



**NASPA Region I Advisory Board
Summer Retreat Minutes
Wednesday, June 6, 2018
Merrimack College**

PRESENT: DeBurro, Moriarty, Maitino, Gifford, Brochu, Horne, Meinke, Heiser, Feinman, Davis, Rocco, Stanley, Sidelko, K. Golden, D. Golden, Taberski, Hay, Cooper, Glanton Costello, Holmes-Hope, Piepock, Fernandez, Long, Nabors, Goodwin, Cabal, Kao, Devonshire, Regan, Dababneh, Zito, Rosa Martins

ABSENT: Abrahamson, Golden-Battle, Carroll, Masterson, Troiano, McCaffrey, Panzella, Twomey Provisialis, Atkins, Perkins, Piepock, Devine

I. Call to Order

DeBurro called the meeting to order at 10:19am

II. Get to Know You Activity

Brochu led the group in an activity for individuals to get to know one another

III. 2018 Regional Conference

Cabal shared the following updates regarding the upcoming regional conference.

- a. Shaun King & Dr. Frank Sanchez are the opening and closing keynotes.
- b. Shaun King will host a conversation with 22 selected graduate students after his keynote.
- c. The Business Luncheon will be replaced by "Lunch on your Own" and a Lunch & Learn for Grad Students (and potentially New Professionals).
- d. Brown University will be hosting the off-site reception
- e. A Town Hall will be included in a session block in place of the Business Luncheon – the National conference and other Regions structure their business meeting similarly. There was significant discussion around whether this is the best way to communicate the business of NASPA and the Region. Elimination of the Business Luncheon will also save a significant amount of money.
- f. "No Host Dinner" options will be available on Monday night – the Conference Committee will make reservations at 5-6 venues and individuals can sign up to join. Goal is to help connect those who may not be attending the conference with others from their institutions or those looking to make new connections. The committee is hoping to help combat the Region's reputation as being cliquey.
- g. As of June 4, 59 individuals have signed up as program reviewers and 12 programs have been submitted.
- h. Deadline for program submissions in 6/29/18
- i. There will be involvement from the National Indigenous KC (and Regional if there is a representative) to acknowledge the history of the land where the conference is hosted.
- j. Working with Julia Golden-Battle to make the conference more inclusive and accessible - ADA requirements for presentations.
- k. Corporate Sponsors - Cabal will share a spreadsheet with the Board for additional suggestions.
- l. The cost to run the conference continues to increase however, the committee is adjusting where/what is spent on to avoid another conference rate increase in the near future.

Scott Connolly, Conference Treasurer shared estimated costs based on the location. Highlights included:

- a. Most conference costs are set regardless of the number of attendees. The most variable cost is food and beverage. The RI Convention Center does not charge for bars, which will be a savings for the coming years.
- b. There was a proposal to raise the cost of SALT by \$25 to \$125 as the cost has not increased since at least 2010. The Region loses money each year as the registration cost per attendee is only half of what it costs to put on the event. This discussion was tabled in favor of a more holistic review of the Institutes (including costs, outcomes and content).
- c. The revenue from the UBUNTU institute was not included in the conference revenue last year, but will be this year. It is projected to add \$6,000 in revenue this year. There is also a desire to find a corporate sponsor to sponsor the Institute.
- d. There was a motion made by D Golden to approve the conference budget that was seconded by Heiser, however because the Board has not yet approved the overall Regional budget, the motion was withdrawn.

There is a Zoom meeting set for 6/20/18 at 8:30am to discuss and approve both the Regional and Conference budgets.

IV. Approval of the Minutes from 4/27/18 Zoom Call

Motion by Nabors to accept the minutes from the 4/27/18 Zoom meeting. Seconded by Glanton Costello.

V. Dublin Summit Update

Maitino shared the following information in absence of Masterson:

- a. Ireland Summit takes place next week. To date there are 11 NASPA members and two guests registered for the Summit.
- b. Will be important to do the cash transfer from NASPA to University College Dublin as soon as possible.
- c. A number of Irish colleagues have expressed interest in presenting at the Region I Conference.

VI. National Updates

DeBurro shared that the following conversations were ongoing at the National level:

- a. Student ARC website is a resource developed to address – emergency funding resources for students that would help institutions that do not have such funds in place.
<https://www.studentarc.org/>
- b. Website for first-generation student success recently launched to assist those looking for research or programmatic ideas for this population. <https://firstgen.naspa.org/>
- c. Tools for data analytics that could assist are also being developed beginning with an analysis of current application of data analytics on our campuses. The analysis can be found here:
<https://www.naspa.org/rpi/reports/data-and-analytics-for-student-success>
- d. REACH (Report and Educate About Campus Hazing) Act – There has been a call for NASPA to take the lead and make a statement on this legislation. There is some question as to what this would entail. ? Including the potential for strain on smaller institutions, there is an awareness that if NASPA makes a best practice statement, it could be used in future as precedent in future court cases in a way that could be detrimental to some institutions. There will be a task force forming and a need for Regional representation. There will be more to come on this conversation.
- e. National conference in 2019 is in Los Angeles, CA - early bird deadline is 6/30/18.
- f. The National conference in 2020 will be in Austin, TX. There is recognition that TX is potentially a problematic location with some states not funding travel to TX due to recent legislation there. The conference committee will be looking at remote access options for folks to participate that are not able to travel to TX.
- g. Concerns have been raised about NASPA's commitment to Diversity and Inclusion. There will be a meeting in Washington D.C. this August with representatives from several of the national identity-based groups.
- h. January 24, 2019 marks the 100th anniversary of the group that initially came together that grew into what is now NASPA. There will be an event held to celebrate and more details released throughout the fall. Follow #naspahistory for more information.

VII. General Updates

a. Budget

- a) Gifford shared the status of the current budget as we approach the end of the fiscal year. NASPA's fiscal year runs July 1-June 30.
- b) Those that need reimbursements or funds for an event should complete a check request form and send that along with a detail receipt to Gifford. DeBurro will send the check request form to Board members.
- c) If RAB members need to sue the Regional credit card, they should reach out to Gifford.
- d) Stanley does not believe the KC budget line is accurate and will connect with Gifford separately.
- e) DeBurro shared that the National Office is working on a proposal form that individuals would need to complete when planning an event. This will aim to minimize counter-programming as well as provide more advance notice of funding needs.
- f) Gifford is still waiting for access to accounts and information. Will provide a more detailed overview and update at the 6/20 Zoom meeting.

The group broke for lunch and group photo at 12pm.

Meeting resumed at 1pm with introductions of individuals in the room. Following the activity, KC representatives and Institute coordinators each broke off into separate groups to discuss specific business.

VIII. General Updates (continued)

b. Membership

Davis provided the following membership data for the region as of June 1, 2018:

Total members: 1685

Members by state – 1574 total

MA: 868, 55.1%

CT: 239, 15.2%

RI: 148, 9.4%

NH: 104, 6.6%

VT: 83, 5.3%

ME: 80, 5%

Unknown: 37, 2.3%

NL: 7, .4%

NS: 4, .25%

QC: 4, .25%

Total number of memberships by professional level: 1575

Largest membership groups

Mid-Level professionals: 542, 34.6%

New Professionals: 300, 19%

Graduate students: 244, 15.4%

Senior-Level: 178, 11.3%

Fernandez asked if it was possible to get additional demographic information for our membership. Moriarty confirmed that it is possible but would need to be requested from the National office.

c. Awards

Heiser shared a report on behalf of Abrahamson including the timeline for nominations and breakdown of awards. Details attached

d. SALT

Cabal shared a SALT update on behalf of Piepock.

Shifting the focus of the Institute to preference applications from undergraduates who have expressed interest in Student Affairs as a career field. Application is being altered in order to gather that information. There had been a perspective that the purpose of the Institute was to attract

undergraduates to the field, however, the purpose truly is to provide an introduction to NASPA and the field of higher education in a more intentional way. Feedback on the 2017 Institute was very positive and curriculum will remain similar. Piepock will be reaching out to those involved in the Institute in the coming weeks. In recent years, there have been 80 or more participants. There is a desire to reduce that number to between 50-65. Additionally, it is being recommended that the fee be raised \$25 to \$125 as it has been the same since at least 2010. This mirrors other institutes. For SALT in particular, many of the participants home institutions pay the fee to attend. The Board engaged in discussion around institute changes for both SALT as well as other institutes as there would be both financial and other implications of those changes. Nabors shared that he was going to create a strategic plan for all of the Institutes.

e. Ubuntu Institute

Cabal shared an update for Golden-Battle.

It has been proposed that the Region create a budget line for UBUNTU as has been done for all the other Institutes. Additionally, Golden-Battle is looking to find a corporate sponsor for the Institute. Half of the faculty from the 2017 Institute will be returning for 2018 and Golden-Battle has created an application process for others who would like to be faculty for 2018. Ideally, faculty will be individuals who have participated in the Institute in the past.

f. 2020 & 2021 Annual Conference Locations

D. Golden shared that the 2020 & 2021 regional conferences will be held in Hartford, CT utilizing the Connecticut Convention Center and Hartford Marriott.

g. Graphic/Design Requests

Dougherty reminded the Board that she is available to create materials for groups and events. As both a National and Regional organization, there is a graphic identity. Consistency and professional appearance are important! In order to do so she needs the text, links to any material or images, and approximately 2 weeks advance notice. Dougherty will not print out materials. That is the responsibility of the requestor.

IX. NASPA Foundation Overview

Long provided the group with an overview of the NASPA Foundation. Presentation attached.

Highlights include:

- a. As a Board member, it is an expectation that each individual make a Foundation contribution each fiscal year.
- b. Donations can be general or specifically directed.
- c. Donations benefit scholarships, research, and awards.
- d. For this fiscal year, Region I met both its dollar AND donor goals so the Region will receive \$1000 research grant.
- e. Long and Carroll are looking for foundation representatives for CT, RI, ME, VT, and NH

X. Knowledge Community Updates

a. General

Rocco shared that the following KCs are still without regional representatives:

- a. Administrators in Graduate and Professional Student Services
- b. African American
- c. Alcohol and Other Drugs
- d. Assessment, Evaluation and Research
- e. Indigenous Peoples
- f. International Education
- g. Men and Masculinities
- h. Multiracial
- i. Orientation, Transition and Retention
- j. Sexual and Relationship Violence Prevention, Education and Response
- k. Socioeconomic and Class Issues in Higher Education
- l. Student Government
- m. Student Leadership Programs
- n. Technology
- o. Undocumented Immigrants and Allies
- p. Women in Student Affairs

The Board shared concerns over the number of KC vacancies and discussed possible ways to increase awareness and involvement that included outreach to Vice Presidents of Student Affairs at regional institutions, adding information to the next Regional email, and shifting the set-up in Volunteer Central.

The Latinx Student Leadership conference is looking for a 2020 host site. Applications are due 6/8/18.

The Enrollment Management KC & MA NASPA are partnering to host a drive-in on July 18th at Regis College on what Student Affairs professionals need to know about enrollment trends.

b. Wellness & Health Promotion

Bassett shared that the Wellness and Health Promotion KC publishes a bi-weekly newsletter. July will be dedicated to the members of the RAB. Bassett is requesting that Board members provide a head shot, contact information, and any wisdom around how to manage stress, what they do to rejuvenate over the summer or recommendations for staying involved in the Region.

For the third year, there will be a Wellness Suite at the Regional Conference. The Suite is stocked with donations from different institutions. The KC is looking for donations and if you are able to donate, please contact Bassett. Additionally, if you have new ideas for the Wellness Suite, please share those with Bassett as well.

XI. State Updates

a. Rhode Island

Hay shared that RI had recently hosted a very successful VPSA panel with 40 professionals of various levels of experience in attendance. The feedback from the event has been tremendous. The RI state board has one vacancy and that is a representative from Brown University.

b. Massachusetts

K Golden shared the event that will be hosted at Regis College on July 18th in partnership with the Enrollment Management KC. Costs will be \$25 for professionals and \$20 for graduate students. The morning will present general information while the afternoon will be composed of breakout sessions on specific topical areas.

c. Maine

Sidelko shared that ME is working to build their membership. They recently hosted a Drive-In that included half of the state's membership. They will also be hosting weekly virtual coffee talks on various topics.

ME State Leadership Cooperative and a drive-in workshop will be co-hosted later this summer. ASCA's ME state representative has reached out about co-hosting an event in partnership with ATIXA.

d. Connecticut

Holmes-Hope shared that the CT board is in a state of transition and seeking additional members to fill roles. The following roles will be posted on Volunteer Central early next week:

- a. Secretary
- b. Professional Development Coordinator
- c. Social Events Coordinator
- d. Communications/Social Media Coordinator
- e. Public Policy Coordinator
- f. Membership Coordinator
- g. Member At Large – Community College Ambassador
- h. Member At Large – New Professional and Graduate Student Ambassador

e. New Hampshire

Taberski shared that NH has reached out to VPSAs in the state to cultivate buy-in and involvement with little success. Taberski is also looking to partner with other professional organizations in the state to plan events.

XII. Discussion Items

a. Working across State/Division/KC Lines

When planning events and initiatives, DeBurro reminded members to consider what other constituent groups may be interested in a particular topic and what Board resources may be available to utilize (i.e. Communications team).

b. Speakers at Board Meetings

DeBurro asked the group to brainstorm issues affecting the work that we do that we want to examine and make progress on within the next 2 years. Board members were then asked to select their top three from the large group list. This will influence the types of speakers we invite to future meetings. Following the brainstorm, the board discussed how to operationalize some of the topics in ways other than bringing speakers to meetings.

Topics were:

- a. Diversity & Inclusion (of both students and professionals)
- b. Speech on campus and policy implications
- c. Pipeline for individuals of color in the field
- d. First Generation Student Success – as it relates to NASPA’s overall initiatives
- e. Enrollment and Admissions
- f. Financial Literacy
- g. Retention of Student Affairs Professionals
- h. International students and members
- i. Schools merging & closing
- j. Activism
- k. Finances
- l. Open carry on campus
- m. Retention of students in states
- n. Mental health
- o. School safety
- p. Food and housing insecurity
- q. Assessment data
- r. Political literacy

The four topics Board members noted as most important were:

- a. Diversity & Inclusion
- b. Pipeline for individuals of color in the field
- c. Enrollment, admissions and retention/Schools closing & merging
- d. First generation student success as it relates to NASPA’s initiative

Fienman reminded the group about www.tappingtalent.org which she created in conjunction with Malcom Smith as an initiative to increase the pipeline of people of color into higher education- not just student affairs.

Diversity and inclusion is a very broad topic, so the Board expanded upon what the group specifically meant when using the phrase, “diversity and inclusion.”

- a. Definition of terms
- b. Trends and efforts on campus
- c. Anti-racism work
- d. White ally development
- e. Implicit bias
- f. Changing demographics
- g. Student advocacy
- h. NASPA efforts
- i. Racialized spaces
- j. Bias incident reporting
- k. Conversation about issues with colleagues\political philosophies
- l. Undocumented students

XIII. Strategic Plan Discussion

DeBurro shared that as the National Office enters a strategic planning process, they passed along some questions for regional board feedback. Each table addressed one of the questions.

The questions are:

- a. What has the Student Affairs Profession done well in the past five years?

- a. Dependent on the individual's lens – different institutions do different things well.
 - b. Working with mental health issues
 - c. Sexual assault reporting – as a field we have come a long way
 - d. Doing more with less resources
 - e. Talking about issues that our students are facing that we did not used to talk about or get involved with (i.e. food and housing insecurity)
 - f. CARE teams and their work
 - g. Understanding and awareness around disabilities and increased access
 - h. Working to create safe environments for diverse populations
 - i. Responding to issues (reacting)
 - j. Student Affairs professionals are often the holders of social justice on campus.
- b. What are the most pressing concerns regarding student access, persistence, and completion in higher education?
- a. Access – how the government views the importance of higher education itself
 - b. Who gets to come to our institutions – impacts of things such as changing Pell grants, etc.
 - c. The public good vs. individuals interests for higher education – we need to be reinforcing the idea of public good
 - d. Meeting students most basic needs so that they are able to persist
- c. How can the student affairs profession prepare current and future leaders to meet the challenges of a sometimes volatile and turbulent higher education environment?
- a. Needing to encourage soft skills such as interpersonal conflict resolution, resiliency, grit, etc.
 - b. What does it mean to fail?
 - c. What is the different between being a failure and learning from failure?
 - d. How to self-advocate
 - e. If students are not getting these skills prior to entering College, what are we doing to encourage that naturally within our environments?
- d. Given the varied cultural, political and ideological perspectives, how can NASPA continue to support all student affairs educators?
- a. Intentionally invite those with diverse viewpoints to share them in a safe environment
 - b. Current culture is one where folks can be shut-down for divergent views as opposed to having a space for civil discourse
- e. There are enormous challenges and opportunities in higher education that will need us to think bigger and disrupt the status quo. What are the big ideas that will change the way we do business?
- a. What are the new ways that the Student Affairs profession must evolve to support student success in this new model?
 - b. What is NASPA's role in this/these changes?
 - i. Generational differences in work ethic as well as staffing levels
 - ii. Access and preparation in graduate programs
 - iii. The value of higher education – there is a shift towards what a particular major/career can do for me
 - iv. Adapting to trends i.e. mental health support
 - v. Moving from generalists to specialists
 - vi. Experience levels in job descriptions – being more flexible in years of experience

XIV. Other Updates/Announcements

None

XV. Adjourn

Motion to adjourn by Long. Seconded by Glanton Costello.

Motion passes.

Meeting adjourned at 4:35pm

Next Meeting: Wednesday, June 20th - Via Zoom