

2010

ACPA &
NASPA

Process for
the Study of
Consolidation

[SUBCOMMITTEE WORK/PROCESS]

This document contains an outline of the process for the study of consolidation of ACPA & NASPA. The task of eight appointed subcommittees is contained within, as well as a timeline of the process.

RATIONALE

ACPA and NASPA strongly value their histories, legacies, and the many colleagues that have proudly served this profession since its founding including senior student affairs officers, faculty, mid-level practitioners, new professionals, graduate and undergraduate students, and corporate partners.

ACPA and NASPA share many similar core values including, but not limited to: diversity, learning, integrity, collaboration, access, service, fellowship, the spirit of inquiry, education and development of the total student, multicultural competence and human dignity, inclusiveness, free and open exchange of ideas, advancement and dissemination of knowledge, continuous professional development and personal growth, and outreach and advocacy.

ACPA Governing Board and NASPA Board of Directors believe there are many compelling reasons to consider consolidating including; 1) using the combined strengths of both associations to project one common voice for policy, practice and advocacy; 2) enhancing professional development program offerings; 3) reducing redundancies in administrative and service areas; 4) strengthening research and scholarship; 5) best positioning the one association to compete for private grant funding, federal funds, and corporate sponsorships; 6) significantly increasing membership, thereby augmenting financial strength and sustainability; 7) strengthening collaborative partnerships with other associations within higher education; and 8) eliminating the competition between the two associations, which at times has been destructive to both.

OUTLINE OF PROCESS

The Consolidation Steering Team (CST) manages the consolidation process. The role of the CST liaison is to serve as a resource to the subcommittees, providing assistance, direction and feedback as necessary. The CST liaison works closely with the co-chairs of each subcommittee and reports the work of the subcommittee to the entire CST. CST is comprised of 10 members including:

- Current Presidents of ACPA (Tom Jackson) and NASPA (Mike Segawa)
- Vice President/President-elect of ACPA (Susan Salvador) and NASPA (Elizabeth Griego)
- Past Presidents of ACPA (Patty Perillo) and NASPA (Diana Doyle)
- Vice Presidents/President-elects of ACPA (Heidi Levine) and NASPA (Patricia Telles-Irvin)
- Executive Directors of ACPA (Greg Roberts) and NASPA (Gwen Dungy)

There will be eight (8) primary consolidation subcommittees appointed. Each subcommittee will have an ACPA and NASPA co-chair and each will have a liaison to the CST. The subcommittees include:

1. Functional Areas (CST Liaison: Susan Salvador; Co-Chairs: Sandra Emerick & Dave Zamojski)
2. Geographic Organization (CST Liaison: Elizabeth Griego; Co-Chairs: Mela Dutka & Kari Ellingson)
3. Governance, bylaws and structure (CST Liaison: Mike Segawa & Tom Jackson)
4. Membership Structure (CST Liaison: Diana Doyle; Co-Chairs: Kurt Keppler & Dwayne Todd)

5. Placement Services (CST Liaison: Tom Jackson; Co-Chairs: Tim Pierson & Christine Schneikart-Luebbe)
6. Professional Development & Conferences/Conventions (CST Liaison: Mike Segawa; Co-Chairs: Dennis Black & Kathleen Kerr)
7. Publications and Scholarship (CST Liaison: Heidi Levine; Co-Chairs: Larry Roper & Maureen Wilson)
8. Social Identities (CST Liaison: Patty Perillo; Co-Chairs: Paulette Dalpes & Keith Humphrey)

TIMELINE OF PROCESS

- Subcommittees will be charged and populated by February 15.
- Subcommittees will meet virtually before the NASPA conference in March (before March 5).
- Subcommittees will meet at either/both the conference/convention depending on members' travel and time availability.
- Subcommittees will meet virtually post conference/convention.
- Subcommittee co-chairs will submit progress reports to the CST liaison no later than May 1.
- CST meets virtually in May 2010 to discuss collective reports and CST liaison makes recommendations to appropriate subcommittee by June 1.
- Subcommittees meet virtually to incorporate feedback into report.
- Subcommittees submit final report to CST by June 15.
- CST meets virtually, by July 1, to finalize the report for the Boards of NASPA and ACPA.
- NASPA and ACPA Boards will meet during the summer leadership meeting (July 22-24) to review and accept the final report and determine whether to approve and recommend consolidation to the membership for a vote between September 1 & October 1.

Outline of tasks to be completed:

Pre-conference/convention:

- Schedule and hold virtual meeting with subcommittee
- Review packet and orient subcommittee
- Assign homework to be completed before conference/convention

During conference/convention:

- Re-orient as needed
- Build your team, establishing trust
- Establish ground rules
- Begin tasks assigned

Post conference/convention:

- Schedule and hold virtual meetings
- Meet deadline for progress report – May 1, 2010
- Meet deadline for final report – June 15, 2010

SUBCOMMITTEE MEMBER CONSIDERATIONS

The work of each subcommittee is fundamental to the development of a new association. The elements discussed are foundational and will be used to determine the design and the work of a new association. It is expected there will be challenging and frank conversations within each subcommittee; subcommittees are encouraged to embrace this in their work. Please work to maintain the integrity of the subcommittee, to keep the content of the discussion in context (and in private where agreed), and to model best practice as an association leader.

The following points should be used by all subcommittees to guide the work of the groups:

1. Prior to beginning the subcommittee work, take a moment to review the attached “Common Values Guiding the Formation of a Unified Association.” This is also available on the ACPA or NASPA consolidation website.
2. Approach the subcommittee tasks not as a representative of a specific association, or special interest, but as a representative of the student affairs profession.
3. Effort should be made by each subcommittee to envision what could be; and to design a new organization that incorporates the best models and practices suitable for our profession and new association.
4. At times it may appear to be easier to view the challenges before the task. However, effort should be made to find solutions to the issues and processes.
5. Where appropriate, consider ways to collaborate or link directly to our sister associations.
6. Consider the work of our profession as it relates to the task of the subcommittee. For example, what are the purposes of publications, functional areas, conferences, etc.?
7. Identify the intended outcomes and the processes to assess them.
8. To maintain the integrity of our work in progress, subcommittees should consult with their CST liaison before sharing, discussing, and/or seeking information beyond the subcommittee members; co-chairs are expected to work closely with the CST liaison.
9. Please follow and meet the timelines. Understand there may be changes to your recommendations as the subcommittee work will be discussed beyond the group and integrated with other subcommittee recommendations.

SUBCOMMITTEE CHARGE

Each subcommittee is charged to respond to the following questions, designed for all subcommittees to consider:

1. What are the values and guiding principles informing the recommendations of the subcommittee?
2. What should relationships be with sister associations?
3. In what ways are your subcommittee's recommendations responsive to the final report of the "Task Force on the Future of the Profession" (to be released in March)?
4. What are indicators of effectiveness for your recommendations?

Additional questions will also be considered by each subcommittee.

Functional Areas

The purpose of the Functional Areas subcommittee is to determine the role and purpose of functional areas and in what ways they serve the association. The subcommittee is also charged to recommend how, if any, functional areas should be organized and what resources are needed to achieve the primary purpose and role of functional areas.

CST Liaison: Susan Salvador

Co-Chairs: Sandra Emerick & Dave Zamojski

Other Committee Members:

- Gavin Henning
- Debbie Kushibab
- Levester “LJ” Johnson
- Dafina Lazarus Stewart
- Jeanne Miller
- Steve Sutton

Geographic Organization

The purpose of the Geographic Organization subcommittee is to consider the advantages and disadvantages to organizing the membership by geographic location. It is asked to recommend whether, and then how, geographic entities might operate. The sub-committee is asked to consider what benefits accrue to organizing by geography (as opposed to interest area or professional discipline, for example); how these entities would ideally function and for what purposes; and what would be their principle responsibilities and activities. Should the association's membership be organized by states, as ACPA does presently, or by states and primarily by regions, as NASPA does presently? And if by regions, what would be the ideal composition of the regions? And how would the new association transition existing regional structures, officers, and treasuries?

CST Liaison: Elizabeth Griego

Co-Chairs: Mela Dutka & Kari Ellingson

Other Committee Members:

- Les Cook
- Jacob Diaz
- Prakash Mathew
- Dawn Person
- Jonathan Poullard
- Bob Reason

Governance, Bylaws and Structure

The purpose of the Governance, Bylaws and Structure subcommittee is to determine the role of a governing board, defining its functions and responsibilities. The subcommittee is charged to consider a representative board and a skills-based board, as well as specific positions on the governing board. It will recommend committees of the board, terms of appointment and/or election, how often the board meets, and how and when the board communicates with members. Finally, it is asked to consider the relationship between the board and the national office staff, as well as define positions within the national office.

The work of the new association is anticipated to be both top down and bottom up; that is, driven by initiatives, direction, encouragement, policy, incentives, structure, and funding from the governing board and national office, and also stimulation, promotion, sharing, questions, communication, and extension from distributed ways of organizing the membership.

Co-Chairs: Mike Segawa & Tom Jackson

Other Committee Members:

- Diana Doyle
- Elizabeth Griego
- Patty Perillo
- Susan Salvador

Membership Structure

The purpose of the Membership subcommittee is to thoughtfully address, discuss, and provide recommended answers to specific questions regarding the nature and scope of the membership for a new, consolidated association serving Student Affairs. This will include membership issues of structure, eligibility, benefits/privileges, and membership recruitment. The subcommittee will respond to the questions based on the overarching guiding principles established by the CST for all subcommittees, and will submit its recommendations to the CST for review and feedback.

CST Liaison: Diana Doyle

Co-Chairs: Kurt Keppler & Dwayne Todd

Other Committee Members:

- Pauline Dobrowski
- Denece Huftalin
- Susan Johnson
- Patrick Love
- Kathy MacKay
- Laura Ulmer

Placement Services

The purpose of the Placement Services subcommittee will be to explore the placement/career development needs of the members and recommend the services and operations needed by an association to best meet those needs.

CST Liaison: Tom Jackson

Co-Chairs: Tim Pierson & Christine Schneikart-Luebbe

Other Committee Members:

- Melissa Hrovatin-Bemus
- Lesley-Ann Brown
- Leslye Erickson
- Heather Shea Gasser
- Blanche Hughes
- Dan Ryan

Professional Development & Conferences/Conventions

The purpose of the Professional Development & Conferences/Conventions subcommittee is to explore and recommend how professional development activities could be structured and delivered. This examination will include, but not limited to national conferences and conventions, institutes, workshops, seminars, on-line education, and the interconnectedness to international, regional, state and local initiatives.

CST Liaison: Mike Segawa

Co-Chairs: Dennis Black & Kathleen Kerr

Other Committee Members:

- Cherry Callahan
- Ron Jackson
- Sherry Mallory
- Myra Morgan
- Matt Wawryznski
- Jan Winniford

Publications and Scholarship

The purpose of the Publications and Scholarships subcommittee is to determine the role scholarship and publications play in a new association and determine our role in creating knowledge. Additionally, the subcommittee is charged to determine what structures would best accomplish stated purpose, the impact and effect of technology on this work, and the role and purpose of editorial boards.

CST Liaison: Heidi Levine

Co-Chairs: Larry Roper & Maureen Wilson

Other Committee Members:

- Greg Blimling
- David Braverman
- Sharyn Slavin Miller
- Judy Rogers
- Terrell Strayhorn
- Jeremy Stringer

Social Identities

The purpose of the Social Identities subcommittee is to clearly articulate and define the social identities that should be considered in the creation of a new association, their role and purpose, as well as how they should be recognized and organized. This subcommittee is asked to determine how the new association will best reflect social identities in policies, structures and processes. And, their work must include recommendations for resources to achieve the role and purpose of social identities. Ultimately, the subcommittee is charged with identifying how the new association will best demonstrate its commitment to social identities.

CST Liaison: Patty Perillo

Co-Chairs: Paulette Dalpes & Keith Humphrey

Other Committee Members:

- Barbara Avery
- Jill Carnaghi
- Art Costantino
- Felicia Lee
- Stacey Pearson
- Kent Porterfield