on yet another NACADA project!* It was agreed that we should remove this requirement from the mentors' criteria list.
 - Funding for mentors? *It has been noted that if a leader chooses to be an mentor and has to forego giving a pre-con, then they lose that fee waiver that the pre-con includes.* Carol, Erica, Todd, Joyce, and Terry agreed to create a proposal/research the option to waive conference registration fees for mentors as the orientation day is on a pre-conference day. **Proposal rough draft due by December 1**
- More recruitment ideas were discussed:
 - Target Advising Administrators Commission to recruit mentors
 - Overcoming the "rock star" status of other mentors
 - Create a list of qualities for mentors, and market mentor recruitment using these qualities to encourage more NACADA leaders to apply as mentors.
 - Reaching out to Region Chairs to recruit mentors from their Regions
 - Redoing the mentor website to include the mentor qualities and to make mentoring more appealing, Jennifer, Jane, and Karen agreed to redo the text of the website. **Text due to Leigh by December 1**
 - Debunking the time commitment concern that some NACADA leaders may have by using quotes from current and past mentors
 - Emphasize the fact that mentoring will add to their CV

- Each AB member sends in 10-15 people to possibly recruit as mentors, as many from Regions who have not yet served as possible.

Assessment was also discussed:

- Some assessment data needs to be ready by February 1 to present to the Council.
- Goals for mentors? Is there a list? (Terry thought one had been originally created, but we're not sure where it is.) If not, one needs to be created to be used for assessment. Also, assessing programmatic goals as written in the proposal need to be reviewed and used as assessment benchmarks
- More action on the part of the AB needs to be done to benchmark the pairs by having them submit status updates more regularly
- Karen Sullivan-Vance submitted a series of questions to be reviewed for assessment purposes, those questions would be used to assess in the following way: **Karen, please send soft copy of questions to AB, review of questions is due by end of October.**
- Assessment should be in three parts:
 1. First assessment: a few months after the conference, questions about training, orientation, goals, and what happened at the conference
 2. Second assessment: at the beginning of the second year, questions about the first year, what goals have been met, what goals have not, has the pairing worked, contacts, etc.
 3. Third assessment: after the end of the two-year relationship, a larger assessment is to be done, questions regarding goals, the overall relationship, the overall experience, upcoming goals and plans, etc. ELP programmatic goals could be assessed here.
- Nathan will get in contact with Jobila Williams re an assessment model she uses; also, Sharon Alexander's supervisor agreed to review assessment materials.

The meeting closed with a brief discussion of the Regional Component of the ELP.

- Was discussed that participants in each Region should replicate an ELP-like program as a continuum of their work with the ELP
- No money involved, should be more goal driven, the ELP should encourage Regions to create goals and strategies to increase goals created by the ELP-AB.
- Encourage other Regions to seek out information from Regions 2 and 5