



## 2022 – 2023 Annual Report

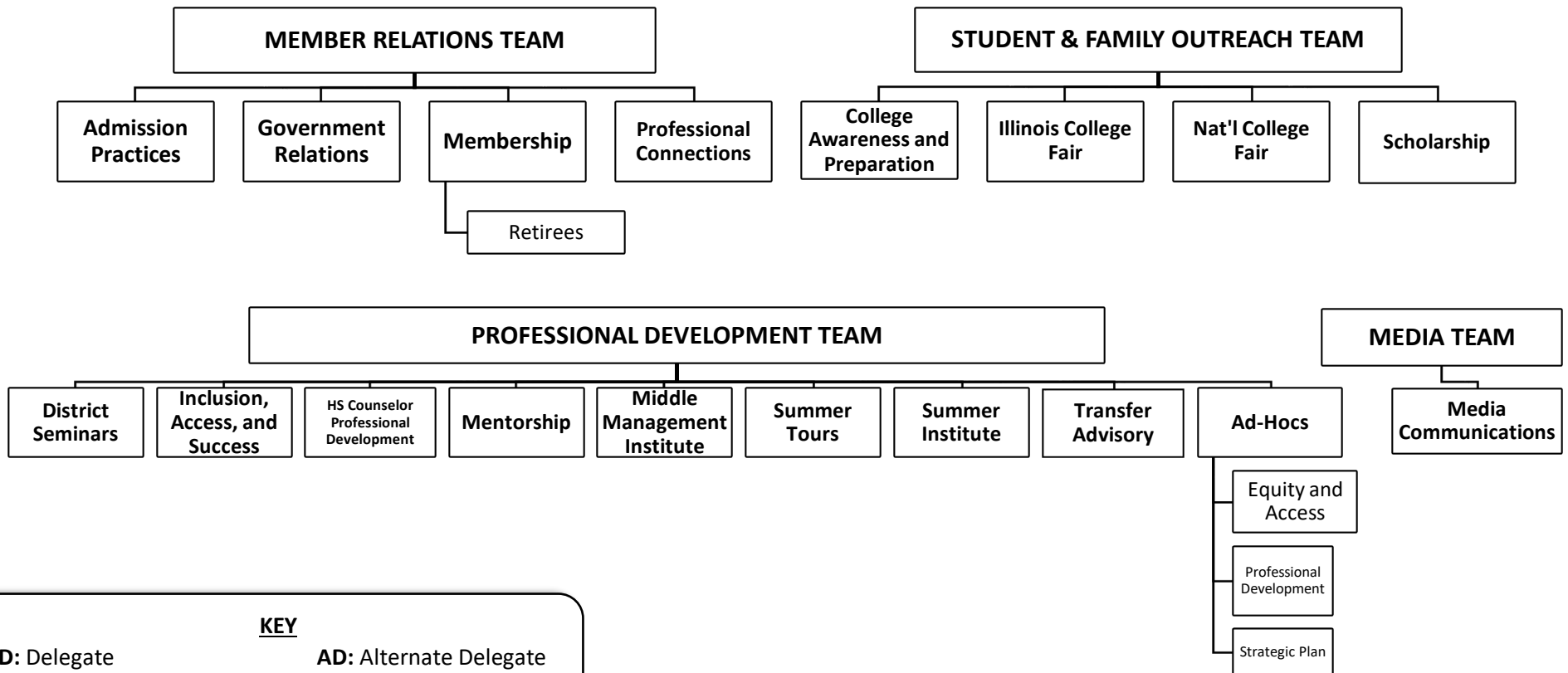
## 2022-2023 EXECUTIVE BOARD STRUCTURE

### THE CABINET

<b>President (D)</b> <i>Brian Hodges</i> Finance Member	<b>President-Elect (AD)</b> <i>Paul Welsh</i> Conference Chair Finance Member	<b>Past-President (D)</b> <i>Tony Minestra</i> Credentials Chair Nominating Chair Past Presidents Advisory Chair Strategic Plan Chair Finance Member	<b>Treasurer</b> <i>Josie Blasdel</i> Finance Chair	<b>Treasurer-Elect</b> <i>Mike Gavic</i> Prof. Dev. Grants Chair IL College Fair Member Finance Member	<b>Past-Treasurer</b> <i>Eric Ruiz</i> Conference Member Finance Member	<b>Secretary</b> <i>Kathryn Hankamp</i> Media Member Finance Member (NV)	<b>Executive Director (NV)</b> <i>Erin Hoover</i> Conference Member Finance Member
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**COUNCIL TEAMS & COMMITTEES: 4 Directors & 7 Delegates co-chair the following teams and oversee that team's committees.**

**Council Team Directors:** Christian Brown, Kelly Dutmers, Maddie Corder and Betsy Stevens **Delegate Directors:** Becki Bellito, Sylvia Hernandez, Derek Brinkley, Sharon Williams, Joe Freeman, Evan Wilson and Shawn Wochner.



# IACAC EXECUTIVE BOARD STRUCTURE

This document is intended to capture the organizational chart and structure of the IACAC Executive Board Cabinet, Council and Committee make-up in a given year. It will be updated each year by the Secretary. The Cabinet section of this document outlines the members who serve on the Cabinet as well as their assignments outlined in the IACAC by-laws.

The Council Teams & Committees section identifies which committees function under each of the 4 Council Teams. Directors and Delegates co-chair one of these 4 Council Teams. In addition to their roles as co-chairs, they serve as liaisons to specific committees within a team. As liaisons, they guide a particular committee and act as a conduit/messenger between the committee and the Executive Board. For example, a Council Team Director could be assigned to co-chair the Member Relations Council Team therefore overseeing the interaction among all committees within that team. Additionally, that Director would also be assigned as the liaison to at least one specific standing or ad-hoc committee. The Directors and Delegates are often referred to as “The Council.”

## 2022-2023 ASSIGNMENTS

COMMITTEES	COUNCIL TEAM	LIAISON	COMMITTEE CHAIR(S)
Admission Practices	Member Relations	Joe Freeman	David Boyle, Allegra Giuliatti-Schmitt, Keegan White
College Awareness and Preparation	Student and Family Outreach	Christian Brown	Faye Ikner
Conference	<i>Cabinet</i>	Paul Welsh	Chrissy Grotzke (Conference coordinator)
Credentials	<i>Cabinet</i>	Tony Minestra	
District Seminars	Professional Development	Joe Freeman	Annette Braden, Brad Kain, April Lynch
Elevate Ad-Hoc	<i>Cabinet</i>	Brian Hodges	Courtney Wallace, Angie Cooksy
Equity and Access Ad-Hoc	<i>Cabinet</i>	Brian Hodges	Amy Thompson, Sharon Williams
Finance	<i>Cabinet</i>	Josie Blasdel	
Government Relations	Member Relations	Evan Wilson	Kristina Luster, Alejandro Campos
High School Counselor Professional Development	Professional Development	Christian Brown	Beth Gilfillan, Myskeshia Mitchell
Illinois College Fair	Student and Family Outreach	Betsy Stevens	Sue Fowler, Tara Brewer, Kelli Allen
Inclusion, Access, and Success	Professional Development	Sharon Williams	Sarah Espinosa, Branden Delk, Lupe Flores, Dr. Melissa Valen
Media Communications	Media	Kathryn Hankamp	Traci Flowers, Luis Alarcon, Cody Dailey
Membership	Member Relations	Maddie Corder	Josh Stober, Sarah Goldman, Alex Hughes
Membership (Retirees)	Member Relations	Maddie Corder	Kathy Holmberg, B.C. Juettner, Lianne Musser
Mentorship	Professional Development	Kelly Dutmers	Kevin Coy, Jill Homerding
Middle Management Institute	Professional Development	Derek Brinkley	Wendy Downing, Robert Olivieri, Jes King
National College Fair	Student and Family Outreach	Sylvia Hernandez	Scott Carlson, Rejeannnda Robinson, Jennifer Stroh
New Counselor Institute	Professional Development	Derek Brinkley	Kenneth Guthrie, Maira Rodriguez, Bettie Mattison-Farris
Nominating	<i>Cabinet</i>	Tony Minestra	
Professional Development Ad-Hoc	<i>Cabinet</i>		Joe Freeman, Rejeannnda Robinson
Professional Development Grants	<i>Cabinet</i>	Mike Gavic	
Professional Connections	Member Relations	Maddie Corder	Meghan Chrum, Morgan Johnson, Robyn Moreth
Scholarship	Student and Family Outreach	Sylvia Hernandez	Lauren Yates, Jamie Newsom, Chris Merle
Strategic Plan Ad-hoc	<i>Cabinet</i>	Tony Minestra	Erin Hoover, Delegate Directors
Summer Tours	Professional Development		Sarah McDougal, Paul Lichtenheld, Kara Dollaske
Transfer Advisory	Professional Development	Shawn Wochner	Nick DeFalco, Holly Pflum, April Ponte

# President Report

First, I would like to recognize the conference committee and Minard Planners: Nancy and Lauren, again. The last two years, they have planned a conference after a two-year hiatus, three years since we were in Itasca. Then, they had to plan another one in a Springfield. By the look of things, you have not missed a beat. This is not easy work and IACAC is forever grateful.

This is also the first year with our Wonder Woman, Erin Hoover, as our Executive Director. To say I have been lucky to be the first IACAC President to have Erin in this role would be an understatement. I have benefited greatly working with Erin and future IACAC Presidents will be honored to work beside her.

We have been intentional about including diversity, equity, inclusion, and belonging in our organization and it starts with our leadership.. Our keynote speaker at last year's conference, Lawrence Alexander, lead our discussion at the Leadership Development Institute this past summer about how leadership and each of our committees can be mindful about including diversity, equity, inclusion, and belonging in all that we do. This is important work and we have to consistent and diligent on how we approach this.

It has been another crazy year. Here are some of the highlights from our committees:

## ***Admission Practices***

The chairs have met throughout the year about the changing role of the AP Committee. There is a vote in the By-Laws about the name change and charge of the committee. This will still be the ethical anchor of our organization which will focus on educating our members,

## ***College Awareness and Preparation***

CAP hosted the College Explorers Program on the Dominican University campus last year on July 16th. This committee and the programs created by CAP (Camp College, Motivate Me, College Navigators) provides effective programming to help close the gap for students who would have otherwise going through or graduating high school with limited knowledge about the college search and application process. This work is important. Unfortunately, with decreasing numbers attending these programs, IACAC will need to consider a reimagination of the committee. Conversations with the passionate CAP committee and IACAC leadership to discuss options for the future.

## ***District Seminars***

*District Seminars continue! Regions 1 and 2 were more efficiently defined to the Northern and Southern regions with each region having individual . Lots of collaboration and discussion took place amongst the committee regarding recruitment of host sites, promotion by each district, virtual options at different times of the year, timeline of the District Seminars, and meeting the needs of each individual district.*

## ***Elevate***

The committee is really proud to have finished out our second cohort of women to participate in Elevate. This year, they continued to see a diverse group of job titles under the enrollment management umbrella which added so much to the participant experience. They even attracted participants from Indiana. They want to create structured and segmented programming for different groups in alternate year, possibly using SIGs as a guideline.

## ***Finance***

*Not sure if you have noticed from their report, the Finance Committee does a lot of important work for our association. In the next month, they will be evaluating our IACAC employees and how we can continue to keep our association financially solvent.*

## ***Government Relations***

The Government Relations Committee has been hard at work placing advocacy into action. There were three main initiatives undertaken this year, which included planning an in-person Springfield Advocacy Day in February, leading other NACAC affiliates in restoring a national advocacy day, and gathering legislative support for a repeal or amendment to the Illinois School Counselor Gift Ban.

The elimination of the gift ban has truly been the unifying cause this year and they have found support in both chambers of the Illinois legislature. It served as the primary talking point for meeting with legislators during Springfield Advocacy Day on February 14. It seems to have made an impact as we have garnered commitments from key legislators to support a major overhaul of the gift ban. The expectation is that this work will continue for the remainder of the legislative session and hopefully have something in place by the end of session in May.

Two years ago, NACAC made the decision to discontinue the national advocacy day held every March in Washington. The Government Relations Committee felt that the absence of a federal advocacy effort by state and regional affiliates was a problem in need of a solution. GRC co-chairs Kristina Luster and Alejandro Campos rallied like-minded affiliate GRCs to work with NACAC to restore a national advocacy day. This fly-in program was held in Washington on March 13 and involved 4 other affiliates and 26 individuals. Once again, Illinois ACAC blazes a trail when one is needed.

We are extremely proud of the work of the Government Relations Committee this year and look forward to celebrating the overhaul of the counselor gift ban later this year.

## ***High School Counselor Professional Development***

The committee kicked off the year with a member survey to gauge what would be most helpful to high school counselors. The results guided our programming for the year, which was 4 programs:

- November: Webinar - Financial Aid for Special Populations, presented by ISAC. There were around 35 attendees.
- January: Webinar - Mental Health in the Post-Secondary Planning Process, 3 panelists. There were 47 attendees.

- April: In person - April 25 pre-conference at Illinois College
- May: Webinar - May 9 from 9-10AM Resource Sharing & Year-In-Review

### ***Illinois College Fair***

The committee has looked at their responsibilities and procedures to expand and improve programming to all corners of the state. Similar to an audit, they strategically explored geographic locations to add IRCF programming for increased access for students in Illinois.

### ***Inclusion, Access, and Success***

This has been a transition year with newly added co-chairs as IAS is attempting to review, reset, and refocus the mission of the committee. The committee will continue to identify challenges our members and the admissions community are experiencing and how they can assist with development and actionable items. They have honed in on supporting the Sharing the Dream conference as much as possible, laying the groundwork for a potential Illinois based LGBTQIA+ College Fair, and preparing accessibility and resource guides to be published on the IAS section of the IACAC website.

### ***Membership***

We heard from Membership earlier, but I just want to commend them and Chicago Public Schools for the work they have done so we can become better partners. We are a statewide association and along with moving conference to different parts of the state, we are continuing to find ways to serve all of our members. This membership partnership is just the starting point.

### ***Mentorship***

The Mentorship Committee finished up a year's worth of meet-ups, to connect mentors and mentees throughout IACAC. Some successful events worth mentioning was the Mentorship Meetups before NACAC and District 211 fairs, Jingle and Mingle Holiday Events (1 date, 3 locations), Facebook Live Event, IACACReads continues with Atomic Habits. We are looking forward to the Mentorship and First Timers Reception later today. Hope to see you there!

### ***Middle Management Institute***

*Middle Management Institute had a successful 2022 being back in-person at Columbia College Chicago with 40 registrants. Attendees learned about leadership and management, intersectionality in the workplace, managing from the middle, enrollment management trends, and other important and relevant topics. MMI 2023 will be held at the University of St. Francis June 14th and 15th. Registration is still available online until May 15th.*

### ***National College Fair***

*The fall 2022 Chicago NCF went very well. NCF would like to thank the volunteers and veteran IACAC members that help them learn the ropes about being back in-person. Since NACAC will not be hosting a*

*spring college fair, IACAC plans to host our own National College Fair in partnership with Moraine Valley Community College.*

### ***New Counselor Institute***

NCI was able to host three NCI sessions at different institutions this year: Columbia College Chicago, Bradley University, and the University of Saint Francis. There were a total of 71 registrants in-person and 16 for the recorded sessions.

### ***Professional Access and Equity (ad-hoc)***

Amy Thompson and Sharon Williams have been hard at work researching various tools to take assertive action in helping our postsecondary member institutions assess and improve the state of equity and inclusion in their admission offices. The Transforming Organizational Culture Assessment Tool (TOCA) was one of the better options that was reviewed. This work will continue, a “tool kit” for pre- and post-assessment is in the works. More information will be available to membership as we committee to build.

### ***Professional Connections***

Graduate membership is growing! As of 2/28/2023, there are 60 graduate members who attend many different institutions. Many graduate students attend Northeastern Illinois University! We were able to award 3 scholarships this year for our annual High School Counselor Challenge with the hope to award more scholarships every year moving forward.

### ***Retirees***

Many retirees are still concerned about Covid protocols, therefore we have not had in-person meetings. But, the committee was able to have an outing at Cantigny Park this September.

### ***Scholarship***

With the Executive Director’s help and a grant, the Scholarship Committee was able to begin working with Kaleidoscope, a company that assists with scholarship review. There were a few struggles getting the website up and running; however, on March 10, they were able to send out the first round of review. They are optimistic that the use of this website will streamline the application review for our membership.

### ***Summer Tours***

They’re excited for this year’s trip and are visiting a number of schools with IACAC and CARR representation. Summer of 2022 was their first year back traveling and they’re headed to Wisconsin and the Michigan Upper Peninsula this summer. The last time Summer Tours visited Wisconsin was 2009 and according to past records we’ve never visited the U.P. Next year they’re hopeful to return to a plane trip and expand the professional knowledge to a wider area of the country. And IACAC’s Bike O’Fun, the only ACAC sponsored cycling tour in the nation will ride across the Mighty Mississippi to and

from member schools SIUE, McKendree, Wash U and SLU June 26-28 and registration is open to new riders!

### ***Transfer Advisory***

#### Transfer Networking:

The committee tried a few new ideas to continue expanding networking opportunities for professionals who work with transfer students. Similar to SIG's, Transfer Collective has been established and met as a large group for the first time in November. Many people were in attendance, about 40 IACAC professionals, and the conversations were great. We plan to host another Collective at the end of the school year.

#### Transfer Summit:

Held the first in person Transfer Summit since 2020 at Moraine Valley Community College. Over 170 professionals were in attendance and feedback about sessions and the overall summit was very positive. We may be hosting the next Transfer Summit at Illinois State University, more details to come!

#### Transfer Scholarship:

We awarded 7 transfer scholarships this year to students at Illinois Community Colleges.

Brian Hodges

University of Illinois, Urbana-Champaign



## Past President Report

Once upon a time, in a beautiful meadow on top of a green hill, somewhere in the Land of Lincoln, a tiny little sprout pushed itself up and out of the soil. It looked up and gazed up at the wide blue, reaching across the meadow, watched the clouds sliding across the sky, and felt the warm kiss of the sun hanging over the hills. The little green wisp then noticed a tall, radiant flower, bold and powerful, confident and secure. The little future flower then says to the mature flower, "what do i need to do to be like you?" The tall, strong flower leans over and simply says to the sprout, "when there is good weather..you grow. When there is bad weather..you grow."

Through the darkest storms and through the brightest sun, life moves on. Over the past three years, I've come to find that even though, at times, it can be hard to see, through the snow, or the rain, or the darkness, there is always good to be found in the world, if you choose to look for it.

I know that all of us have faced challenges, in our own ways, these past three years, as professionals, as people. We have felt sadness, fear, pain, anger, uncertainty, worry, frustration and loss in our lives. I know that this story, or any words I can offer, cannot change any of that on its own. My purpose is to simply offer a hopeful story, a joyful story. We have endured an immeasurable amount of challenge and change as an association, but we have also grown, in so many ways.

Our membership is as strong and broad reaching and as inclusive as it has ever been, despite shrinking budgets and ever shifting offices around our industry. With our expanded team memberships and our breakthrough partnership with Chicago Public Schools, IACAC is growing its reach and its impact. Truly putting into action our conference theme of Unity.

We have redesigned the way we connect with one another, expanding access and our digital reach, building and executing a broad range of online programming, including our first ever virtual version of this very conference. Led by our newly envisioned Executive Director, our organization's first, we have pressed forward a new design, our modern vision, of what our association can be and how we can grow and deliver professional development opportunities in a digital space.

In a complex and increasingly challenging social and political environment, IACAC has continued to stand with our mission and inclusion statement. This time last year, we were called to Be the Change - and our membership has responded. Where our professional and personal lives intersect, we are supporting one another and the students we serve. We are asking the hard questions, out loud, and inviting voices in to help guide us towards

understanding and healing our wounds. We are creating diverse spaces, in our programming, for stories to be told and valued and affirmed.

Our relationship with our National organization has fundamentally changed, offering an opportunity for us to re-design our role as an affiliate, leaning into our own talent in this room, and across our state to build a better version of our association. To rebuild how we grow our own leaders and to proudly narrate our own story.

We have said farewell to long time friends, folks that were integral parts of our association of developing this very conference and so much more for many years. But we have opened new doors, grown new leaders and built a new vision.

This association has continued to inspire me with its forward thought and its creativity, its tenacity and its passion..while never sacrificing our soul - our patience, our selflessness, and our dedication to stand in service with one another. We didn't just survive through the storms of these past few years, we thrived, and grew through some of the most remarkable years in our memories. We did this as a collective force, a whole hillside full of beautiful, radiant flowers. I thank you all for your grace and your patience as we grew through this together, and trusting our visionary executive board and all of our dedicated team leaders across the organization. We have a lot to be proud of, together.

Friends and colleagues have asked me often these past few days and weeks, Tony, how do you feel now that your time in the President's role is nearing its end? It's a complicated response - some sense of relief, honestly, but also humility, appreciation, and a deep sense of pride, to have contributed to a small chapter of our shared story. But this is not my story to tell alone, it never has been. This remarkable stretch of years and all of the adventures we've shared along the way belong to all of us.

Despite how dark a moment, or a year, may seem, I do know that the sun still rises, even through the rain. It's my hope that we can remember to continue to find some light through the clouds, to continue to grow, and remind ourselves, as I asked of membership when this chapter began, to always try to Look for the Good.

Thank you. Truly.

Tony Minestra  
DePaul College Prep

# Treasurer Report

All Quarterly Reports for this current fiscal year are available in the Members Only section of the IACAC website under Financial Documents. I am happy to report that the net worth of the organization on March 1 was \$942,960.33.

Lastly, I'd like to report the current status of our Donated Services. Recently we totaled **\$18,200.42** in donated services. We know this isn't as accurate as it could be so we encourage members to submit their donated services by the end of May.

We all know that the past few years were fiscally challenging and we have all had to rethink the way we've done most everything so we can move forward with our mission 'to support and advance the work of counselors in their support of students' while strengthening the organization and its membership. I'm proud of what we've done and where we are going.

Let's start by looking at the expense side of the budget request, in particular the far right column which shows the proposed budget for the upcoming fiscal year. At the bottom right side of the page, you can see that our total operating expenses for the 2023-24 fiscal year are budgeted at **\$300,852**. This request represents an approximate 5.6% increase in expenditure requests over this current fiscal year. While we are proposing an increase in expenditures, please know the finance committee and the Executive Board take our fiduciary responsibilities seriously and will continue to scrutinize our spending each year to aim for a balanced budget while continuing to invest in our programs, services, and ultimately our members.

I would like to note a couple of specific items on the expense side:

- Membership – all expenses associated with membership have been accounted for on the income side of the budget request. As we have implemented additional transparency in budgeting by introducing the budget tracker, committees and members can see exactly what expenditures have been included in each committee budget.
- Changes with the CAP committee will lead to reimagining the work of this committee, hence the change in the budget request.
- Media Communications expenses have been moved out of committee work to the Digital Resources line on the fixed costs as these expenses represent general organization costs and not committee work.
- In the General Board request, we have appropriately adjusted the budget to include additional registrations for NACAC for both executive board and board directors (delegates registrations were covered by NACAC).

Now for the income generating accounts. Please turn over your paper and once again draw your attention to the column on the right. You will notice the proposed income is **\$297,239.50**, which includes a \$10,000 draw from the surplus account. You may also note that we are budgeting for a 3.6% increase in revenue over this current budget year and that the difference in surplus draw year over year is down just over \$85,000 (89.5%). We know that continuing to draw that much from the Surplus is not sustainable over time; however, we have set the stage for introducing new streams of

revenue while reviewing our current fee structure and expectations from income generating accounts.

Once again, a few items to note:

- We anticipate increased revenue from committees that are back to operating at 'pre-covid' levels and have conservatively projected revenue based on what we have seen over the past year (examples include Summer Tours and New Counselor Institute).
- The ICF committee has researched our current fee structure and partial sponsorship of strivescan fees which allow us to make adjustments that continue to be competitive in the market place and serve all constituents.
- We have noted the pressure being placed on district seminars, which have not seen pre-covid attendance levels and have, therefore, scaled back income projections to remove undue pressure for committee members.
- Our partnership with CPS will allow for additional revenue in membership dues which accounts for the projected increase.
- The Executive Director (aka Erin) will be rolling out new advertising and sponsorship opportunities in the next fiscal year with an anticipated income of \$7,500.
- In 2020 NACAC had intended to host a National College Fair in Rosemont, obviously that didn't happen and since then they have pulled back from that plan. Recognizing the opportunity and need, members of the National College Fair and Illinois College Fair committees in conjunction with the Executive Director and Moraine Valley Community College are rolling out our own national college fair experience in the south suburbs in the Spring of 2024 with an estimated (and conservative) projected revenue of \$42,950.

I'd also like to point out that we are currently tracking ahead on income (please know we still have to pay for conference expenditures) and are excited about the possibility of moving money back into the surplus at the end of Fiscal Year 2023.

The Executive Board is committed to removing the reliance of Surplus funds to balance the budget by finding new ways to drive revenue and continuing to review our current fee structures and adjusting as needed. We are excited about investing Surplus funds in our membership through the Innovation fund and are thankful for the continued work of the committees.

Josie Blasdel  
McKendree University

# Executive Director Job Description

The Executive Director will be responsible for the following duties:

## **Duties and Responsibilities - General:**

- The general operations of the organization as directed by the Executive Board
- Maintain organizational stability from year-to-year as members of the Executive Board and committee chairs change.
- Encourage goal continuity by providing a historic perspective to Executive Board and committee members, while assisting them in their endeavors.
- Supervise and collaborate with other IACAC staff and/or vendors.
- Work with association management firm as needed.
- Maintain the archives of the organization in collaboration with the IACAC Executive Board.
- Update the Policy and Procedures Manual and Leadership Manual so that both are current and provided to all Executive Board members by the beginning of each new organizational year.
- Maintain Association Handbooks and/or Procedural Manuals
- Maintain Conflict of Interest and other applicable forms for Executive Board Members.
- Assist President and Secretary in board meeting preparation.
- Provide orientation and transition to new Executive Board members each year.
- Represent IACAC at other professional organization meetings as directed by the Executive Board.
- Submit an annual report to the Executive Board on areas of responsibility.
- Serve as a central clearinghouse of information and as a public point of contact for IACAC.
- Assist Past President in the nomination and election of Executive Board members.
- Assist President in the selection and seating of committee chairs.
- Other duties as assigned by the Executive Board.
- Serve as ex-officio member (non-voting) of Executive Board, Finance Committee and other committees as assigned.
- Attend all Executive Board, Finance Committee, General Membership, LDI/Board Retreats, NACAC Conferences, IACAC Conference, relevant training (like NACAC TDI) and other meetings as needed.
- Seek proposals from association management firms and recommend contracting services to Executive Board as appropriate.

## **Duties and Responsibilities - Fiscal:**

- Maintain and monitor all bank accounts in collaboration with the IACAC Finance Committee and Treasurer Team
- Use Quickbooks or other appropriate software to pay all bills and track income and expenditures
- Track budget goals for long- and short-term financial health of the Association
- Maintain personnel, legal, tax, and membership records and prepare appropriate reports required by the Executive Board
- Process income, reimbursements and expenses

**Duties and Responsibilities - Strategic Planning:**

- Lead strategic planning process every 5 years
- Draft and present Strategic Plan to Executive Board for approval
- Write an implementation plan and review the Strategic Plan annually; present implementation plan to Executive Board for approval
- Ensure all programming is in alignment with the Strategic Plan
- Review the Bylaws annually, and make recommendations for revisions to the Past President and Executive Board
- Facilitate the voting process

**Duties and Responsibilities - Membership Engagement:**

- Maintain the IACAC membership database
- Grow membership in established markets
- Actively recruit new members and identify new markets for membership
- Notify individuals of lapsed membership.
- Member billing and dues collection
- Member specific communications
- Ensure members receive benefits associated with their membership
- Assist with member orientation
- Provide member and association leader communications
- Provide email and phone responses in 24 hours or less
- Respond to member inquiries and questions
- Support member recruitment and retention
- Track and report applications and renewals
- Conduct membership surveys
- Maintain membership lists and related updates
- Coordinate volunteer recruitment and engagement

**Duties and Responsibilities - Interprofessional Relations:**

- Facilitate relationships and connections with other ACACs, NACAC and other like-minded organizations
- Attend the NACAC Annual Conference
- Represent IACAC at other conferences, meetings, etc. as assigned by the Executive Board
- Maintain a general awareness regarding Illinois laws that impact the Association and its members.
- Assist the Government Relations Committee to monitor action on legislation pending in the Illinois General Assembly and take reasonable action on behalf of the Association as requested by the Executive Board or GRC.

**Duties and Responsibilities - Meeting and Event Planning:**

- Coordinate with the Conference Chair, Conference Coordinators and event planning contractors in establishing dates, location, and facilities contracts for the annual conference.
- Collaborate with committee chairs to establish calendar of events, event registrations and event marketing

- Registration payment portal and management
- Oversee production and management
- Provide online and onsite registration
- Consult on venue selection and negotiation
- Assist with menu selection
- Meeting production and management (In- Person, Virtual or Hybrid)
- Coordinate continuing education credits
- Email invitation design and creation
- Onsite and virtual event staff as needed
- Audio visual coordination
- Name badge creation
- Follow up thank you emails/surveys

**Duties and Responsibilities - Operational:**

- Manage storage of supplies and equipment

**Duties and Responsibilities - Marketing and Communication:**

- Support the Organization's marketing and public relations efforts
- Assist with newsletter creation and distribution
- Provide social media management
- Maintain Association handbooks and/or procedural manuals
- Oversee website design, hosting and management
- Manage databases
- Prepare email marketing campaigns
- Online communities
- Communications platform

# Executive Director Report - June 2, 2023

- Finishing up yearly turnover on committee groups, website, etc.
- Finished updating by-laws on the website on June 1st.
- Wrapping up financial items from the past FY, will start on 22-23 audit and taxes soon
- Contracts - Finalizing Graphic Designer contract with Brian and Josie, working on getting a quote from CAM for assistance with newsletter/marketing, working with Paul and Chrissy on updating scope of Minard Planners work related to Conference
- Will review current insurance and bid different brokers - needs to be done by December
- Media Ads/Sponsorship Packages
  - There are now options for advertisements available
    - Leaderboard on the homepage.
    - Email content.
    - Can add social media to this in the future using ISCA and NACAC as models.
  - Working on a full year bundle option for ads and sponsorship to allow financial support in multiple ways.

## Membership Renewals

- Team renewals underway.
- New CPS model in effect - \$20/person.

## Annual Report & Strategic Plan

- Will compile and share Annual Report soon.
- Will use that to start our Strategic Plan process with board directors.

## College Fairs

- Finalizing Letter of Agreements from each host site
- Connecting with new sites and hosts to facilitate training
- Beginning work with Graphic Designer on materials for all IRCFs and a marketing plan and materials for the new IACAC National College Fair
- Registration will be live mid-June.

## LDI

- Preparing/updating Leadership Resources app for LDI later this summer



# Executive Director Report - March 13, 2023

## Credentials

- Been heavily focused on this work and is almost wrapped up.

## Strategic Plan and DEIB

- Will connect with “delegates” to get this work started.
- Goal is to have a new strategic plan by June 1st.

## Membership Renewals

- Team renewals underway.
- New CPS model in effect - \$20/person.
  - Meeting with Dr. Truax from CPS central counseling office to roll out to schools later this month.

## Whistleblower and Code of Conduct Policies

- Added to member profile as a sign off/agreement.

## Awards

- Working with President trio to finalize these for Conference

## Budget

- Working to finalize:
  - Advertising/Sponsorship packages for the entire year
    - All events
    - Web and email ads
  - IRCF Registration
    - More IRCFs
    - Tiers currently require manual additions for Spring
      - Looking into offering separate Fall and Spring tiers for efficiency

## College Fairs

- Continuing planning for a Spring National College Fair at Moraine
- Worked on some new IRCF locations
  - Quad City Area is still TBD

## Conference

- Busy!

# Executive Director Report - January 13, 2023

- DEIB follow-up
  - From November on we were encouraged to review the document from our personal lens.
  - Next step is to have committees come together to review the document from the lens of the committee's work.
- Audit
  - Still in progress. Looking into a hold up on a bank statement that we do not have access to.
  - Insurance just renewed and doing an audit on new brokers or carriers but the current offer we have is still the best. Finance committee will look into this in the future to make sure we are not overpaying.
- Strategic Plan
  - Work on this will begin in the new year.
  - Looking to develop a leadership matrix where we can collect names of potential future leaders and what they can bring to the table.
- Summer Programs Directory
  - Crowdsourced programs that can be added to now.
- Media Ads
  - There are now options for advertisements available
    - Leaderboard on the homepage.
    - Email content.
    - Can add social media to this in the future using ISCA and NACAC as models.
- New Membership Year/CPS Model
  - Confirming we are set up for the new membership
- Project Management for Conference w/ Chrissy
- SIGs
  - Meeting on the calendar to make SIGs a full committee.
- 23-24 IRCF Calendar
  - Dates have been requested and the calendar will be set in Feb.
  - Spring registration is open to fill spring fairs.
- 2024 Spring "National" College Fair
  - Since NACAC did not move forward with a spring fair we feel we can pick this up for revenue and for reach in an underserved area.
  - Working to partner with Moraine Valley hosted at Tinley Park Convention center and make it a national reach.
- Whistleblower and Code of Conduct Policies
  - Reviewing and hopefully approving today.
- By-laws/Voting
- Conference 2025
  - Need to start thinking ahead on a location and plan.



**IACAC Executive Board  
Motion Log 2022-2023**

**Meeting Date: June 8, 2023**

*K. Hankamp motioned to approve the 3/11/2022 board meeting minutes. J. Blasdel seconded Discussion. Motion carried.*

*M. Corder motioned to approve the IEC proposal as presented. S. Wochner seconded Discussion Motion carried.*

S. Wochner motioned for the finance committee to pursue negotiations with an Executive Director and in August bring back to board options for a management firm to support the executive director. E Wilson seconded.

Discussion: Concerns about the management firm that will fulfill the assistance around day to day operations and their cost. Is the Executive Director position a promotion or a new role?  
Motion fails.

P. Welsh motioned to negotiate a one year contract with Erin Hoover to serve as IACAC Executive Director. In collaboration with the Executive Director, explore the hiring of an association management firm to support the organization in its day to day operations. Bring the contract and results of the association management firm search by the end of August 2022 to the executive board for approval. Present to the executive board the full job description for the Executive Director position by the end of August 2022.

E. Wilson seconds. Discussion. Motion carried.

*K. Hankamp Motioned to adjourn, J. Freeman seconded. Motion carried.*

**Meeting Date: August 10, 2022**

K. Hankamp motioned to approve the 6/8/2022 board meeting minutes. D. Brinkley Seconds. Motion carried.

P. Welsh motioned to use the Chicago Management Firm going forward \$10,200. S. Wochner seconded. Motion carried

B. Hodges Motioned to adjourn, C.Brown Seconded. Motion carried.

**Meeting Date: November 18, 2022**

K. Hankamp motioned to approve the 8/10/2022 board meeting minutes. P. Welsh seconded. Motion carried.

P. Welsh motioned to approve the 2023 Conference Budget. C. Brown seconded. Motion carried.

T. Minestra motioned to elevate Elevate to a standing committee. S Wochner seconded. Motion carried.

T. Minestra motioned that special interest groups (SIG) be identified as a standing committee. J. Freeman seconded. Motion carried.

S. Wochner motioned to move the North Central district to region 1, to separate the Chicago and south suburban districts from one another, and rename the north central district to central district. E Ruiz seconded. Motion carried.

P. Welsh motioned to approve the proposed CPS membership structure. M. Corder seconded. Motion carried.

B. Hodges motioned to adjourn, E. Wilson seconded. Motion carried.

**Meeting Date: January 13, 2023**

K. Hankamp motioned to approve the 11/18/2022 board meeting minutes. J. Freeman seconded.  
Motion approved.

E. Wilson motioned to approve the Whistleblower and Code of Conduct policies. C. Brown seconded. Motion approved.

P. Welsh motioned to approve pursuing a contract with Embassy suites in Peoria for the 2025 Conference. J. Freeman seconded. Motion approved.

K. Hankamp motioned to adjourn. S. Hernandez seconded. Motion carried.

**Meeting Date: March 13, 2023**

K. Hankamp motioned to approve the 1/13/2023 board meeting minutes. E. Wilson seconded.  
Motion approved.

S. Wohner motion adjourned. S. Hernandez seconded. Motion approved.

**Meeting Date: April 26, 2023**

A.Thompson Motioned to adopt the Agenda and Special Rules of Order for this meeting as presented on the screens. S.Ham seconded. Motion carried.

E. Wilson Motion to approve the minutes of the 2022 Annual Membership Meeting from our Annual Conference last year as written. O.Solomon Seconded. Motion carried

J.Blasdel Motion to adopt the 2023-2024 budget as presented. J Nelson second. Motion carried

*K.Hankamp Motion to recess until Thursday, April 27th at 1:00pm E.Wilson seconded. Motion carried*

T. Minestra motioned to amend the purposes section to replace the word guidance with 'counseling' and add 'and/or guardians' as shown on the screens. S.Dugo seconded Motion carried

T. Minestra motioned to amend Article IV. Executive Board Section 2. Cabinet. To replace Manager of Operations with Executive Director as shown on the screens. S.Ham seconded. Motion carried

T. Minestra motioned to amend Article V. Cabinet and Board Directors. Section 1. Duties of Cabinet Officers. To remove recently added language about the Past Secretary. S.Wochner seconded. Motion carried

T. Minestra motioned to amend Article VI. Nominations and Elections. Section 4. Voting and Election. To add section C. as shown. A.Salas seconded. Motion carried

T. Minestra motioned to amend Article VII. Board Teams and Committees. Section 1. Board Teams. A. & C. to add new committees and rename Admission Practices. A.Ponte seconded. Motion carried

T. Minestra motioned to amend Article VII. Board Teams and Committees. Section 2. Standing Committees. to Remove A. Admission Practices, Add Education and Ethics, Elevate, Special Interest Groups in alpha order. W. Schuneman seconded. Motion carried

T. Minestra motioned to amend Article XI. Amendments. To allow for members not in attendance at meetings to vote. J.Stober seconded. Motion carried

C. Grotzke Motion to adjourn K. Hankamp Seconded.

# Annual Evaluation 2022-2023 – Executive Director

## Narrative

This was Erin's first year as the IACAC Executive Director. In this role, she supports the Executive Board in all aspects of their responsibilities. She also supports the IACAC committees in their work throughout the year. Erin is extremely organized, detail oriented, an effective communicator, and efficient. She has been responsive to the needs of the Board and committees. While Erin has been the Wonder Woman for the organization, we do not want to burn her out. IACAC needs to provide resources to the Executive Director so the work of IACAC can continue to thrive. Discussions pertaining to the role of Media Communications and the marketing aspect of the Executive Director's role becoming a paid position within IACAC needs to become a reality. This will be one of the main goals for the Executive Director this next year to hire additional staff.

## Review Goals for Erin (2022-2023):

1. Communicate with Graphic Designer on a best practice on a branded look. **Met Goal**
2. Be intentional of professional development opportunities for this position. **Met Goal**
3. Finalize how the relationship and roles between Manager of Digital Services and Executive Director work. **Work in progress**
4. Become updated and educated on industry standards related to email design and delivery as well as social media engagement for organizations like ours. **Work in progress**

## Significant Developments 2022-2023

- Creation and enhancement of our organization's **Leadership App** – a go-to place for our board members and committee chairs to access all they need to execute their roles.
- An "almost" live **Budget Tracker** – tracks committee budgets in almost real time to inform committee chairs and the Finance Committee where a given committee stands at any time. Not only does this inform, but it also creates opportunities to adjust the projected budget accordingly.
- Initiated an **Insurance Audit** which resulted in realizing we may be overpaying for our insurance needs. Will continue to assess this in the coming year as our deadline to renew had arrived so no different action could be taken.
- Our **QuickBooks** accounts hadn't been appropriately updated/cleared out with banking changes through the years nor were efficiencies created between financial systems (e.g., accounting and payroll). My first action was to learn as much as I could about how QuickBooks works and then apply that to our current processes, assess what would still work and change what wouldn't. This process took all year, our previous processes delayed our 2022 audit, and overall, it proved to be slower and more arduous than I would have liked. In the end, I connected with a QuickBooks expert to clear out our old accounts appropriately, I created categories within QB that directly correlate with specific budget line items which created even more transparency in our financial reporting. The piece of the Executive Director puzzle that I had looked forward to the least has become my favorite task/process as it contributes greatly to my understanding of the organization's financial health. Not only does this make me more knowledgeable, but it drives decision-making at a higher level.

- Our partnership with **Chicago Association Management (CAM)** allowed me to stretch my supervisory skills as I've had to train multiple members of their staff how to assist our organization. When our first association administrator took a new job outside of CAM, there was a seamless transition to new staff members; an important benefit to working with an association management firm for certain projects.
- Improved efficiencies with new initiatives:
  - **Membership Report** – As I like to say, “blew up” the old membership report to capture data that is comparable month to month and year over year; this allows for real action to be taken based on who our members are.
  - **Amazon Business** – allows committees to order their own items with direct payment by IACAC; a process praised by our auditors.
  - **Kaleidoscope** – Reduced the Scholarship Committee's volunteer workload/time by at least half; excited to possibly roll this out to the Transfer Advisory Committee for their scholarships as well as Professional Development Grants for additional efficiency, better tracking year over year, and overall improved experience.
  - **Illinois Regional College Fairs** – Continually enhancing the host site app, offered additional training to new hosts, improved date request process for hosts, consulted with many non-IRCF hosts prompting them to switch their fair to an IRCF (increased income for IACAC). Additionally, at least 2 other ACAC's have reached out to us regarding our IRCF structure and I have created new resources to assist them in their endeavors.
  - **National College Fair** – Recognizing a struggling Moraine Valley Community College IRCF, we have worked incredibly hard on executing a college fair with a national reach at MVCC. I believe that without an Executive Director position, this initiative would not have moved forward as I continuously researched, provided data, and organized the meeting/kept the conversation going.
  - **Asana** – built out a workflow tool for the organization as well as specifically for the Annual Conference, creating improved procedural history and continuity year to year.

#### **Goals for Erin (2023-2024):**

##### **Static**

1. Propose a media communications plan to the Board by the January 2024 meeting.
2. Explore adding staff as needed.
3. Work with ad-hoc committee to present Strategic Plan 2023-2026 to the board by the March 2024 meeting.
4. Add Executive Director to the Leadership Manual including the process for the annual evaluation of the ED by the January 2024 meeting.
5. Complete the insurance audit and make a recommendation before the deadline to renew.

##### **Ongoing**

1. Be intentional on the separation of duties concerning committees (Executive Director vs board director vs committee chair).
2. Increase external funding through advertising, sponsorships, review of fee structures, and recognizing new opportunities to meet budgetary goals approved by membership.
3. Standardize IACAC professional development events.
4. Create orientation process for volunteer leaders of IACAC.

5. Provide support to increase membership and engage new members.
6. Identify and initiate a specific professional development plan relevant to the Executive Director position.
7. Continue to enhance work on budget transparency.



## Committee/Position

## Admission Practices

### Committee Email

ap@iacac.org

### Chair(s)

Name	Institution	Email
Keegan White	Lawrence University	keegan.white@lawrence.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

None

### Committee Purpose / Role

Educate members about the importance of best admission practices.

### Summary of Activities

Discussions throughout the year on how to best serve our members during the changing statement of best practices.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

Working towards an agenda that educates members on the importance of our core values: equity, honesty, integrity, transparency, fairness, and respect.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### Strategic Plan - What did you accomplish?

Still trying to ascertain the role of this committee.

### Strategic Plan - What didn't you accomplish and why?

Still trying to navigate the complexities of where best practices fit into the profession. What is a best practice for one entity may not be seen as a best practice by another.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### Recommendations for the next Strategic Plan and the future of your committee/position.

Conitnued discussion on what to and how to educate members with regard to best practices.

### If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?

Leadership in this committee has a three year rotation which supports a year-to-year transition.

**Key Committee Contributors/Members**

Did not utilize a full standing committee, just discussion among co-chairs.

## Committee/Position

## Annual Conference

### Committee Email

annual-conference@iacac.org

### Chair(s)

Name	Institution	Email
Paul Welsh	Fenton Community HS	welsh@fenton100.org
Chrissy Grotzke	Michigan Technological University	cmlitobo@mtu.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

None

### Committee Purpose / Role

To plan and execute the IACAC Conference by leading the IACAC Conference Committees and working with our event planners.

### Summary of Activities

The committee held quarterly all hands on deck meetings to prepare for the conference. Additionally, the liaisons, Erin, Paul and Chrissy and the event planners met monthly AND Paul, Erin, Chrissy and the event planners meet weekly. The Tuesday before conference we held our committee chair dinner.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

This is our largest professional development opportunity for our members. We need to continue to create opportunities for conversations and education for our members on DEI topics and concerns.

### What are some potential legislative issues that relate to your committee?

None

### Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.

We are still piloting a new software for project management and looking at using a new app with new features to enhance the user experience.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### Strategic Plan - What did you accomplish?

For Goal 1 & 4 – we went downstate in order to be more geographically inclusive.

For Goal 2 – we expanded our sponsorship options.

For Goal 3 -- we had great feedback about the session options.

### **Strategic Plan - What didn't you accomplish and why?**

For Goal 1 & 4 -- while we had a lot more college involvement from the local area, we still had a challenge breaking into the the local high schools.

For Goal 3 -- we are still trying to figure out what format the SIGs need to be productive

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

I think that the annual conference committee will continue to tow the line of fiscally responsible while broadening the educational components of our conference. There is also the continuous question of how often we should move our conference out of the Chicago-area to balance number of attendance and access for ALL members.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We are still expanding our chairs to include two additional people.

### **Key Committee Contributors/Members**

Jen Sloan, University of Cincinnati  
Mikaela Morrison, Illinois College  
Alex Salas, Seton Hall University

## Conference Committee Chairs

April 26-28, 2023  
Crowne Plaza in Springfield, IL

### Conference Chair

Paul Welsh  
Fenton High School  
[president-elect@iacac.org](mailto:president-elect@iacac.org)

### Conference Coordinator

Chrissy Grotzke  
Michigan Technological University  
[conference@iacac.org](mailto:conference@iacac.org)

### Event Coordinators

Nancy Minard & Lauren Bettcher  
Minard Planners, LLC  
[annual-conference@iacac.org](mailto:annual-conference@iacac.org)

### Additional Oversight Committee

Brian Hodges, President  
University of Illinois – Urbana-Champaign  
[president@iacac.org](mailto:president@iacac.org)

Tony Minestra, Past President  
DePaul College Prep  
[past-president@iacac.org](mailto:past-president@iacac.org)

Josie Blasdel, Treasurer  
McKendree University  
[treasurer@iacac.org](mailto:treasurer@iacac.org)

Mike Gavic, Treasurer-elect  
Bradley University  
[treasurer-elect@iacac.org](mailto:treasurer-elect@iacac.org)

Erin Hoover, Executive Director  
IACAC  
[ehoover@iacac.org](mailto:ehoover@iacac.org)

### Branding Committee

Rejeannnda Robinson  
Northwestern University

Kyle Vowell  
Wabash College

Jeanette Maher  
Marquette University

[conference-branding@iacac.org](mailto:conference-branding@iacac.org)

### Fundraising Team

#### **Oversees Exhibitors, Sponsorship & Advertising, Project Reach and Raffle Committees**

Josephine West  
Ohio State University

Stephanie Dugo  
Saint Louis University

April Lynch  
Syracuse University

[conference-teamleaders@iacac.org](mailto:conference-teamleaders@iacac.org)

#### **Exhibitors, Sponsorship & Advertising**

Alejandro Campos  
University of St. Francis

Jhonathan Vallecilla  
Cornell College

Omar Solomon  
Eastern Illinois University

[conference-eas@iacac.org](mailto:conference-eas@iacac.org)

#### **Project Reach**

Merle Wilder  
Belleville East High School

Yesenia Abreu  
Illinois College

John Korntheuer  
Proviso East High School

[conference-projectreach@iacac.org](mailto:conference-projectreach@iacac.org)

#### **Raffle**

Derek Brinkley  
Columbia College Chicago

Josie Blasdel  
McKendree University

Theresa Bertini  
Lawrence Technological University

[conference-raffle@iacac.org](mailto:conference-raffle@iacac.org)

## Logistics Team

### **Oversees Entertainment, Evaluations & Tellers, First Timers, On-site, Program, Registration & Hospitality, Local Host**

Jen Sloan  
University of Cincinnati

April Ponte  
Oswego High School

Scott Hillman  
University of Oklahoma

Steve Landgraf  
Michigan State University

[conference-teamleaders@iacac.org](mailto:conference-teamleaders@iacac.org)

### **Entertainment**

Alex Salas  
Marquette University

M. Faye Ikner  
Chicago State University

Latisha Williams  
Harold Washington College

[conference-entertainment@iacac.org](mailto:conference-entertainment@iacac.org)

### **Evaluations & Tellers**

Julie Nelson  
Xavier University

Kevin Coy  
Homewood-Flossmoor High School

Jes King  
Bradley University

[conference-evs-tellers@iacac.org](mailto:conference-evs-tellers@iacac.org)

### **First Timers**

Christian Brown  
Beacon Academy

Andrea Rusk  
Mundelein High School

[conference-firsttimers@iacac.org](mailto:conference-firsttimers@iacac.org)

### **On-Site**

Rob Walton  
Ohio Wesleyan University

Mikaela Morrison  
Illinois College

Alison Crowley  
Northern Michigan University

[conference-onsite@iacac.org](mailto:conference-onsite@iacac.org)

**Program**

Keena Griffin  
University of Illinois – Urbana-Champaign

Sylvia Hernandez  
Michigan State University

Annette Braden  
Norris City-Omaha-Enfield High School

[conference-program@iacac.org](mailto:conference-program@iacac.org)

**Registration**

Erin Hoover  
IACAC

Kathryn Hankamp  
St. Norbert College

Annette Braden  
Norris City-Omaha-Enfield High School

[conference-registration@iacac.org](mailto:conference-registration@iacac.org)

**Local Host**

Sarah Adams  
University of Illinois Springfield

Meghan Chrum  
Illinois Student Assistance Commission

Annette Braden  
Norris City-Omaha-Enfield High School



## Committee/Position

## Board Directors

### Committee Email

board-directors@iacac.org

### Chair(s)

Name	Institution	Email
Becki Bellito	Vernon Hills High School	rebecca.bellito@d128.org
Derek Brinkley	Columbia College Chicago	dbrinkley@colum.edu
Joe Freeman	Beacon Academy	jfreeman@beaconacademychicago.org
Sylvia Hernandez	Michigan State University	herna100@msu.edu
Sharon Williams	University of Chicago Lab School	swilliams@ucls.uchicago.edu
Evan Wilson	Illinois College	evan.wilson@ic.edu
Shawn Wochner	Marian Central Catholic High School	swochner@marian.com

### Committee Purpose / Role

This year, board directors primarily focused on the transition from an elected body meant to represent IACAC on the national level to an elected body designed to serve as leaders within the organization.

### Summary of Activities

- Educating our membership re: the impact of the NACAC Special Member Vote.
- Crafting plan on new board director role within IACAC.
- Assisting with IACAC Special Member Vote re: board director changes.
- Creation of brand new board director job description/responsibilities for IACAC.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

We spent quite a bit of time this year ensuring that our new board director structure takes into consideration the make up of our membership and that our nominations committee understood and crafted a slate of candidates who reflected the membership. As we re-launch this new board director structure, we'll continue to ensure that various voices are at the table.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### Strategic Plan - What did you accomplish?

Goal 1: Membership - We ensured that our new board structure reflects the diversity of our membership and provided leadership opportunities for all.

Goal 3: Educational Opportunities - Our new board structure provides for educational opportunities for our membership and required the collaboration across teams within the organization.

Goal 4: Outreach - Our new board structure highlights the geographic regions of the state of IL by incorporating a regional model within our board director structure.

**Strategic Plan - What didn't you accomplish and why?**

Goal 2: Fiduciary Responsibility - We did not get a chance to truly tackle how the new board structure will affect our fiduciary responsibility to organization.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

The board director position for 23-24 should really focus on firming up the board director role. Given that it is new for the year, we've got some work to do to ensure that we are aligned in the purpose and role of board directors.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

N/A

**Key Committee Contributors/Members**

All board directors!

## Committee/Position

## Credentials

### Committee Email

past-president@iacac.org

### Chair(s)

Name	Institution	Email
Tony Minestra	DePaul Prep	tminestra@depaulprep.org

### Please list any IACAC property that you or any of your committee members have in your/their possession.

n/a

### Committee Purpose / Role

To assess the by-laws and processes by which the organization operates annually and to suggest potential changes to be presented to membership.

### Summary of Activities

Credentials met twice (officially) virtually, and a via numerous continuing email conversations. Our team scrubbed the by-laws in a busy year of "vocabulary changes" - as our executive board took a new shape and Delegates were written out of the language and the Secretary was extended to the 3-year term. Credentials also had to re-approach the language around voting in our new virtual exclusive voting format to remain current. Credentials presented early changes via "special vote" in mid Spring ahead of presenting formal changes to the membership at the Annual Conference. All proposed changes were approved.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

Always remaining aware of language - are we using inclusive wording? An example: the Committee talked through terms like "secretary" this year, and its place in our language, what meaning that may or may not have in our modern perspective. Being gender/non-gender inclusive in our language will be a continued goal.

### What are some potential legislative issues that relate to your committee?

Maybe not legislative - but with our relationship with NACAC - how will the board be structured moving forward? Will we follow NACAC's lead (if they provide direction)?

### Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.

n/a

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### Strategic Plan - What did you accomplish?

We essentially created more access to leadership opportunities with our re-design of the executive board. We eliminated "tiered" leadership amongst the board directors and created a space for "equal-level" voices

on the board. We continued our tradition of leadership-development and expanded the board.

**Strategic Plan - What didn't you accomplish and why?**

We accomplished everything we set out to do. One thing we did not do was set the 3rd year Secretary year as the Parliamentarian Role (formally) - that change will be slated for this upcoming voting cycle. We did not "formalize" established diversity and representation markers in the Exec Board structure - we felt that was better served in the Policies and Procedures manual and in the Nominating Committee's work.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

Continue to draw in younger, less seasoned professionals to the team. This Committee NEEDS experience, but widening the committee to include "up-and-coming" perspectives will ultimately strengthen our association - more members, of all levels, should be aware of the structure of our organization and invested in its identity.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

All good.

**Key Committee Contributors/Members**

Allen Lentino, Carin Smith

## Committee/Position

## District Seminars

### Committee Email

ds@iacac.org

### Chair(s)

Name	Institution	Email
Brad Kain	Homewood-Flossmoor High School	bkain@hf233.org
Annette Braden	Enfield High School	abraden@ncoeschools.org
April Lynch	Syracuse University	aplynch@syr.edu
Kerri Henry	Sesser-Valier High School	khenry@sv196.org

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

n/a

### Committee Purpose / Role

Plan, organize and facilitate the District Seminars.

### Summary of Activities

Provide professional development for admission and school counselors via one day seminars throughout the state.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

We will continue to develop and implement professional development that is impactful to all counselors. We will meet the specific needs of each district and the members by providing appropriate training and resources.

**What are some potential legislative issues that relate to your committee?**

N/A

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

The committee would like to implement more use of technology. Specifically the use of recordings and virtual sessions. We need to use technology to reach members that may not be able to attend a seminar in person or would like to see sessions previously recorded in different districts.

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

We managed nine different district seminars throughout the state that provided professional development for our members.

### **Strategic Plan - What didn't you accomplish and why?**

We were unable to run four of the district seminars due to low attendance. We could use more help with advertising of the events.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

The committee sees an opportunity to get more involvement with CPS counselors. This could increase attendance in the Chicago Region.

Potential use of virtual and recordings of the district seminars. We believe that the virtual option has allowed School Counselors and Admission Staff members to interact and learn with others from outside their local district. Members may be interested in sessions that were not offered in their region. Recordings would give everyone access to all sessions offered throughout the state.

There needs to be consistency in each of the local committees from year to year. This will allow smooth transitions and better understanding of goals of this committee. It is hard to run a district seminar with a new onsite committee each year. The committee chairs are the facilitators of the district seminars. The onsite committees are the people who create the programs. More training of onsite committee members would be very helpful.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We added an additional Chairperson this year. This helped to spread out the amount of work and also helps build new relationships. This is the first year for all of the Co-chairs (Annette and Brad have served multiple cycles). It is recommended that each region has one Chair stay longer than three years to help with the transition.

### **Key Committee Contributors/Members**

Tyler Olson (Lewis University) and his onsite Committee

April Bauer (Bradley University) Southern District Committee Member

Ryan Cockerill (Monmouth College) and Kimberly Zimmerman (Knox College) Western District

## Committee/Position

## Elevate

### Committee Email

elevate@iacac.org

### Chair(s)

Name	Institution	Email
Angie Cooksy	Bradley University	
Courtney Wallace	Augustana	

### Please list any IACAC property that you or any of your committee members have in your/their possession.

None

### Committee Purpose / Role

Elevate is a professional development seminar series designed for women with more than eight years in higher education enrollment management looking to take the next step in her professional career or expand her professional portfolio.

### Summary of Activities

Elevate held 4 day-long professional development sessions during the 2022-2023 academic year.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

In 2023-2024 Elevate strives to review the role of the committee in IACAC and how we can best support all members.

### What are some potential legislative issues that relate to your committee?

As various states around the country continue to pass laws that restrict members of different identities, Elevate serves a valuable role in advocating for all members.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### Strategic Plan - What did you accomplish?

In our second year Elevate continued to serve women in admissions.

### Strategic Plan - What didn't you accomplish and why?

We accomplished our goals this year and are excited about reviewing potential opportunities moving forward.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

We believe IACAC and Elevate are in a unique position this year to evaluate professional development access for more of the membership. With this in mind, we recommend that Elevate uses the 2023-2024 academic year to develop a plan to present to IACAC exec to rotate the served population participating in Elevate each year. One opportunity to explore is how Elevate could work with the SIGs in the future.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

Angie will be rolling off in her new role. Courtney has agreed to stay on to assist with transitioning Elevate for future sustainability.

**Key Committee Contributors/Members**

Courtney Wallace

Erin Hoover



## Committee/Position

## Equity and Access (ad-hoc) / Co-Chair

### Committee Email

equity-access@iacac.org

### Chair(s)

Name	Institution	Email
AmyThompson	York Community HS	athompson@elmhurst205.org
Sharon Williams	University of Chicago Laboratory HS	swilliams@ucls.uchicago.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

none

### Committee Purpose / Role

Guiding Purpose: We seek pre-and post-assessment tools as well as training modules and/or curriculum that will assist Offices of Admission as they work to improve their process of posting, interviewing, hiring, and retaining BIPOC staff to ensure practices are accessible and equitable for all potential candidates.

#### Committee Goals:

Solicit involvement of up to three admission offices to participate in this as a pilot program.

Provide an internal assessment tool to the Upper Management of participating admission offices to audit the current status and needs of their office as it pertains to the diversity, access, and inclusion of their staff. This tool can be used for both pre- and post-assessment.

Based on the self-assessment tool, provide training and resources to Upper Management in order to improve hiring, training, retention, and advancement practices of their respective offices.

Assess the needs and aspirations of staff to achieve upward mobility in higher education and/or admission

### Summary of Activities

We have worked with We have identified the Transforming Organizational Culture (TOCA) Tool and met with its creator to determine its fit for this process.

We have identified key roles and are fine tuning responsibilities for Liaisons, Trainers, and Facilitators.

We have compiled a set of pre- and post- assessment resources to support institutions in this process and identified a home for them on the IACAC website

We have met with key stakeholders in IACAC to assure funding is available (treasurer), that there is a commitment to continue this work once the charge of the ad-hoc committee is completed (IAS committee chairs, IACAC executive board, IACAC executive director)

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

The very existence of this ad-hoc committee is evidence of IACAC's commitment to DEIB. As an ad-hoc committee, our existence is temporary in nature. It is our goal that we are putting in place processes and resources that will be adopted as a consistent demonstration of IACAC's ongoing commitment to DEIB. In short, it is our hope that the work of this committee will be fully adopted by IACAC and outlive the existence of this committee - implementation will not be our ongoing responsibility.

### What are some potential legislative issues that relate to your committee?

We do not see any at this time.

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

We will need assistance with adding resources and information to the web site as well communication between members and institutions interested in implementing the tools

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

While this project is not stated in the Strategic Plan, we believe it will advance our organizational commitment to DEIB.

**Strategic Plan - What didn't you accomplish and why?**

We have taken longer to complete this work than initially planned and are about 6 months past scheduled completion. We hope to be done this cycle.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

We do think that IACAC should investigate adding a board level committee that examines the DEIB work of the organization. We already have in place a committee responsible for DEIB programming for the membership - this would provide an opportunity for us to examine this work as an organization and not leave DEIB implementation to the personal commitments of individuals as they are elected or appointed.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We did not experience leadership changes mid-cycle, however neither co-chair currently serves on the executive board or is a board director. Not sure if this is a requirement.

**Key Committee Contributors/Members**

Adebayo, Emma Univ of Wisconsin - Madison  
Cooksy, Angie, Bradley Univ  
Giulietti-Schmitt, Allegra, Niles North HS  
Johnson, Safiya, Northwestern Univ.  
Montoya, Abel ISACS  
Wochner, Shawn, Marian Catholic HS

## Committee/Position

## Government Relations

### Committee Email

gr@iacac.org

### Chair(s)

Name	Institution	Email
Alejandro Campos	University of St. Francis	acampos1@stfrancis.edu
Kristina Luster	Mount Carmel High School	kluster@mchs.org
Evan Wilson	Illinois College	evan.wilson@ic.edu

### Committee Purpose / Role

The Government Relations Committee shall establish and maintain a communications network to inform IACAC members of issues evolving from the activities of other professional associations and state and federal governmental agencies; shall monitor legislative activity at the state level, and recommend relevant action to the Executive Board; and shall maintain liaison with the NACAC Government Relations Committee. Membership should have some carry-over from year to year.

### Summary of Activities

The Government Relations Committee has been hard at work placing advocacy into action. There were three main initiatives undertaken this year, which included planning an in-person Springfield Advocacy Day in February, leading other NACAC affiliates in restoring a national advocacy day, and gathering legislative support for a repeal or amendment to the Illinois School Counselor Gift Ban.

The elimination of the gift ban has truly been the unifying cause this year and we have found support in both chambers of the Illinois legislature. It served as the primary talking point for meeting with legislators during Springfield Advocacy Day on February 14. It seems to have made an impact as we have garnered commitments from key legislators to support a major overhaul of the gift ban. We expect this work to continue for the remainder of the legislative session and hopefully have something in place by the end of session in May.

Two years ago, NACAC made the decision to discontinue the national advocacy day held every March in Washington. The Government Relations Committee felt that the absence of the lack of a federal advocacy effort by state and regional affiliates was a problem in need of a solution. GRC co-chairs Kristina Luster and Alejandro Campos rallied like-minded affiliate GRCs to work with NACAC to restore a national advocacy day. This fly-in program was held in Washington on March 13 and involved 4 other affiliates and 26 individuals. Once again, Illinois ACAC blazes a trail when one is needed.

We are extremely proud of the work of the Government Relations Committee this year and look forward to celebrating the overhaul of the counselor gift ban later this year.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

Much of the advocacy work of IACAC is supporting legislation that expands access and DEIB issues that are within the scope of IACAC's work in this area. This year's list of legislative support includes:

- Amendment of the School Counselor Gift Ban
- Support of HB2838 which would expand IL residency requirements, thereby reducing tuition rates and making MAP Grant funding possible

### What are some potential legislative issues that relate to your committee?

See above

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

Still anxiously awaiting the final outcome of the School Counselor Gift Ban amendment

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

See above. If the School Counselor Gift Ban is amended or repealed it will be one of the biggest accomplishments in the history of this committee.

Organized a Springfield Advocacy Day and planned and executed a National Advocacy Day in Washington D.C. that included four other NACAC affiliates

**Strategic Plan - What didn't you accomplish and why?**

Still waiting on the gift ban amendment, but there has been recent activity and we have every reason to believe that it will be accomplished by the end of the spring session.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

More defined plan for duties within committee chairs  
leader development within the committee  
National advocacy committee development  
New member onboarding process

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We lost Emily Tabeek as a committee chair in late fall. Emily had been a co-chair for three years and was the senior member of the leadership. We pivoted quickly thanks to Kristina Luster and Alex Campos' leadership. Over a period of a few months we were able to identify a new co-chair in Will Schuneman from Aurora University and although he will be officially installed as chair in June, he has been an acting chair since February.

**Key Committee Contributors/Members**

Steve Landgraf, Michigan State  
Joe Freeman, Beacon Academy  
Paul Welsh, Fenton High School  
Brian Hodges, UIUC  
Holly Pflum, U of I system  
Keegan White, Lawrence University

## Committee/Position

## High School Counselor Professional Development

### Committee Email

hscpd@iacac.org

### Chair(s)

Name	Institution	Email
Gilfillan, Beth	Northeastern Illinois University	e-gilfillan@neiu.edu
Mitchell, Keshia	Peoria High School	MYSMYSKESHIA.MITCHELL@PSD150.ORG

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

N/A

### Committee Purpose / Role

The purpose of the HSCPD committee is to provide free or low-cost professional development opportunities for school counselors throughout the state. Our goal is to increase access and develop a network of professionals throughout the state by offering both virtual and in-person programs.

### Summary of Activities

We kicked off the year with a member survey to gauge what would be most helpful to high school counselors. The results guided our programming for the year, which was 4 programs:

November: Webinar - Financial Aid for Special Populations, presented by ISAC. There were around 35 attendees.

January: Webinar - Mental Health in the Post-Secondary Planning Process, 3 panelists. There were 47 attendees.

April: In person - April 25 pre-conference at Illinois College. There were 7 attendees.

May: Webinar - May 9 from 9-10AM Resource Sharing & Year-In-Review. There were 10 attendees.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Our committee ran a pre-conference in Jacksonville, IL to try and increase opportunities for school counselors outside of Chicago to participate in PD offered by IACAC. In all of our programming, there is a focus on DEIB and how it is vital to the work of school counseling.

**What are some potential legislative issues that relate to your committee?**

We don't really have legislative issues, but we would like to consider how we can get more school counselors educated about legislative issues and hopefully have more of them involved in Advocacy Day too.

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

N/A - Thank you for all your help throughout the year!

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

We held 4 different programs this year, based on the needs assessment. A new program was piloted too this year by the committee - the pre-conference.

### **Strategic Plan - What didn't you accomplish and why?**

The only other program we had considered this year was an in-person meeting at a college campus in the fall. We took a little bit of time to get our committee going since we had no returning chairs, and then had to push back one of our webinars due to speaker availability, so it just didn't work out this year. We hope that in the coming year, since we have 2 returning chairs and have more continuity within the committee and its vision.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

N/A

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We didn't have a third co-chair. We're not sure what happened there, but we're currently recruiting a third co-chair (with Paul's encouragement/approval).

### **Key Committee Contributors/Members**

Gin Dan Niles West

Knott Agnes National Louis U

Kozyra Paige Elmwood Park High School

Molenhouse Kara The Illinois Mathematics and Science Academy

Yates Lauren Ottawa Township High School

## Committee/Position

## Illinois College Fair

### Committee Email

icf@iacac.org

### Chair(s)

Name	Institution	Email
Tara Brewer	Michigan Technological University	tara@mtu.edu
Sue Fowler	West Aurora High School	sfowler@sd129.org
Kelli Allen	Iowa State University	KAllen@iastate.edu

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

Plum Grove is storing 23-24 bags for us anything else will be in the IACAC storage unit.

### Committee Purpose / Role

The Illinois College Fair Committee shall be responsible for establishing the Illinois College Fair schedule in collaboration with site hosts from across the state, overseeing fair policies and procedures, promoting the Illinois Regional College Fairs (IRCF), and supporting IACAC staff with the registration process.

### Summary of Activities

Evaluate, Monitor and Regulate Illinois Regional College Fairs, meeting twice a year with hosts for feedback and collaboration.

Oversee the yearly Illinois College Fair Calendar.

Work with IACAC to support the Strategic Plan and secure/promote college fairs to create a clear path for colleges and students to connect statewide.

Organize our volunteers/members to Liaison with IRCF hosts.

Update IACAC Exec Board, The Admission Essay and Leadership Manual, submitting reports when requested.

Continuing to utilize enhanced new app to streamline communication and collaboration with IRCF hosts.

Collaborated with National College Fair Committee and leadership team on a new IACAC National College Fair for Spring '24.

Subcommittees evaluated current reimbursement tiers as well as registration and StriveScan fees.

Improved registration process per host feedback and request.

-Access to live registration lists.

-Access to individual College Reps attending fair.

-Shortened post fair survey.

Hosted Counselor College Fair at IACAC Conference in Springfield.

CPS Network Fairs successfully launched in fall of '23.

Enhanced Date Request Form for ease of host site scheduling, providing hosts real time access to calendar.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Increase opportunities through programming over the course of 5 years. Already in progress with CPS Network fairs and discussions of expanding IRCF program to be more geographically inclusive and organizing IACAC National Fair.

-Carl Sandberg

-McHenry County College

-Morton College



-Governor's State (?)

-Quad Cities (?)

Continuing to be intentional and mindful in outreach to underserved communities, including guiding hosts toward effective community outreach to spread awareness to students about IRCF opportunities.

Actively engaging high school hosts to join committee to diversify our conversations and be inclusive of membership.

-Better utilize the IACAC Platform for committee communication and identifying active committee membership.

### **What are some potential legislative issues that relate to your committee?**

Illinois legislative members hosting personal fairs (sometimes in their offices). Would like to see a collaboration between our organization and legislators to be consistent in opportunities. Possibly work with Government Relations Committee to communicate and make progress.

### **Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

Further encouraging and supporting the use of the new app technology created to streamline IRCF coordination.

Working on a QR Code to increase post fair survey responses.

We've been fortunate to act on tech needs as needed (thanks, Erin:)) and will continue to address as they come.

### **Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

#### **Goal 1: Membership**

-Continue to increase college and university, high school, community based organization, independent counselor, and out-of-state membership in an effort to increase access and education for the membership we support and the students we serve.

-Nurture current members and develop strategies to encourage new membership across the constituency. The structure of IRCF registration fees promotes Membership.

#### **Goal 2: Fiduciary Responsibility**

- Maintain best practices and build on the goals of transparency, oversight, shared responsibility, inclusivity, and role specification in the budgeting process.

The Illinois College Fair Committee, as well as every on-site chair of regional college fairs are involved in, and aware of, the budgets for Illinois Regional College Fairs. The committee routinely re-evaluates the registration fee and reimbursement schedule for IRCF's. In doing so, we've adjusted the Reimbursement Tiers and Registration Fee Structures.

-Seek additional revenue streams, including applying for grants to offset the cost of new initiatives or programs that support the mission of IACAC. We'll continue to be mindful of alternate formats going forward to build our fiduciary roles. (New IRCFs and IACAC National Fair)

#### **Goal 3: Educational Opportunities**

-The college fair portion of the IACAC website is an example of educational information pertinent to college reps, high school counselors and families & students. With each addition of an IRCF, we have the opportunity to increase on-site committees and this, in turn, increases leadership & educational opportunities.

#### **Goal 4: Outreach**

- Expand delivery of association services and opportunities to members in all geographic regions of Illinois. Regional College fairs and others listed on the calendar touch every part of the state and the



committee is constantly monitoring places where services can be expanded and improved in the form of college fair opportunities. (New IRCFs, CPS Network Fairs, and IACAC National Fair)

#### Goal 5: Brand

- Maintain publications such as membership brochure and association website to inform and educate new members, parents, students, government officials and the media what we do as an organization. The college fair portion of the IACAC website provides educational information pertinent to college reps, high school counselors and families & students.

- Seek opportunities and develop outlets to share knowledge with colleagues, parents, students, government officials, and the media. Enhanced the use of a new application to streamline communication with IRCF hosts. Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.

#### **Strategic Plan - What didn't you accomplish and why?**

We feel that we accomplished all of our goals.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

#### **Recommendations for the next Strategic Plan and the future of your committee/position.**

Review definitions of the different college fairs.

Review post fair survey, and how we deliver it (QR Code).

Continue to evaluating the fee, reimbursement, and registration structures.

Continue to build our relationship with StriveScan, while also being mindful of our fiscal responsibility by researching resources and assess contracts appropriately.

Continue to collaborate with CPS to streamline fairs hosted within the city of Chicago to increase access and equity.

Work to build partnerships with schools south of I-80, again to increase access and equity. (Carl Sandberg, IVCC (?), Quad Cities (?) Bradley possibly switching to day fair)

Better utilize the IACAC Platform for committee communication and identifying active committee membership.

#### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We didn't have any mid-cycle losses this year. We still feel former chairs should be asked to serve on this committee following their service as a chair. Sue Fowler will be rolling off this year but continuing to serve as a committee member (thank you, Sue!! ). We have identified options for a new co-chair.

#### **Key Committee Contributors/Members**

Kathryn Hankamp- St. Louis University

Betsy Stevens- University of Pittsburgh

Meghan Chrum- ISAC

Branden Delk- Illinois State University

Mckenna Herbst- North Central College

Mike Gavic- Bradley University

Omar Solomon- Eastern Illinois University

Sylvia Hernandez- Michigan State University

## Committee/Position

## Chair

### Committee Email

ias@iacac.org

### Chair(s)

Name	Institution	Email
Branden Delk	Illinois State University	B.Delk@IllinoisState.edu
Melissa Valen	Illinois Central College	melissa.valen@icc.edu
Lupe Flores	Northern Illinois University	gflores8@niu.edu
Sara Espinosa	Illinois Student Assistance Commission	sara.espinosa@illinois.gov

### Committee Purpose / Role

The Inclusion, Access and Success Committee shall advance the association's commitment to inclusion for underserved students and the educational professionals who guide them. The IAS Committee strives to heighten awareness, consciousness and sensitivity to the issues of culture, race, citizenship status, sexual orientation, gender, age and other differences as they pertain to post-secondary access. The IAS committee develops educational programs for counseling professionals working with students who, for reasons of disadvantaged experiences, are often denied access to post-secondary educational opportunities.

### Summary of Activities

Sharing the Dream Conference

Consulted with Equity and Access ad-hoc committee on program initiatives for admissions offices regarding Equity, Diversity, and Inclusion.

Started planning the LGBTQIA+ college fair

Working on disability and LGBTQIA+ college advising guide

Resumed virtual monthly meetings

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

We will continue to educate ourselves and search for resources to keep our membership and board accountable. Continuing to advocate for students from historically excluded backgrounds and develop best practices to allow for access to higher education.

### What are some potential legislative issues that relate to your committee?

affirmative action case

immigration policies

financial aid policies

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

DEI/ social justice educational opportunities for membership

**Strategic Plan - What didn't you accomplish and why?**

Get solid member feedback from membership to develop training and workshops... increased engagement.

More formal programming . We had trouble engaging with membership.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

Ways to support and guide professionals of color and of historically excluded backgrounds to increase retention and engagement in IACAC.

Advocate for professionals of historically excluded backgrounds to be advanced within their offices.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We are good

**Key Committee Contributors/Members**

Scott Hillman, University of Oklahoma

Lisa Winker, Indiana State University

## Committee/Position

## Membership

### Committee Email

membership@iacac.org

### Chair(s)

Name	Institution	Email
Sarah Goldman	University of Oregon	sgoldman@uoregon.edu
Alexander Hughes	Northside College Prep	achughes2@cps.edu
Josh Stober	Community Unit School District 300	joshua.stober@d300.org

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

None

### Committee Purpose / Role

IACAC will continue to grow and diversify its membership in recognition that membership is the backbone of our commitment to professional growth, development, education and service.

Continue to increase college and university, high school, community based organization, independent counselor, and out-of-state membership in an effort to increase access and education for the membership we support and the students we serve.

Expand the geographic footprint of our membership across the state.

Nurture current members and develop strategies to encourage new membership across the constituency.

Develop relationships with graduate programs throughout the state to foster awareness of IACAC and encourage future membership.

Identify leadership in IACAC that reflects the diversity of our membership including, but not limited to: ethnic, geographic, experience, and institutional.

Create a deliberate and effective plan to communicate with members.

Purposely attempt to increase membership for those who advocate for transfer admission.

### Summary of Activities

1. Collaborate with Chicago Public Schools Office for School Counseling and Postsecondary Advising to purchase memberships for all CPS high school counselors and college coaches.

2. Support current and new members in purchasing and activating membership accounts.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Continue to increase college and university, high school, community based organization, independent counselor, and out-of-state membership in an effort to increase access and education for the membership we support and the students we serve.

Identify leadership in IACAC that reflects the diversity of our membership including, but not limited to: ethnic, geographic, experience, and institutional.

**What are some potential legislative issues that relate to your committee?**

N/A

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

N/A

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

We've laid the groundwork for our partnership with CPS that will now be passed forward to the Ad-Hoc committee to complete.

### **Strategic Plan - What didn't you accomplish and why?**

DJ Khalid, once again, did not perform at conference.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

A message calendar with emails pre-scheduled to be sent to help members engage with IACAC and be better aware of the benefits and supports that IACAC membership can offer to them.

Continue to explore the bureaucratic intricacies of Illinois school districts and college/university policies and see where we can create opportunities to have memberships paid for by institutions instead of individuals similar to our new partnership with CPS.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

Josh is rolling off one year early to chair the ad-hoc for CPS/IACAC engagement. Sarah and Alexander both started last year.

Sylvia Hernandez is joining this year.

Alexander will likely roll off next year after two years so that the committee chairs will be back on a three-year cycle.

### **Key Committee Contributors/Members**

Sadly we had no committee members.

## Committee/Position

## Retirees

### Committee Email

retirees@iacac.org

### Chair(s)

Name	Institution	Email
BC Juettner	Retired from Schaumburg HS	bcjets@gmail.com
Lianne Musser	Retired from Lyons Township HS	Lim215@aol.com
Leah Piekarz	Retired from Evanston Twshp HS	Srtaleah@gmail.com
Kathy Holmberg	Retired from Glenbard South HS	Kathy4248@att.net

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

None

### Committee Purpose / Role

To connect Retired members of IACAC to the organization through informative programs, volunteering, and social activities.

### Summary of Activities

Volunteering at annual conference  
Retirees roundtable session at Annual Conference  
Social outing at Cantigny Park ... September 2022

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Not applicable

**What are some potential legislative issues that relate to your committee?**

Not applicable

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

As our committee transitions to new leadership, we will need technical support for accessing IACAC membership information. Also, in order to reach retirees across the state, we may plan for more virtual meetings which will need technical support.

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

Not applicable

### **Strategic Plan - What didn't you accomplish and why?**

Not applicable

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

The retirees committee will continue to reach out to IACAC retired members in order to keep them connected to the organization through volunteering, programming, and social activities.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

During Covid, one member became the only leader, which made it difficult to plan activities and programs. It's very helpful to have 3 or more members on the committee. And a committee chair who is living in central or southern Illinois would be very helpful

### **Key Committee Contributors/Members**

B.C. Juettner. Retired from Schaumburg High School (chair since 2018)

Kathy Holmberg. Retired from Glenbard South (chair since 2018, on medical leave since Feb 2022)

Lianne Musser, Retired 2022 from Lyons township, (new chair starting 2023)

Leah Piekarz, retired 2022 from Evanston Township HS (new chair starting 2023)

Gregg Perry (maybe new chair???)

## Committee/Position

## Mentorship/co-chair

### Committee Email

mentorship@iacac.org

### Chair(s)

Name	Institution	Email
Kevin Coy	Homewood-Flossmoor HS	kcoy@hf233.org
Jill Homerding	Augustana College	jillhomerding@augustana.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

none

### Committee Purpose / Role

The Mentorship Committee serves as an outreach committee of IACAC to provide new and veteran members with the opportunity to form professional partnerships, thus offering a comfort zone for problem solving and support in a profession that is constantly presented with new challenges.

In addition to matching mentors and mentees, the Mentorship committee hosts social events around the state, called #MentorshipMeetups, to provide an opportunity for networking amongst all admission and college counseling professionals.

### Summary of Activities

Hosted Mentorship Meetups throughout the year, Facebook Live event, organized NCAA pool, and the 1st Mentorship/First Timers Social at the Annual Conference

Meeting 1: September 28th

Meeting 2: November 10th

Meeting 3: January 19th (plus FaceBook Live Event)

Meeting 4: March 30th

Also hosted an IACACReads session, "Atomic Habits" by James Clear

The following are being planned for summer 2023-

Summer meetup/kickball – TBD

IACACReads with HSCPD committee TBD

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

Mentorship will continue to evaluate and strengthen what we do, explore new opportunities, and seek to collaborate with other organizations to foster growth.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully*



*complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

Goal 3: "Explore the use of web-based content and webinars for professional development and information exchange." – All of our committee meetings were offered through Zoom, allowing an opportunity for members who couldn't make the meeting in-person. We, once again, offered a Facebook Live presentation during one of our committee meetings to promote mentorship.

Goal 3: "Design and develop innovative and relevant programs that seek to cultivate the leadership skills of our membership, and respond to future trends and issues." – The mentorship matches as well as the Mentorship Meetups foster collaboration and education on best practices between new counselors and veteran counselors. The Mentorship LIVE broadcast aims to introduce new members and non-members to the importance and value of mentorship, as well as gave pragmatic examples on next steps to take.

Goal 4: "Expand delivery of association services and opportunities to members in all geographic regions of Illinois." – We hosted Mentorship meetings virtually this year, which continued to allowed members throughout the state access to all of our programming.

### **Strategic Plan - What didn't you accomplish and why?**

On a personal note, just getting more members involved. My goal going into the year was to grow the committee, but it seemed as if people were resistant to getting involved.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

I think we are always trying to expand access to our members in other regions of our state and we need to keep up the effort in trying to do so. Same goes for recruiting new members, especially those in graduate school programs. I think we've been doing a great job of trying to get to the grad school members, but just continuing to make them aware of our organization. Many of them know about ISCA, but not as much necessarily about IACAC.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We lost a chair towards the end of the year. With both Jill and myself rolling off after this year, the committee is in dire need of not only someone to replace our lost chair, but for someone not new to the committee to continue when we roll off. We've worked on growing the committee, but have had issues with people willing to help out, so we are not aware of people to add on.

### **Key Committee Contributors/Members**

Kelly Dutmers, Loyola Academy  
Lisa Winker, Indiana State University  
Julie Nelson, Xavier University

## Committee/Position

## Middle Management Institute

### Committee Email

mmi@iacac.org

### Chair(s)

Name	Institution	Email
Robert Olivieri	University of Maryland	rmolive@umd.edu
Jes King	Bradley	jesking@bradley.edu
Wendy Downing	Trinity Christian College	wdowning@trnty.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

Ashley Brown - 1 Box of Journals

### Committee Purpose / Role

Planning and executing a 2 Day conference for Middle Level Managers and Aspiring Middle Level Managers. Professional Development Opportunity within IACAC.

### Summary of Activities

Monthly Meetings for Planning and Preparing Conference  
Monthly Co-Chair Meetings Planning and Brainstorming new ideas.  
Conducting 2 Day Conference at a Partner Institution.  
Facilitating individual and panel speakers and small group community discussions.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

Continuing to provide at least 1 session of how DEI is involved and can be present in the workplace.  
How do we keep different types of students included in our best practices conversations (International, Transfer, Non-Traditional Students as well as Freshman students).  
Continuing having questions and conversations in all sessions/presentations and small group conversations.  
Intentionally rotating hosting sites between Chicago and Rural areas (including Indiana and partnering with IN ACAC).

### What are some potential legislative issues that relate to your committee?

Continuing Trends of Higher Education in our Panel Discussions

### Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.

Additional Discussion of Budget at LDI.  
Lack of Marketing via Social Media and general advertising.  
Tracking and developing better data of members attending and then success rates after attending.

### Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully*

*complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

Completed Successful conference.

Re-establishing partnership and sharing MMI conference with Indiana.

**Strategic Plan - What didn't you accomplish and why?**

2022 had some constructive feedback on how to develop a better conference with different presenters and an addition of case studies for our small group conversations.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

Similarly, to New Counselor Insititute formerly known as Summer Institute do a quarterly event full day at different partner institutions on different topics throughout the year (instead of a 2-day overnight event). More collaborations with other committees (NCI, Transfer Summit, Hosting Event Committees).

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

N/A

**Key Committee Contributors/Members**

Megan Kramer - NCC

Cyndee Newman - DePaul

Jason McNair-Faulk - College Vine (Vendor)

Ixtel Viramontes - Columbia Chicago

Tyler Olsen - Lewis University

Crystal Mireles- St. Francis University

## Committee/Position

## National College Fair

### Committee Email

ncf@iacac.org

### Chair(s)

Name	Institution	Email
Scott Carlson	Elon University	scarlson12@elon.edu
Rejeannda Robinson	Northwestern University	rejeannda@northwestern.edu
Jennifer Stroh	Barrington High School	jdstroh@barrington220.org

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

None

### Committee Purpose / Role

To be the local liaison for NACAC for the Chicago National College Fair. We worked with them to help aid in advertisements for the fair, assist colleges with their materials and find their table, help create recorded sessions for students, and help students navigate the college fair.

### Summary of Activities

We met a few times virtually leading up to the College Fair with NACAC, we held a mingle session the night before the college fair at the host hotel, and then we were at McCormick all day for the College Fair.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

We will continue to work with 100 Black Men to make sure our dates are not the same. This way students and colleges will be able to attend both of our college fairs. Additionally, we will continue outreach to CPS and Noble Network partners about the college fair and bus grant opportunities.

**What are some potential legislative issues that relate to your committee?**

N/A

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

N/A

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

We successfully held the first in-person NACAC College Fair in Chicago in 3 years.

**Strategic Plan - What didn't you accomplish and why?**

We didn't get our NACAC Spring College Fair, but excited that IACAC will be planning one instead.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

Work with NACAC early to find out advertisement goals, as well as plans for the day of the college fair (food, breakout rooms, location, etc.). Additionally, work with IACAC, IRCF, and Moraine Valley on the first ever Spring National College Fair.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

N/A

**Key Committee Contributors/Members**

We didn't really utilize a committee this time around since NACAC planned this college fair late they handled the corporate partners and advertisements. We didn't have any breakout rooms for sessions, so we didn't need a committee to find presenters or help usher people to the breakout rooms.

## Committee/Position

## New Counselor Institute

### Committee Email

nci@iacac.org

### Chair(s)

Name	Institution	Email
Kenneth Guthrie	Columbia College Chicago	kguthrie@colum.edu
Bettie Mattison-Farris	North Central College	bgmattisonfarris@noctrl.edu
Maira Rodriguez	St. Norbert College	maira.rodriquez@snc.edu

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

N/A

### Committee Purpose / Role

It is the mission of the New Counselor Institute Committee along with the help of IACAC and its members, to collectively engage and create a program that will educate and mentor new counselors to the admissions profession and the IACAC organization. The New Counselor Institute will offer professional development and networking opportunities which are applicable to current recruiting trends and will aid in their transition as professionals.

### Summary of Activities

Session 1: August 9th, 2022- Columbia College Chicago

Session 2: November 9th, 2022- Bradley University

Session 3: February 7th, 2023- University of St. Francis

Session 4: May 9th, 2023- Columbia College Chicago

Virtual Webinar: Lunch & Learn- High School Visits

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

We work diligently and intentionally to make sure our programming is inclusive of all individuals, experiences, backgrounds, educational paths, and identities. We will continue to build on this work throughout the program. Each session will be inclusive of diversity, equity, inclusion and belonging to align with the strategic work of IACAC. We will also continue to create programming that aligns with our personal and professional values, as stated above. Further, we'd like to collaborate with other IACAC committees to continue this work (i.e. mentorship, IAS, government relations, ethics/education committees).

**What are some potential legislative issues that relate to your committee?**

We would like to bring awareness to legislative issues that pertain to higher education overall, and how that relates to our work in admissions.

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

In the future, should the need or desire arise, we recommend having some sort of tech devices on hand. For example, a recording device to record sessions in case of emergencies/virtual options and a microphone to use for presenters. Also, we'd like to be able to see where the recordings are posted after sessions. For sessions we already have recorded, can we have them posted on an NCI group page in the members only portal? We would like to be able to share our materials and videos from this past year, with NCI participants in this members-only space, for the 2022-2023 fiscal year. Hopefully Erin can help us with

this.

We also have an idea to create an NCI Instagram page- something where we can show our "a day in the life" - posts, helpful infographics, comments, IG live, etc. to engage in a fun way, engage our committee members in a creative way, build community outside of sessions, and stay up to date with helpful information.

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

We accomplished several goals pertaining to the IACAC strategic plan:

-membership: diversifying membership, increasing membership (70 registered, 61 active members, 15 who registered recordings only, each session had between 25-35 attendees), encouraging continued membership and growth as leaders with a specific professional development session (11 participants expressed committee member interest for next year)

-fiscal responsibility: stayed within budget; we want to encourage participants to use our allocated NCI professional development grants/funds for next year; increasing price to contribute to revenue - we recognize that although price will increase, this is still affordable for 4 full day sessions, in relation to comparable professional development programs

-educational responsibility: we offered 4 sessions, 3-4 topics per session on topics such as --> senses of belonging, outreach and building relationships, getting involved in IACAC, how to make admissions a profession, transfer students and LGBTQ student experiences, self care, managing travel and relationship building, ISAC engaging with special populations, application reading, financial aid conversations

-brand: our brand this year has been creating space for building and fostering community during each session; this is part of our own personal/professional brands as a committee & co-chairs

-inclusion: we offered pronoun pins, brought in very diverse presenters as far as professional experience (who we ask to participate, who we ask to present), the committee itself is diverse; we encouraged all to share their perspective including inviting younger voices in as experts, hosting in ADA accessible spaces

**Strategic Plan - What didn't you accomplish and why?**

Below are items we would like to work on:

-outreach: we are looking to be more intentional about bringing other IACAC groups and committees to collaborate with us; also interested in promoting speakers bureau; we would like to bring in any outside partners/vendors/community organizations to share with participants, also high school partners as well; being intentional to communicate with participants between sessions (small groups were not utilized nearly as much this year, or in an effective way)

-brand: We want to create a brand, so we are developing a logo, creating themes for the year/per session, and planning sharing experiences, quotes, photos publicly with the membership

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

## **Recommendations for the next Strategic Plan and the future of your committee/position.**

-we are in conversation about future collaboration with LDI to return to 2, day-long overnight events this year

Recommendations and thoughts on how the program may shift:

-we are in conversation about how to engage NCI participants in ways outside of just learning about first year responsibilities. we recognize that there are several people who attend NCI who have either already been training on basic job knowledge or are a year in and are familiar with material that we currently cover,

-knowing that there's transition in roles, responsibilities, job changes, advocating for self and needs, transparency on information happening in the industry we are recognizing that we are affected by our everyday lives, legislation, etc. and how that intersects with the work we do

-talking about the variety of roles available under admissions work that are less known (how do we help inform that, and be real about that?)

-expand on types of roles/offices/departments that you can bring value to, outside of "traditional" admissions counselor roles - etc. different institutions, changing jobs, specialty schools (Loyola arrupe college, school of business, large public vs small private), specialty programs that overlap with retention (that happens at smaller schools or community colleges for example)

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

N/A

## **Key Committee Contributors/Members**

Derek Brinkley-Columbia College Chicago  
Sarah Goldman-University of Oregon  
Brian Harris-University of Illinois Chicago  
Julie Nelson-Xavier University



## Committee/Position

## Nominating

### Committee Email

past-president@iacac.org

### Chair(s)

Name	Institution	Email
Tony Minestra	DePaul College Prep	tminestra@depaulprep.org

### Please list any IACAC property that you or any of your committee members have in your/their possession.

n/a

### Committee Purpose / Role

To determine the leadership needs of our organization. To Identify emerging leaders and talent in our organization. To Promote leadership opportunities. To build a diverse, representative roster of potential Executive Board serving candidates. To Encourage identified candidates to run for leadership positions. To remain a liaison to candidates throughout the election process.

### Summary of Activities

All meeting were virtual. A call for nominations for open Board positions went out in mid-November 2022 on the IACAC web page and an email was sent to all IACAC members. But prior to building the structure around the ballot, I initiated a series of conversations around considerations for how we should be building a ballot. I charged the committee, and membership, to ask the essential questions that would guide us towards a more equitable and representative collection of leaders. The nominations committee answered that call, and thirty-plus nominations from across our organization were received by the January 2023 deadline.

Created a nominations notes board - with the help of Erin, organized our candidates into "identity" categories to truly evaluate the diversity of our potential slate.

Our initial Nominating Committee meeting was designed as a space to simply share perspective and to set our intentions and purpose for the work ahead.

Sent out a call to all Committee chairs to "share their best" with the Nominating Committee - drawing on their perspective and expertise. The Committee met virtually in early February to review the nominees and create a slate. We made every effort to create a diverse slate of candidates with respect to representation throughout the state, the make-up of the continuing Board members and the talents and experience of each candidate, based on the nominations we received. We utilized a new and exciting RANK VOTING system for Board Directors. This is a points based system.

### How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"

To constantly re-evaluate the position of our organization, and run an annual "needs-assessment" for leadership. Ask essential questions yearly. Ensure there is representation in our nominated slate of candidates that reflects the broad diversity (in all forms) of our organization.

### What are some potential legislative issues that relate to your committee?

n/a

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

Continuing to assess how to broaden our representation across our organization, including, but not limited to, geography and type of institution.

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

**Strategic Plan - What did you accomplish?**

Purposefully re-designed the way we structured our slate to be as inclusive as possible. Self-evaluated our process from beginning to end. Structurally designed the voting process to include regional diversity. Pro-active outreach and intentional communication to build as diverse a set of candidates as we were able to.

**Strategic Plan - What didn't you accomplish and why?**

n/a

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

**Recommendations for the next Strategic Plan and the future of your committee/position.**

Continue to re-assess the shape and structure of the board - execute a "needs-assessment" annually. Foster future leaders by purposefully drawing in professionals across the organization (in collaboration with committee chairs). Assess the value of the "points-based" voting system as an equalizer and inclusive tool.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

All good.

**Key Committee Contributors/Members**

Derek Brinkley, Erin Hoover, Omar Solomon

## Committee/Position

## Professional Connections

### Committee Email

professional-connections@iacac.org

### Chair(s)

Name	Institution	Email
Meghan Chrum	ISAC	meghan.chrum@illinois.gov
Morgan Johnson	Carl Sandburg College	mjohnson@sandburg.edu
Robyn Moreth	Maine South High School	rmoreth@maine207.org

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

N/A

### Committee Purpose / Role

The IACAC Professional Connections Committee aims to create partnerships with any and all possible entities that can help move college counseling and accessibility forward including, but not limited to, like organizations, high schools, colleges, organizations, programs, and people throughout the state. We can benefit from each other with the sharing of ideas and resources to make both our organization and other organizations stronger.

### Summary of Activities

- Professional collaboration with other organizations
- Grad student/program outreach and connection
- High School Counselor Challenge (grant recipients)
- Maintain speakers bureau requests and volunteers
- Regular committee meetings
- Submitting board reports, when applicable

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

HS Counselor challenge - provide opportunities for those who don't have the same access to attend conference. Reaching out to grad students from across the state to represent our organization.

**What are some potential legislative issues that relate to your committee?**

N/A

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

N/A

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

Goal 1: Membership - increased grad student membership and developed and maintained relationships with graduate programs throughout the state to foster awareness of IACAC and encourage future membership

Goal 2: Expanded grants both in the number and type to both IACAC members and non-members through the High School Counselor Challenge and innovation fund

Goal 4: Promoted visibility of Speakers Bureau and continued grad student/school outreach

### **Strategic Plan - What didn't you accomplish and why?**

N/A

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

In the future we would love to partner with other committees (maybe HSCPD) to provide more targeted professional development opportunities to our grad student population.

**If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

N/A

### **Key Committee Contributors/Members**

Melinda Arce-Gudino, Governors State University  
Dan Rogan, New Trier High School  
Tony Tanner, Champaign Central High School

## Committee/Position

## Scholarship Liaison/Outgoing Board Director

### Committee Email

scholarship@iacac.org

### Chair(s)

Name	Institution	Email
Sylvia Hernandez	Michigan State University	herna100@msu.edu
Lauren Yates	Ottawa High School	lyates@ottawahigh.com
Jamie Newsome	University of Indiana-Bloomington	newsomj@iu.edu
Chris Merle	Lincoln Park High School	cmerle@cps.edu

**Please list any IACAC property that you or any of your committee members have in your/their possession.**

N/A

### Committee Purpose / Role

IACAC established the Scholarship Foundation to award 10 students, annually, with an award of \$1,000. Our responsibility is to collect and review scholarship applications, resumes and essays of these students and work together to identify the most deserving students.

### Summary of Activities

With Erin's help and a grant, the committee began working with Kaleidoscope, a company that assists with scholarship review. There were a few kinks getting the website up and running; but it was all eventually worked out. The use of this website has streamlined the application review for the committee and volunteers. At the annual conference the work of the committee was presented and videos of the scholarship winners were shown to the membership.

**How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

The committee will continue to look at the review process of scholarship applicants to ensure that the DEIB work of IACAC is forefront when choosing winners and when soliciting applicants.

**What are some potential legislative issues that relate to your committee?**

N/A

**Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

The implementation of Kaleidoscope has enhanced the work that the committee does. Continuing this partnership and ensuring that the kinks continue to be worked out will be helpful as move into the next year.

**Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going –*

*recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

### **Strategic Plan - What did you accomplish?**

This committee supports the brand of IACAC by offering Scholarships as a form of student and family outreach by offering our secondary school members an opportunity to show Illinois students that there is a network of counseling professionals that support their post secondary plans.

### **Strategic Plan - What didn't you accomplish and why?**

Fiduciary Responsibility- There are continued conversations about the amount of scholarships, why we give them, who we give them to and if it is an actual part of the mission to give scholarships to the students of Illinois or if that money would be better re-purposed to support the counseling professionals in another way.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

### **Recommendations for the next Strategic Plan and the future of your committee/position.**

Ensuring that the committee is needed as part of the mission and strategic plan of IACAC.

### **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

I feel that the committee chairs would be comfortable serving again if there were changes.

### **Key Committee Contributors/Members**

There were 31 members of the scholarship committee this year that assisted in reading applications.

## Committee/Position

## Summer Tours

### Committee Email

tours@iacac.org

### Chair(s)

Name	Institution	Email
Kara Dollaske	York Community High School	kdollaske@elmhurst205.org
Paul Lichtenheld	Crystal Lake Central High School	plichtenheld@d155.org
Sarah McDougal	Fenton High School	mcdougal@fenton100.org

### Please list any IACAC property that you or any of your committee members have in your/their possession.

None-

Other than some leftover lanyards and plastic name badges that we continue to use and re-collect from year to year.

### Committee Purpose / Role

To successfully prepare an affordable and educational summer tour for all involved.

### Summary of Activities

The group has worked hard at bringing our trips back to "normal" as best we can. In 2022 we normally would run a Plane and MicroBus tour. Due to the uncertainty of registration and securing of affordable airfare, the Plane trip was aborted around November of 2021. Instead a Bus trip then created and planned by the week long committee which occurred in June 2022 with about 24 participants. The MicroBus re-planned their Michigan trip from 2020 for 2022, which had about 24 participants. The Bike did a 1 day tour in Northern Illinois in 2022, in an addition to one of the larger multi-day tours that a national group runs. For summer 2023 we are "back on cycle" and running a week long bus trip to Wisconsin and Northern Michigan. Registration has been slow, but we anticipate about 30 participants. We also have adjusted the schedule to a "no weekends" approach as that has been feedback we've received in terms of time commitment away from family during the summer. The bike is completing a more traditional longer ride, overnight trip again in 2023 near the Mississippi River/St. Louis area. The cost for the bike is very low because it's all self-transport. We hope to then bring back a full plane and micro bus in 2024. However, some significant data may need to be collected from membership and participants on their continued support of trips and the time it takes from the summer (when most participants are giving of their time off). Should we run shorter trips? Or start to offer trips during the school year? These are some essential questions that might guide our future work.



## **How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Good question. We are always working to try and increase our participation from a variety of schools in order to impact the most amount of students we can. I'd really like to understand more how our partnership with CPS can link more CPS counselors to our tour. I also wonder about working more with CBO's. The majority of our participants come from suburban high schools. A topic of conversation in the committee since the pandemic has been about the length of the trip and also finding the best possible time during the summer during the tours. Although we are the "summer tours" group, will this model continue to sustain? Are we affecting inclusion and equity if we are running something during a time when most HS counselors might not be working? Or for some is that time better when being away from our offices is truly best? We also have been cognizant over the years to visit as many varied institutions as we can each trip so that we are not focusing on one type of academic area or type of campus size or feel. But could we improve on that? Possibly. Geography and timing is usually what dictates a lot of the itinerary work. But there is always room to examine our current planning and registration process to help open access to more people.

## **What are some potential legislative issues that relate to your committee?**

The new "counselor gift" law in Illinois is of some concern. Our committee is still operating in its past practices until we hear further from IACAC or any other organizations bodies, if it does impact the work that we do. From our origins of the tour in the late 80's our travel to so many institutions for an affordable price is ONLY possible by the generosity of the hosting institutions. We ask institutions what they are able to provide and plan our itinerary based on those offerings. With gas prices and bus prices remaining high, the majority of our expense is simply our ground transportation.

## **Please list any unmet needs of your committee and/or new ideas that would enhance your work related to technology, communication, and web services.**

Not necessarily in those areas. I do wonder if we could do a more coordinated marketing or outreach to certain members or groups of members in the future to try and help newer folks to the profession know about our trip. And work to diversify our riders, either personally or of the schools they represent.

## **Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

*The number of accomplishments or goals achieved submitted by each committee will vary depending on the scope of the work of each committee. Examples can include programs, articles submitted to The Admission Essay or other publications, presentations, film showings, outreach events, new initiatives, etc.*

*We also encourage you to submit works in progress as we know the work of all committees is on-going – recognizing these as accomplishments are also evidence of moving the plan forward even if not fully complete. Even if your project/program, etc., happens on an annual basis, we would want you to submit these items as well.*

## **Strategic Plan - What did you accomplish?**

We are running a Bus O' Fun and Bike O' Fun summer 2023. With plans potentially for Plane O' Fun and Micro Bus in summer 2024. Both of these programs contribute to the goals of membership and educational opportunities.

## **Strategic Plan - What didn't you accomplish and why?**

We have not met full capacity for the bus this summer again. Which could take a small financial hit to the budget. Last summer this was partially expected given the delayed organization of the tour (a pivot from cancelling plan plans in winter). However, this year's timeline was on a normal path and we still are under capacity. It is still very much worth running as we are above 20, and want to make sure we keep this professional development opportunity available to all of those who have committed their summer calendars to this (both HS and college side).

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*



## **Recommendations for the next Strategic Plan and the future of your committee/position.**

These tours have been around since the 80s. And are very beneficial to both sides of the desk. Our hope is that the pandemic is the reason for our dip in interest. But if it's not, then perhaps we need to evaluate the cost/benefit analysis of our tour and how to adjust our model or adjust our size or possibly when we travel. Additionally we wonder what the future of our high school side interest might be with younger counselors. Many of our participants recently are return riders, with not too many new to field counselors joining lately.

## **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

We have not had any direct changes within the 3 cycle lately. But in the future, I am a little unsure of who might take the "reins" in the future. Especially with the decline in filling the trips, we haven't had a person that appears to be very interested in stepping into the main planning role. Most of us on the committee have participated at a high level previously and I'm not sure who might fit this. Especially with the commitment significantly in the summer and also year long communicating with colleges to ensure a smooth and well planned trip.

## **Key Committee Contributors/Members**

Natalie Rubino, Glenbard West; Scott Lilly, Glenbard East; Greg Stolzer, Downers Grove North; Paul Lichtenheld, Crystal Lake Central, Sarah McDougal, Fenton; Paul Welsh, Fenton; Renee Koziol, Hinsdale Central; Matt Kirby, St. Charles North

## Committee/Position

## Transfer Advisory

### Committee Email

transfer@iacac.org

### Chair(s)

Name	Institution	Email
April Ponte	Oswego High School	aponte@sd308.org
Holly	Pflum	hpflum@uillinois.edu
Nick DeFalco	DePaul University	ndefalco@depaul.edu

### Please list any IACAC property that you or any of your committee members have in your/their possession.

None that I know of

### Committee Purpose / Role

To support professional development opportunities for professionals that work with transfer students at the high school or college level. Additionally, to open up conversation and connections to professionals who work in this realm.

### Summary of Activities

Transfer Networking:

We tried a few new ideas to continue expanding networking opportunities for professionals who work with transfer students. Similar to SIG's, Transfer Collective has been established and we met as a large group for the first time in November. Many people were in attendance, about 40 IACAC professionals, and the conversations were great. We plan to host another Collective at the end of the school year.

Transfer Summit:

We held our first in person Transfer Summit since 2020 at Moraine Valley Community College. Over 170 professionals were in attendance and feedback about sessions and the overall summit was very positive. We may be hosting the next Transfer Summit at Illinois State University, more details to come!

Transfer Scholarship:

We awarded 7 transfer scholarships this year to students at Illinois Community Colleges. The recipients are -

Fall 2023 enrollment

Selvin Tobar – Transferring from Wilbur Wright College

Margaret Bleyer – Transferring from Wabash Valley College

Rogue Jamrock – Transferring from Waubensee Community College

Dina Jovanovic – Transferring from College of DuPage

Denise Carreto-Munoz – Transferring from College of DuPage

Spring 2023 enrollment

Allene Hari – Transferred from Parkland College to the University of Illinois Urbana-Champaign

Laura Dudzik – Transferred from Oakton College to the University of Illinois Urbana-Champaign

## **How will your committee continue to build on the diversity, equity, inclusion, and belonging work of IACAC?"**

Continuing to encourage new membership to IACAC and expanding membership for the Transfer Advisory Committee to ensure we can include a variety of backgrounds and experiences when collaborating on projects.

## **Identify accomplishments or goals achieved which the committee believes furthered the work of the association through the goals set out by the strategic plan.**

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## **Strategic Plan - What did you accomplish?**

Confirmed new location for the Transfer Summit next year to help diversify membership from other areas of the state of Illinois. This will also help to reduce the cost of the event. We've been able to provide some additional structured professional development opportunities with Transfer Collaborative and a Find Out More Fridays event.

## **Strategic Plan - What didn't you accomplish and why?**

Still hoping to add more networking opportunities in the future but with an increase in expectations in education, staffing of events and planning for events was a concern.

*Looking forward, what other ideas/projects/goals does the committee have in mind that you hope to achieve in the coming year that would further the work of the association through the goals set out by the strategic plan.*

## **Recommendations for the next Strategic Plan and the future of your committee/position.**

Would really like to collaborate with other committees in some way but haven't seen any interest yet.

## **If your committee experienced leadership changes mid-cycle how did you adjust and what does that mean for the year ahead; where do you need support; will someone need to stay on longer than the typical 3 years?**

No changes mid-cycle. Would always like more support from Executive Board members to help promote Transfer related events or legislative information.

## **Key Committee Contributors/Members**

Kristin Smigielski  
Samantha Meranda  
Morgan Johnson  
Austin McGrath