



## 2020 – 2021 Annual Report

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## 2020-2021 EXECUTIVE BOARD

### **President**

Megan O'Rourke  
Providence College

Annette Braden (Two-Year Term)  
Enfield High School

### **President-Elect**

Tony Minestra  
DePaul College Prep High School

Shawn Williams (Three-Year Term)  
University of Chicago Lab School

### **Past President**

Amy Thompson  
York Community High School

### **NACAC Delegate Directors - Postsecondary**

Angie Cooksy (One-Year Term)  
Bradley University

### **Treasurer**

Eric Ruiz  
University of St.  
Francis

Brian Hodges (Two-Year Term)  
University of Illinois Urbana-  
Champaign

### **Treasurer-Elect**

Mike Ford  
Woodlands  
Academy

Will Barefield (Three-Year  
Term) DePaul University

### **Past Treasurer**

Erin Updegraff  
DePaul University

### **Council Team Directors - Secondary**

Scott Lily (Two-Year Term) Glenbard  
East High School

### **Secretary**

Josephine West  
The Ohio State University

Stacey Schlaud (Two-Year Term)  
Oswego High School

### **NACAC Delegate Directors - Secondary**

Tom Shorrock, Chief Delegate (One-Year  
Term) New Trier High School

### **Council Team Director - Postsecondary**

Omar Soloman (One-Year Term)  
Eastern Illinois University

Paul Welsh (Two-Year Term)  
Fenton High School

Jessica Avila Cuevas (One-Year  
Term) University of Illinois  
Urbana-Champaign

## **Executive Summary**

2020 has been a year for the books. I feel so lucky to have led this organization through the pandemic, and am so grateful for the members, committees, and board who helped weather IACAC through the storm that was COVID-19. We essentially have spent, from the spring of 2020 on, all of our time in a completely virtual space. While IACAC had the capacity to host and function online, I think can speak for everyone when I say it has been a long and trying year without being able to host any in-person functions.

This was not a normal year, by any stretch of the imagination. The president's report and committee reports will show you how resilient our organization is, but I have hope that 2021-2022 can provide more ways for IACAC members to connect face-to-face. Here are a few things I would like to highlight from the year:

1. For the first time in IACAC history, we canceled the April 2020 Annual Conference. In the spring of 2021, we were able to host our first-ever virtual conference, and received plenty of great feedback from the members who were able to attend.
2. For the spring of 2020 and 2021, IACAC hosted our Annual Membership Meetings via Zoom. Additionally, we implemented electronic voting for the first time. We are excited to offer these kinds of opportunities in the future.
3. Our current Treasurer, Eric Ruiz, was able to, with the help of the Finance Committee and our Manager of Operations Linda Haffner, create a snapshot with a full picture of where IACAC's financials are. In addition, he was able to reorganize our financials, so that we know how much money can be used for surplus funding.
4. An Ad-hoc committee was formed to redesign and rewrite the Fiscal Policy. They completed their work, and we now have an easy-to-read document for the future.
5. In lieu of our normally scheduled full college fair calendar, IACAC collaborated with Strive Scan to offer students across the state the ability to hear about our member institutions. In addition, a group of sessions also offered general college knowledge and advice to students starting their college search.
6. IACAC worked on further collaboration with ISCA and ISAC on building relationships and partnerships and created pathways for future advocacy opportunities.
7. Our IACAC committees worked very hard to offer the same experience and professional development to members, but in a virtual setting. You'll see in their reports that they did an incredible job this year!
8. An Ad-Hoc committee was created to look at Equity in our work and within IACAC. Their committee report is below and recaps their first year!
9. An Ad-Hoc committee was created to look at our professional development offerings and how we can ensure we are best serving our members.
10. Lastly, you will find an overview of our financials in the report on the next page, as from our official audit from this year.

**ILLINOIS ASSOCIATION FOR COLLEGE ADMISSION COUNSELING**

**STATEMENTS OF REVENUES, EXPENSES,  
AND OTHER CHANGES IN NET ASSETS - MODIFIED CASH BASIS  
For the years ended May 31, 2021 and 2020**

	2021	2020
Support, revenues, and gains:		
Program services:		
Conferences	\$ 49,710	72,465
NACAC college fair		14,627
Regional programs	9,793	74,955
Advertising		2,800
ICE programs	101,059	244,083
Grants		1,200
Refunds	(320)	(123,098)
Membership dues	64,365	72,417
Contributions	3,584	14,527
Miscellaneous	4,403	49
Interest and dividends	4,414	4,492
Realized gain on investments	111,103	
Unrealized net gain (loss) on investments	(24,527)	23,959
Total support, revenues, and gains	323,584	402,476
Expenses		
Conferences, conventions, meetings	12,652	141,223
Printing and publications	1,765	15,187
Contracted services	28,590	24,400
Payroll and related	87,257	78,604
Travel	2,591	50,585
Insurance	10,881	10,418
Postage and shipping	554	2,299
Legal and professional fees	10,083	10,520
Supplies	1,356	4,318
Telephone	2,533	2,495
Awards and gifts	18,100	14,867
Depreciation	299	299
Rental	1,404	1,158
Bank charges	5,011	8,673
Dues and subscriptions	25,290	14,927
Miscellaneous	1,370	2,741
Total expenses	209,736	382,714
Increase in net assets	113,848	19,762
Net assets, beginning of year	741,058	721,296
Net assets, end of year	\$ 854,906	741,058

See notes to Financial Statements.

# IACAC President Report 2020

What a year it has been. Generally speaking, when someone says that they will serve as president of IACAC, they have a general sense of what to expect during their time in this three-year cycle. I can confidently say this year has been full of the unexpected. However, I am so proud of how our committees have taken on the challenge to provide our members support, education, and engagement during this year. That is the focus of what I want to share with you today, so let us dive in.

**AP:** The Admission Practices committee has spent some time reflecting as they (and the board) consider the future of AP's role in IACAC in the future. As Tom mentioned in his report, the DOJ investigation wrapped earlier this year, and the CEPP has been changed to a best practices document. They are hosting a session on Wednesday, 4/21, during the C session block from 2-2:45. We would love to have you join them in discussion and conversation about the role of this committee in the future.

**College Awareness and Preparation:** CAP did an incredible job this year as they realized early on that their annual summer program, Camp College, would not be able to be hosted this past summer. So, they worked hard on creating a virtual space for rising seniors to learn more about the college search process in their College Navigator program. This was a seven-week program, and they had 56 students participate and almost perfect attendance each week. I think this is a testament to the hard work of the four chairs and their commitment to serving students. Thank you to Melissa, Faye, Julio, and Christian for ensuring they provided this educational opportunity to students in Illinois!

**Credentials:** I just want to thank Amy and the credentials committee for their work this year. You will hear all the great by-law changes in a bit.

**District Seminars:** I am so grateful that the DS team and the committees had time to reimagine what these programs could look like. It was great to see so many of you taking advantage of this professional development opportunity. You can see on the screen what a success these sessions were, and because of that, we are now discussing what we can do in the future with this program.

**Equity and Access (Ad-hoc):** This is a newly formed committee-so they have just begun their work. Sharon Williams and Sylvia Hernandez are leading a committee of IACAC members representing a diverse group of our members, and their work has just started. Their primary purpose is to support equity and access for our professional peers and to help our postsecondary member institutions assess and improve the state of equity and inclusion in their admission offices. This will include working with the membership, and strategic plan committees on a few different projects, primarily as we work on a new strategic plan for 2022, but the first objective they are working on is creating a self-assessment tool that postsecondary institutions can use to determine their level of commitment to hiring and retaining a diverse and inclusive workforce. They have met once and will meet again this month. We plan to continue to keep you all updated on this critical work.

**Finance:** I want to give a quick shout-out to Eric. He has done an incredible job getting IACAC's finances in order, along with Linda Haffner. As you heard, we have been able to get a handle on our financial situation, even in a tough year, and were able to calculate how much surplus money is available. A couple of updates regarding this: we will have a way for members to request funding from the surplus and a committee to review these requests. More information will be coming soon, so please stay tuned if this is something you are interested in doing.

**Fiscal Policy (Ad-hoc):** This year, we had a handful of Ad-hoc committees created, and while not the most exciting, the fiscal policy Ad-hoc was tasked with the revision of IACAC's fiscal policy document. Both Eric and I want to thank Patrick Walsh and Courtney Wallace, and the entire committee for their work in revising and updating this document. They made the document easy to read and understand, and the board approved the revisions at our meeting last month. This committee has now completed its responsibilities.

**Government Relations:** The GRC did a great job this year in making sure IACAC still could advocate for students and families in the state. They collaborated with ISCA at a few different points this year- one to write a letter to the state board of education to request the suspension of in-school testing this fall. In addition, they worked together to figure out governmental priorities we shared and coordinated a joint virtual advocacy day. SO COOL. Lastly, the committee worked with the IAS committee on a letter commending the Supreme Court's decision not to rescind DACA. If you are passionate about advocacy, this is a great committee to consider joining.

**High School Counselor Professional Development:** HSCPD has offered some great sessions this year, as we all have navigated professional development in a virtual space. It has been great to see counselors from all over the state join them for their virtual sessions, and they plan to continue to do so. If you are a high school counselor looking for a way to get involved, this is a great committee to join!

**Illinois College Fair:** I want to take a second to thank Brian, Betsy, Sue, and your committee. What a year you all had. When we realized fall fairs could not happen, they dug in and worked on a robust offering of sessions in the fall that covered general college info AND school-specific presentations. This spring, we offered the 6x6 college fair programs. It was A LOT of work, and I know I can speak for all the members to say thank you. I would also be remiss without saying a quick thanks to Strive Scan, our partner in both the fall and spring programs. I know many people are starting to wonder about next fall, and I promise we will have more information for you as soon as we can.

**Inclusion, Access, and Success:** I am so appreciative of the work the IAS chairs (Sara, Scott, and Diana), along with their committee, did this year. They offered a three-part series on white supremacy, cosponsored an IACACReads program with Mentorship, worked with GRC on a letter regarding the Supreme Court's decision to not rescind DACA, provided us with an LGBTQ+ 101 program, and worked on the allyship panel for the conference next week. This committee is an integral part of our work, and they did incredible work collaborating with so many other committees this year, which I hope will continue. We hope you will be able to join us next week for that panel and town hall, which is from 3-4 on Wednesday, April 21. In addition, save the date for this year's virtual Sharing the Dream Conference on May 19!

**Media Communications:** Traci and Jill did a great job this year in a year where we saw a significant change in how we communicate with one another. In the summer of 2020, we rolled out a new membership portal and the forums as a way for members to connect, ask questions, and provide updates to one another. They helped our communications specialist, Erin Hoover, with this rollout and managed the monthly newsletter for our members, The Admission Essay.

**Membership:** As you heard from Chrissy earlier, we have experienced a bit of a downturn in all membership categories. I'm so grateful to the membership group chairs, Chrissy, Maddie, and April, and their entire committee as they worked hard to connect with members to remind them to renew, to learn why our numbers look the way they do, and created a new document to help explain the benefits of an IACAC membership. They are also currently working on collecting

different membership data points to assist the Professional Equity and Access Ad-Hoc committee in their work-more on that later.

**Membership (Ad-hoc):** This past year, NACAC made a significant change to its membership structure that allowed more people to join under the umbrella of their respective schools. While affiliates are not required always to follow NACAC regarding membership changes, the board thought it best to review ours, and an Ad-hoc was formed to consider IACAC's current structure and if there were other, better options we could be following. You will hear more from them today, and I want to thank the chairs and the committee for their work on this project.

**Mentorship:** Mentorship chairs and committee-you all had a great year! When we were so limited in what we could offer in person, they came together to make sure they could make 23 mentorship matches plus provide a way to bring IACAC members together pretty much every month this year-no easy feat! You can see their offerings on the screen. My hope, and theirs, is that we will be in person together soon and can have some more meet-ups. Stay tuned!

**Middle Management Institute:** The MMI chairs and committee were disappointed to cancel last summer's MMI program but have spent the year regrouping and creating a virtual option for this coming summer. More details will be shared soon, but please join the MMI committee during their session on Wednesday, April 21 at 1 pm in the B group session to get the inside scoop!

**National College Fair:** the national college fair team was disappointed in working with NACAC to cancel the fall Chicago fair but held out hope we would be able to have the spring fair. Obviously, that did not come to be, but they are working with NACAC to figure out what happens next-and how to plan for next year. There were many changes at the national level with the college fair team, so stay tuned for future plans from this group.

**Nominating:** Thanks to the nominating committee and Amy for their work on putting together an incredible slate of candidates. Good luck to all those nominated!

**Professional Connections:** This committee continues its work on making connections and building relationships with various other organizations across the state. Our goal is to build relationships and create partnerships with organizations with similar missions. More to come about this! In addition, the professional connections committee and chairs presented about IACAC to various graduate programs across the state, and they coordinated the high school counselor challenge, which awards conference attendance and membership to high school counselors. Lastly, this group and past president Carin Smith revamped our speaker's bureau. If you are ever in need of a speaker and want some help in securing someone, please make sure to check out the speaker's bureau page on the IACAC website.

**Professional Development (Ad-hoc):** Last year, when we realized the conference would be canceled and we likely were not going to meet in person for a long time, the president team realized we needed to figure out a plan regarding how IACAC offered professional development opportunities. This Ad-hoc committee was formed to look at how we can provide PD to members across the state. This included creating and implementing SIGs and virtual PD Lunch and Learns offered throughout the year. They are also tasked with looking at our board structure, concerning the PD components specifically; to see if any changes should be made structurally. Their work is ongoing and will continue next year as well. It is a big task, but our chairs and committee are up to the challenge! If you have a passion for PD and IACAC's offering-this is a committee to join! Thanks to Joe and Rejeannnda, and the committee for their work.

**Professional Development Grants:** It was a quiet year for grants, but they could offer about ten grants this year to various members needing PD help. As you think about next year and PD budgets, do not forget that you can apply for grants to attend various PD programs-IACAC or otherwise!

**Retirees:** the committee we all want to join! Our retirees hosted a virtual happy hour last month, and IACAC's communication specialist Erin Hoover provided some updates about the membership portal in addition to the committee's upcoming plans for events and other updates. They are planning to get together in August and again in October.

**Scholarship:** Even with the pandemic affecting so many, 500 students applied for the ten annual scholarships we gave out this year. This committee works so hard to review these applications, so many thanks to the committee chairs Lauren, John, and Jamie and their team as they put in many hours to ensure all applications are reviewed and decisions made. Their announcement of the winners will take place next week!

**Strategic Plan:** This is a planning year for the strategic plan committee. They are currently working on reviewing the current strategic plan and will begin revamping it in the coming weeks. The next strategic plan will start in 2022, so if you are interested in the future considerations of IACAC, please reach out to me at [president@iacac.org](mailto:president@iacac.org).

**Summer Institute:** Our summer institute committee realized early on that an in-person program (scheduled to be hosted in Rockford) would not be able to happen. So they took some time and reimaged a new program-New Counselor Institute, and created a virtual program that would occur over a year's time, versus hosting all sessions during a short window of time. It has been well received, and I commend the chairs and the committee for their hard work in providing that education and support to our newest members. The committee worked with 90 new professionals from all over the state-you can see some of their stats on the screen. They plan to again offer a virtual program for 2021-2022, but with incorporating some in-person meet-ups. Thank you, Sarah, Derek, Maira, and the committee!

**Summer Tours:** Talk about a rough year! This committee had plans to take the plane trip to the pacific northwest, the micro bus to Michigan last year, and we had to cancel both last year. THEN, realizing no one could be sure of THIS summer, they decided to cancel the bus trip this year to Missouri, Kansas, Oklahoma, and Arkansas.

Hope is on the horizon, though, as they consider what they can offer for, 2022-which will be a plane and micro tour once again. In the meantime, there are rumblings of a bike tour this summer-so reach out to [summer-tours@iacac.org](mailto:summer-tours@iacac.org) for more info!

**Transfer Advisory:** Cynthia, Kristen, and April and their committee worked hard this year and accomplished some big things-one one was increasing the number of transfer scholarships IACAC offers, and another was that they created and implemented their extensive PD offering, the transfer summit, virtually. This was a big success-they had 385 participants and over 100 attendees in each session.

Even though we were not in person for any of this year, our committees still found ways to make sure they were providing PD, engaging and supporting members, and connecting with you all. I am so, so grateful for the work they accomplished-I was shaking my head reading through this in preparation of our meeting-it was a lot of stuff in a year that demanded so much from us. I am

looking forward to next year and all you will accomplish when we can actually be together! I could not be prouder to lead a better, more talented team.

## **IACAC Executive Board Motion Log 2020-2021**

### ***On June 12, 2020 via Zoom, the Executive Board:***

1. (M. O'Rourke) Meeting called to order at 10:06 a.m.
2. E. Updegraff motioned to adopt the changes to the fiscal policy as presented by Stephanie; seconded by S. Lily. A. Thompson made a friendly amendment to update section 4, Part B – and add Communication Specialist; O. Solomon seconded. Motion Carried.
3. E. Updegraff motioned to accept the proposal to partner with StriveScan to offer virtual options for students in the fall in light of the pandemic; A. Cooksy seconded. Motion Carried.
4. O. Soloman motioned to approve the reimagined Summer Institute; S. William seconded. Motion Carried.
5. P. Welsh motioned to adjourn, B. Hodges seconded. Motion carried.
6. Meeting adjourned at 1:06 p.m.

### ***On September 11, 2020 via Zoom, the Executive Board:***

1. (M. O'Rourke) Meeting called to order at 10:03 a.m.
2. P. Welsh motioned that the Finance Committee enter into a contract to work with the most appropriate law firm as selected by the finance committee; E. Updegraff seconded. Motion Carried.
3. B. Hodges motioned to increase the fall transfer scholarship awards from one- \$1,000 scholarship and one- \$500 scholarship to a total of five- \$1,000 scholarships and to increase the spring transfer scholarship from one- \$1,000 scholarship to a total of two-\$1,000 scholarships; A. Braden seconded. Motion Carried.
4. O. Solomon motioned to adjourn, E. Ruiz seconded. Motion carried.
5. Meeting adjourned at 1:04 p.m.

### ***On November 6, 2020 via Zoom, the Executive Board:***

1. (M. O'Rourke) Meeting called to order at 10:05a.m.
2. P. Welsh motioned that IACAC approve the new membership model as presented by the AD Hoc Membership Model Revamp committee report; O. Solomon seconded. Motion Carried.
3. O. Solomon motioned that we as board approve contacting LUC directly, in a letter comprised of feedback and comments from all board members, and further communication to the membership; A. Braden seconded. Motion Carried.
4. S. Williams motioned that IACAC is to establish an Ad Hoc committee to build on the LEAD proposal; B. Hodges seconded. Motion Carried.
5. A.Cooksy motioned to adjourn, S. Lilly seconded. Motion carried.
6. Meeting adjourned at 1:59 p.m.

***On January 8, 2021, the Executive Board:***

1. (T. Minestra) Meeting called to order at 10:05a.m. Moment of silence observed.
2. A. Cooksy motioned to adjourn, J. Avila-Cuevas seconded. Motion carried.
3. Meeting adjourned at 1:37 p.m.

***On March 12, 2021, the Executive Board:***

1. (M. O'Rourke) Meeting called to order at 10:03 a.m.
2. E. Ruiz motioned that the board approves the Fiscal Policy (attached) as written for 2021; B. Hodges seconded. Motion Carried.
3. O. Solomon motioned that the approved Bylaw changes as written be presented at the Spring 2021 Membership Meeting to be voted on; A. Braden seconded. Motion Carried.
4. E. Ruiz motioned that the board approves to present this budget(attached) for 2021-2022 fiscal year to the General Membership Meeting in April 2021; M. Ford seconded. Motion Carried.
5. M. Corder motioned that the board approves the Membership Year Change as presented; S. Schlaud seconded. Motion Carried.
6. A. Thompson motioned to adjourn; E. Ruiz seconded. Motion carried.
7. Meeting adjourned at 1:05 p.m.

***On April 14<sup>th</sup> and 21<sup>st</sup> via Zoom, the IACAC membership:***

1. Motion to approve the 2019 and 2020 minutes (M. O'Rourke) Move to approve the 2019 minutes (J. West) Second (E. Ruiz) Move to approve the 2020 minutes (J. West) Second (E. Ruiz).
2. Motion to amend the IACAC Purpose Statement (A. Thompson) Second (E. Ruiz)
3. Motion to amend ARTICLE X. Code of Ethics (A. Thompson). Second (E. Ruiz)
4. Motion to amend Article I. Section 5. Meetings (A. Thompson) Second (E. Ruiz)
5. Motion to amend ARTICLE II. Section 6. Meetings (A. Thompson) Second (E. Ruiz)
6. Motion to amend ARTICLE III. Section 1. Duties of Cabinet Officers (A. Thompson) Second (E. Ruiz)
7. Motion to amend ARTICLE V. Section 1. Council Team (A. Thompson) Second (E. Ruiz)
8. Motion to amend ARTICLE VI. Section 3. Investments and Indebtedness (A. Thompson) Second (E. Ruiz)
9. Motion to change membership year to start June 1 and end May 31. This will be effective for the 2022-23 year, such that the 2021-2022 membership cycle will run October 1- May 31(C. Grotzke) Second (A. Thompson)
10. Motion to that IACAC membership adopt the tiered membership structure to be implemented in the 2021-22 IACAC membership year (D. Miller and R. Georgakis) Second (A. Thompson)
11. Motion that the membership adopt the proposed budget for fiscal year 2021-2022 as presented (E. Ruiz) Second (A. Thompson)

12. M. O'Rourke entertained a motion for the meeting to recess until April 22nd; E. Ruiz so moved; A. Thompson seconded. Motion Carried.
13. M. O'Rourke called the meeting to order at 3:07 p.m.
14. T. Minestra entertained a motion to adjourn the annual membership meeting at 3:48 p.m. Motion carried. Meeting Adjourned 3:48 pm.

# 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.”

## 2020-2021 ASSIGNMENTS

<b>Committee</b>	<b>Council Team</b>	<b>Committee Chairs</b>	<b>Liaison</b>
Admission Practices	Member Relations	Andy Borst, Shawn Wochner, David Boyle	Angie Cooksy
College Awareness and Preparation (CAP)	Student and Family Outreach	Julio Trujillo, Melissa Ramirez, Christian Brown, Faye Ikner	Angie Cooksy
Conference	Cabinet	Tony Minestra	Tony Minestra
Credentials	Cabinet	Amy Thompson	Amy Thompson
District Seminars	Professional Development	Brad Kain, Josie Blasdel, Sarah Hartman, Frank DuBois	Annette Braden
Government Relations	Member Relations	Evan Wilson, Emily Tabeeek, Mary Alice Berg	Paul Welsh
High School Counselor PD	Professional Development	Sanobar Kanjee, Andrea Rusk, Erinn Murphy	Stacey Schlaud
Illinois College Fair	Student and Family Outreach	Brian Albertsen, Betsey Stevens, Sue Fowler	Omar Solomon
Inclusion, Access, and Success	Professional Development	Scott Hillman, Sara Espinoza, Diana Mondragon	Will Barefield
Media Communications	Media	Jill Diaz, Traci Flowers	Josephine West
Membership	Member Relations	April Lynch, Maddie Corder, Chrissy Grotzke	Mike Ford
Mentorship	Professional Development	Kelly Dutmers, Lisa Winker, Margaret Jones	Jessica Avila-Cuevas
Middle Management Institute	Professional Development	Nick Sanders, Annabelle Vinson, Ashley Brown, Wendy Downing	Brian Hodges
National College Fair	Student and Family Outreach	Rachel O'Connell, Scott Carlson, Rejeannnda Robinson	Omar Solomon
Professional Development Ad-Hoc	Cabinet	Joe Freeman, Rejeannnda Robinson	Megan O'Rourke
Professional Connections	Member Relations	Kim Wiley, Lisa Steve, Kathryn Hankamp	Annette Braden
Professional Development Grants	Cabinet	Mike Ford	Mike Ford
Retirees (part of the Membership Committee)	Member Relations	Rob Engleman, BC Juettner, Kathy Holmberg	Membership
Scholarship	Student and Family Outreach	Tricia Lothschutz, John Korntheuer, Lauren Yates	Tom Shorrock
Strategic Plan (ad hoc)	Cabinet	Julie Nelson, Sean Whitten	Megan O'Rourke
Summer Institute	Professional Development	Sarah Goldman, Derek Brinkley, Tyler Ratts, Maira Rodriguez	Sharon Williams
Summer Tours	Professional Development	Paul Lichtenheld, Becki Bellito, Sarah McDougal	Scott Lilly
Transfer Advisory	Professional Development	Cynthia Delgadillo, Kristin Smigielski, April Ponte	Brian Hodges

# IACAC STAFF

## Manager of Operations

Linda Haffner

### Purpose

Support the Executive Board, Committee chairs and membership. Conduct the business of IACAC and to administer its office in accordance with policies and procedures established by the Executive Board and the general membership.

### Summary of Activities

#### Membership

- Maintained the IACAC membership database.
- Prepared monthly and annual Membership Reports.
- Supplied lists/databases to support the Association activities.

#### Financial

- Maintained IACAC checking account and Money Market account, paid all bills and processed all deposits.
- Maintained Quickbooks of financial records.
- Prepared monthly and annual Treasurer's Reports.
- Prepared End-of-Year and other financial reports as needed by officers.
- Prepared budgeting spreadsheets and worked with the Finance Committee.
- Submitted financial records to accountant for review and tax filing.
- Prepared 1099s, as needed.
- Worked with insurance agency regarding coverage needs.
- Acted as the Registered Agent for the Association and prepared annual corporate report.

#### Conference

- Maintained conference registration database.
- Produced nametags for all registrants.
- Prepared various reports for conference committee chairs.
- Assisted in the preparation of the registration packets.
- Assisted in on-site registration process.
- Prepared voting materials.
- Will produce final financial and registration reports.

#### Scholarship

- Respond to questions via email and phone regarding requirements and deadlines
- Send checks and congratulatory letters to recipients after conference

#### Other Committees

- Produced the College Admission Update.
- Participated in the Annual Conference Committee and Credentials Committee.
- Help approve and maintain background checks for CAP committee.
- Handled IRCF registration. Worked with chairs to transition from the IRCF Coordinator. Worked with IRCF site coordinators to provide registration lists and answer questions as needed

#### Office

- Responded to IACAC telephone, email and web site inquiries.
- Maintained IACAC's post office box and responded to mail inquiries.
- Produced correspondence to support above activities.
- Attended Executive Board meetings and other meetings, as needed.

## **Event Coordinator**

Donna Epton

### **IACAC Property in Committee's Possession**

Conference Materials at my home office. Most of the conference supplies are stored in the IACAC storage facility.

### **Committee Purpose / Role**

When the position was created about 20 years ago, the original role of the event coordinator was to research sites and negotiate contracts at properties for future IACAC Annual Conferences. The position has greatly expanded over the years so now the event coordinator works with the current president-elect in developing the annual conference budget and all aspects of the conference. In addition, the event coordinator works very closely with the conference liaisons, executive assistant and conference committee chairs regarding the entire conference planning. The event coordinator assists all three presidents with a myriad of tasks related to the conference and provides historical perspective of previous conferences. Throughout the conference planning, the event coordinator is a liaison between the president-elect, conference committee chairs, conference liaisons and the conference hotel. Due to the conference committee restructure, the position is evolving as some tasks are being transitioned to others to lighten the load for the Event Coordinator while maintaining the quality of the conference.

The board has approved the conference to be outside the Chicago area every four years beginning with 2019. For the next 2 years, the Westin Chicago Northwest in Itasca will be the conference location on the following dates.

April 21 -23, 2021

April 27 - 29, 2022

### **Strategic Plan Accomplishments**

- Continue to serve our membership and others seeking professional development with quality programs such as the Annual Conference.
- Nurture current members and encourage new membership by providing outstanding professional development and networking opportunities via the Annual Conference.
- Provide relevant conference sessions that seek to cultivate the leadership skills of our membership and respond to future trends and issues.
- Continually evaluate all aspects of the annual conference to determine if it provides the best professional development for all members and non-members throughout the State of Illinois.

### **Recommendations for the Future**

It is important for the association to plan a number of years in advance for conference sites in order to acquire the best dates and prices. A continuing relationship with one property is very advantageous in keeping cost increases to a minimum in the future. It is very helpful to have the consistency of an ongoing event coordinator to develop relationships with a property, become familiar with contracts and help the president-elect understand how to implement a successful conference. As an appointed position, rather than elected one, this position can be more effectively accomplished.

## **Communication Specialist**

Erin Hoover

### **Summary of Activities**

- Title will change in start of Fiscal Year 2021-2022 to Manager of Digital Services
- Facilitate communications and project management on communications initiatives and projects within IACAC standing and conference committees
- Work with Manager of Operations to implement new membership management system
- Create and send e-mails on behalf of IACAC, including publication and dissemination of a regular newsletter/blog, The Admission Essay
- Perform routine IACAC website maintenance, inventory, and updates, including overseeing the Google Groups/Drive, managing the IACAC Listserv, and assisting Media Communications with the IACAC Listserv Terms of Use
- Oversee social media for the organization (Facebook, Twitter, Instagram, Snapchat, etc.)
- Create, review and update online forms on the IACAC website
- Create and maintain content/branding guide for IACAC. Train incoming committee chairs and executive board members on communication and the content/branding guide
- Serve as part of the Media Communications team, working closely with the MC Chairs to assess communication priorities including the annual communication flow plan
- Attend all executive board meetings, Media Communications Committee meetings and other IACAC committee meetings upon request
- Assist committees in creating/facilitating webinars through Zoom
- Cross train with the IACAC Executive Assistant on necessary functions related to the position
- Manage the Summer Programs directory, the college fair update subscription emails, event registrations (along with the Executive Assistant) and Jotform/Knack
- Other duties as assigned – see Media Communications report for additional information

## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

RACHEL GEORGAKIS

Email: \*

georgakis@fenton100.org

Committee/Position: \*

AdHoc Membership

Please list all the chairs of your committee, including yourself: \*

Dan Miller, Rachel Georgakis

What is your committee's role/purpose: \*

Evaluate IACAC's current membership fee structure and propose a model to the board and then membership. Conduct a lapsed member survey.

Please provide a summary of your committee's activities: \*

- Collaborated with other IACAC members to create a proposed new membership fee structure for IACAC.
- Presented proposed new fee structure to the board with unanimous approval
- Presenting new membership fee structure to entire membership at conference
- Created lapsed member survey to learn why we've lost members
- Presented survey results (small respondent set) in our board presentation

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

- Proposed membership structure will hopefully increase membership across the state, especially within CPS

What is one win your committee had this year that you'd like to highlight? \*

Unanimous approval by the board of our proposed membership structure

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

We feel like the goal of our adhoc committee has been achieved :)  
.....

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

Not at this time :)  
.....

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Shawn Wochner

Email: \*

sm-wochner2@wiu.edu

Committee/Position: \*

Admission Practices

Please list all the chairs of your committee, including yourself: \*

Andy Borst

Shawn Wochner

David Boyle

What is your committee's role/purpose: \*

To educate members about the importance of best admission practices.

Please provide a summary of your committee's activities: \*

This year our co-chairs, liaisons and the President's Cycle have predominantly focused on what our purpose should be, what our primary role is within the association and if there is a place and future for our committee within the association.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

We really haven't accomplished anything this year that relates to the strategic plan. I guess you can say we educated folks about the new GEPCA when they asked about what they viewed as unethical practices. And we will have a session at the Annual Conference about Ethical Practices and where we are today.

What is one win your committee had this year that you'd like to highlight? \*

We have communicated more with the President's Cycle than previously?

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

We hope by fall (after the NACAC Annual Conference) we have more clear picture of the role NACAC  
expects us to play within the affiliate.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

No

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Melissa Ramirez

Email: \*

Mramir12@ilstu.edu

Committee/Position: \*

College Awareness and Preparation

Please list all the chairs of your committee, including yourself: \*

Melissa Ramirez- Illinois State University

Faye Ikner- Purdue University Northwest

Christian Brown- Augustana College

Julio Trujillo- Monmouth College

What is your committee's role/purpose: \*

The official mission of the College Awareness and Preparation (CAP) Committee is to provide the students and families of Illinois with practical, timely, and accurate information on the college process. The committee's work will focus on increasing awareness of college options and accessibility through early outreach, academic preparation, and firsthand knowledge of the college search, application, and enrollment processes. The CAP Committee continues to make service and outreach to underserved and underrepresented populations an emphasis of its work.

At the time that the CAP committee was created, we don't believe that a pandemic was something that was probably considered as the inaugural chairs/volunteers sought forth to provide an opportunity for supplemental college counseling to students within Illinois' underserved and underrepresented populations. However, our work proved even more impactful in the Summer of 2020 as we chose ingenuity over taking a temporary pause in programming. Our efforts reached 50+ students and based on feedback from those students, gave them the confidence, knowledge, and resources to move forward with a distinctively different, but still positive college search experience. While this committee has existed under the radar for many years, the work produced by CAP volunteers proves modernly effective and meaningful.

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Please provide a summary of your committee's activities: \*

For the summer 2020, we canceled Motivate Me at Dominican University and Camp College at UIUC and Monmouth College. Both were in-person programs for high school students.

College Navigators- Instead of in-person programming, we created a new virtual program, College Navigators, for rising seniors. College Navigators was a 7-week program, where our committee volunteers hosted weekly sessions on a variety of topics such as Application and Essay process to Financial Aid and Self-Advocacy during the college search process. To continue with the mentorship element from our previous programs, we created PODs. PODs were smaller groups that consisted of 2 committee volunteers and 4-6 student mentees. PODs hosted 3 meetings throughout the 7-weeks of the program. We had over 75 students apply and we had 50+ students participate in the program.

Scholarship- Julio. This year because of the pandemic we were able to combine our scholarships, one from Motivate Me and the other from Camp College to award two scholarships to students who participated in our first ever virtual College Navigators program. Over 50 students participated and applied to the program and scholarship competition. Two scholarship recipients were chosen this year and it is our hope to continue offering two scholarships depending on budgetary restraints.

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Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

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Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Aligning with IACAC's Strategic Plan, College Awareness and Preparation (CAP) Committee is to provide the students and families of Illinois with practical, timely, and accurate information on the college process. During the pandemic, the CAP Committee continued to make service and outreach to underserved and underrepresented populations an emphasis of its work by creating the College Navigators program where we provided focus on college options and firsthand knowledge of the college search, application, enrollment processes and more varied topics presented virtually. The committee's work focusing on increasing awareness of college options and accessibility through early outreach will now fall under the College Explorer's program that will begin Fall 2021. The two above programs were created to enhance the Camp College and Motivate Me programs that CAP has operated for the last several years and to also make sure that we can still make college resources available even during a pandemic.

---

What is one win your committee had this year that you'd like to highlight? \*

The biggest program that CAP operates each year is CAMP College hosted at a college every summer. Since the pandemic occurred and stopped in person programming, we created a new virtual program, College Navigators, for rising seniors. College Navigators was a 7-week program, where our committee volunteers hosted weekly sessions on a variety of topics about the college search process such as Application and Essay process to Financial Aid and Self-Advocacy during the college search process. To continue with the mentorship element from our previous programs, we created PODs, smaller groups that consisted of 2 committee volunteers and 4-6 student mentees. PODs hosted meetings every other week throughout the 7-weeks of the program. The program had 56 students for our inaugural year, with 96-97% attendance every week! We had a very active, inquisitive group of students who were an absolute delight and have given us many thanks and praises for the programming to help them get a jump start and understanding of the college process. We also awarded 2 scholarships of \$1000 to students who attended College Navigators and applied for the scholarship by the deadline.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

This year we have started work on a new program that further supports the work IACAC does. This new endeavour will reach out to younger students to expose them to much needed guidance regarding the college selection and program of study/college major selection process. It is the intent of this program, College Explorers, to reach a younger demographic, high school Freshmen and Sophomores, with the goal to better prepare and inform them during the work they will do in their Junior and Senior years.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

We recognize that IACAC's budget was significantly impacted this year due to COVID-19. CAP has always been a committee that works with students in-person, so we wondered if this committee will be able to bring back in-person programming for students. We typically hosted Motivate Me for 9th-10th grade students and Camp College, a 5-day program for rising seniors.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Brad Kain

Email: \*

bkain@hf233.org

Committee/Position: \*

District Seminar Co-Chair

Please list all the chairs of your committee, including yourself: \*

Josie Blasdel, Sarah Hartman, Annette Braden and Brad Kain

What is your committee's role/purpose: \*

Plan, organize and facilitate the District Seminars

Please provide a summary of your committee's activities: \*

We have successfully completed our first virtual District Seminar

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

- Increase membership by offering professional development opportunities.
- Increase financial stability by seeking additional revenue generated by registration.
- Continuing to develop IACAC branding by providing outlets to share knowledge with colleagues.

What is one win your committee had this year that you'd like to highlight? \*

Our biggest win was being able to offer the first Virtual District Seminar. We were very excited about the sessions that were offered and the number of registrants that attended.

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

Potentially add both a virtual and live district seminar. 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.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

Continue to offer more virtual platforms to meet the needs of all of our members throughout the state. We  
have the opportunity to connect with new and existing members in a way that has never been tapped into in  
the past.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Sharon Williams

Email: \*

swilliams@ucls.uchicago.edu

Committee/Position: \*

Equity and Access Ad Hoc Committee / Co-chair

Please list all the chairs of your committee, including yourself: \*

Sharon Williams, Sylvia Hernandez

What is your committee's role/purpose: \*

The past year has ushered in what many refer to as a period of reckoning with regards to racism in this country, and laid bare some discriminatory practices experienced in our profession. Through ongoing conversations with our IAS Chairs, our Exec Board Liaison to IAS, and our LEAD co-chairs, the President Team has come to understand and support that IACAC needs to take more assertive action in helping our postsecondary member institutions assess and improve the state of equity and inclusion in their admission offices. Having professional knowledge and being "good" at one's job, have historically been the key to our professional development efforts. Through LEAD, IACAC supported a deeper dive into the needs of admission professionals of color. However, one program cannot fix the systemic issues that persist for our peers of color in higher education. Therefore, the purpose of this ad hoc committee is to take steps to move toward a comprehensive effort throughout IACAC to not just support equity and access for students but for our professional peers.

---

Please provide a summary of your committee's activities: \*

This ad hoc was formed with considerable intentionality and its membership was finalized in January. The co-chairs have met with our President-Elect to clarify our purpose. We have met with IAS to share our objectives and seek their feedback, and plan to do the same with Membership and the Strategic Plan Ad Hoc. We have met once as a full committee, and are currently exploring resources to meet our first objective: "Locate or develop a self-assessment tool that Postsecondary member institutions can use to determine their level of commitment to hiring and retaining a diverse and inclusive workforce." We have scheduled a second full committee meeting in late April.

---

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

---

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

TBD

What is one win your committee had this year that you'd like to highlight? \*

Our formation and the enthusiastic shared vision of the committee membership

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Within the year of our inception we hope to accomplish two goals. 1) Ask all postsecondary member institutions to participate in an internal audit of their admission staff using the tool identified above and share their findings with the Task Force, and 2) Invite key leaders to participate in professional development to increase understanding of systemic biases that may exist in their offices and practices including the use of tools to eliminate these biases.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Continue working toward more representation from secondary schools, especially from CPS

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Eric Ruiz

Email: \*

eruiz@stfrancis.edu

Committee/Position: \*

Finance Committee/Treasurer

Please list all the chairs of your committee, including yourself: \*

Me and Megan!

What is your committee's role/purpose: \*

Making sure the finances are used appropriately and contracts.

Please provide a summary of your committee's activities: \*

We moved bank accounts, researched about an investment account, made contracts a little more clearer.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

The video tells 95% of our activities for this year.

What is one win your committee had this year that you'd like to highlight? \*

We are now able to provide a surplus amount at any given time, along with that, we have clear numbers that need to be in our operating account, reserve account and investment account (for now) until a new investment policy is made.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

making a procedure manual for the Treasurer role, showing the transparent snapshot every board meeting, creating an investment policy.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Treasurer - Elect and Past should be more involved with the Treasurer, be a part of those meetings.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Courtney Wallace

Email: \*

courtneywallace@augustana.edu

Committee/Position: \*

Fiscal Policy Ad Hoc Committee

Please list all the chairs of your committee, including yourself: \*

Courtney Wallace, Augustana College

Patrick Walsh, Illinois State University

What is your committee's role/purpose: \*

The Fiscal Policy Ad-hoc committee was created to address the need for a thorough review of the IACAC Fiscal Policy. The charge of this committee is to present a document to the finance committee in the winter of 2021 that is aligned with our mission and can be referenced as a resource to educate and inform our membership of the fiduciary responsibilities of all officers, committee chairs and members of the association.

Please provide a summary of your committee's activities: \*

Introductory meeting on August 11, 2020: Committee chairs provided background and context for this committee, explained the charge from IACAC leadership, reviewed expectations, discussed a timeline and scheduled future meetings through the end of the year.

Meeting on September 16, 2020: Prior to this meeting the committee reviewed the IACAC Fiscal Policy in addition to the NACAC Fiscal Policy and fiscal policies from nine other regional affiliates. This provided context on how other organizations structured their policies and allowed the committee to identify gaps in IACAC's policy and provide feedback on concepts that should be incorporated. Committee members reviewed our individual feedback and settled on a structure for the new policy and themes that needed further research and development. Small working groups consisting of two committee members were assigned to revise specific sections.

Meeting on October 21, 2020: Prior to this meeting, small working groups met individually to review their sections and propose changes for the committee to consider. Each working group presented proposed changes for their sections to the committee for consideration with rationale. The committee discussed the proposed changes to each section and put together a working draft of the new policy with notes and comments on the agreed upon changes.

Meeting on November 18, 2020: The draft of the new Fiscal Policy was thoroughly reviewed and recommended changes to the document were finalized. Rationale for each change was developed to provide context to the Finance Committee.

December 2020: Co-chairs met to proofread the new policy, make final edits and evaluate if the work of the committee was aligned with the initial charge and metrics of success. The New Fiscal Policy along with a separate rationale document was sent to the Finance Committee on December 11, 2020. The Finance Committee approved of the changes and asked the co-chairs attend the January Executive Board Meeting to report on the committee work and take questions from the Executive Board. The recommended Fiscal Policy and Rationale document were sent to the Executive Board.

January 2020: Co-Chairs attended the January IACAC Executive Board Meeting to present the work of the committee and take questions on recommended changes. The IACAC Executive Board was supportive of the recommendations made by the Fiscal Policy Ad Hoc Committee. The co-chairs received very few questions.

March 2020: The Executive Board voted to approve the recommended changes to the Fiscal Policy with a few minor amendments.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

---

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

The work and all the accomplishments of the Fiscal Policy Ad Hoc Committee directly aligns with Goal 2 of the Strategic Plan, Fiduciary Responsibility. Central to the committee's development of this new policy was fiscal responsibility in the management of IACAC's funds to ensure the financial health of the organization. In terms of accomplishments, the new policy is aligned with the mission of the Association as outlined in the Strategic Plan and reflective of the current work of IACAC. The committee created a transparent document that is structured and formatted to be easily readable and understandable to our membership. Language and terms in the document are clearly defined to reduce ambiguity and confusion. Processes, procedures and best practices, informed by the thorough review of the NACAC Fiscal Policy and nine other affiliate fiscal policies, are documented in the new policy to ensure accountability of our financial resources.

---

What is one win your committee had this year that you'd like to highlight? \*

Our win was working together as a cohesive team to make significant revisions to a very complex document, during a global pandemic, on a tight timeline while only meeting virtually. Much of the committee work happened outside of our meetings and required a special dedication to the task at hand by all committee members. The experience of working with a dedicated, talented, well-rounded, organized, hard-working and efficient committee that brought diverse perspectives, knowledge and varied experiences to this process was the win.

---

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

The work of the Fiscal Policy Ad Hoc Committee is complete. Looking forward, the next Fiscal Policy Ad Hoc Committee will convene in three years for another comprehensive review and directly connects with Goal 2 of the Strategic Plan, Fiduciary Responsibility.

---

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*

(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Recommend the Finance Committee move forward with the creation of an Innovation Fund Committee to collect and review new ideas from the membership for investment of available surplus funds.

Recommend additional conversations on the use of gift cards based on feedback during the March Executive Board meeting.

Recommend focusing on the accountability of members to the new policy.

Recommend having the next ad hoc committee similarly comprised of members who are familiar with the fiscal policy and have served in leadership positions. The new policy was viewed through the lenses of a committee that consisted of individuals who served as former treasurers, presidents, chief delegates, committee chairs, and committee members of the Association in addition to a NACAC Finance Committee Chair, the Co-Chair of the Surplus Ad Hoc Committee, a current member of the Executive Board and IACAC's Manager of Operations.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Mary Alice Berg

Email: \*

mberg1@luc.edu

Committee/Position: \*

Government Relations

Please list all the chairs of your committee, including yourself: \*

Evan Wilson, Emily Tabeek, Mary Alice Berg

What is your committee's role/purpose: \*

The purpose of the Government Relations Committee (GRC) is to inform IACAC members about pertinent public policy issues and legislation that affect our students, our institutions, and our profession. Furthermore, GRC is charged with influencing legislation and public policy to align with the mission of IACAC.

Please provide a summary of your committee's activities: \*

Despite the strange circumstances of this academic year the GRC committee is proud of their work to advocate for students on the local, state and national level.

Since we could not take our traditional trip to Springfield for Advocacy Day we pivoted our efforts to an online event. IACAC and the Illinois School Counselor Association (ISCA) partnered to provide a virtual advocacy experience. Over 50 members from both organizations reached out to Illinois legislators with emails to advocate for joint priorities like funding to reduce school counselor ratios and funding for the Illinois Monetary Award Program (MAP grant). The Government Relations committee led letter writing parties so participants could have real time assistance creating their letters and locating their reps' contact information. While we hope to return to Springfield in person next spring we are excited about the format of this new online event and see it as an opportunity to complement in-person advocacy efforts in the future. Speaking of the Illinois School Counselor Association (ISCA), for many years our committee has expressed an interest in working more collaboratively with ISCA. IACAC and ISCA have similar missions and collaborating on legislative efforts makes sense. IACAC may have a more well-developed Government Relations background but ISCA is full of passionate student advocates who are willing and excited to engage more with government issues. We began meeting with ISCA leadership in July 2020. We collaborated on a joint letter to the Illinois State Board of Education (ISBE) regarding the suspension of in-school testing this fall. ISCA also provided testimony on the suspension of in-school testing. Finally members from both organizations met to write a shared document of governmental priorities for the aforementioned joint virtual advocacy event in February. We made a lot of progress this year opening up lines of communication between our two groups and we look forward to collaborating with ISCA on governmental relations work in the future.

In addition to the joint letter with ISCA on in-person testing, the committee collaborated on a joint letter with the Inclusion, Access, and Success committee this fall. The letter affirmed that Black lives matter and expressed support for the Supreme Court (SCOTUS) decision to uphold protections to the LGBTQ+ community. The letter also applauded the SCOTUS for their decision not to rescind the Deferred Action for Childhood Arrivals (DACA) program. This made it possible for hundreds of thousands of DACA recipients to maintain their temporary protections under the DACA program and allowing thousands more to apply for protections under DACA. While the SCOTUS decision protects DACA, the ultimate fate of the program is uncertain until permanent legislation is voted into law so the letter also encouraged legislators to take action on this issue in a permanent way. Finally the committee also published a statement regarding the January 6th insurrection on the U.S. Capitol.

Finally the committee sent representatives to attend Indiana GRC Webinar Series Opportunity and are considering adopting similar series in IL. We look forward to presenting at the IAS seminar on the Applied Advocacy, Challenging White Supremacy in Educational Policy session in May. Committee members Joe Freeman and Paul Welsh continue to work with Governor Pritzker's P20 Council.

---

Do you have any legislative issues that relate to your committee? \*

☒ Yes

☐ No

If you answered yes, please list them here:

#### 2021 Legislative Priorities

We call on legislative leaders to implement a budget for FY22 that does the following:

1. Access to Quality Counseling for every Illinois student

Illinois high school students deserve access to quality career, personal and college counseling. Counseling by ISBE licensed professionals ensures their postsecondary education plans properly align with their interests and goals. IACAC and ISCA support funding to reduce student-to-counselor ratios at Illinois public schools to the American School Counselor Association (ASCA) recommended ratio of 250:1. Current student-to-counselor ratios in Illinois are 493:1, placing Illinois 43rd in the nation on the metric.

2. Increase Funding to Need-Based Financial Aid

IACAC and ISCA support need-based financial aid programs for Illinois students. Funding the Monetary Award Program (MAP) is critical to ensure low-income Illinois students have access to the benefits of higher education and remain in Illinois.

We applaud recent increases in the MAP allocation, but recent MAP Award Program Evaluations state that less than 50% of eligible recipients benefit. IACAC and ISCA support the expansion of MAP to all eligible recipients.

3. Increase Investment in Illinois Higher Education

IACAC and ISCA support investment in higher education. Illinois continues to be a net exporter of college students and much of this can be linked to the divestment in higher education by the General Assembly. Reinvestment in higher education provides opportunity for students from all socioeconomic backgrounds. It also contributes to keeping the best and brightest students in Illinois for college and career.

4. Access to a Rigorous Curriculum

Research consistently shows that students who are successful in their postsecondary study are well prepared by a rigorous high school curriculum. IACAC and ISCA support the continued expansion of access to high quality curricular offerings, including AP and IB level coursework and cost-free access to dual enrollment programs.

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Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Goal 3: Educational Opportunities - GRC actively seeks partnerships to support our advocacy work, especially in terms of seeking out like-minded organizations that would help magnify our voice with legislators. It is often hard to compete with organizations and corporations that utilize highly-paid lobbyists, but collaboration between various non-profits can help to balance the scales. Our collaboration on virtual Advocacy this year with ISCA reflects this goal.

Goal 4: Outreach - IACAC GRC members continue to be active with state and federal advocacy work through NACAC. Our committee also attended the Indiana GRC virtual advocacy series this year in hopes to replicate something similar for IACAC in the future.

What is one win your committee had this year that you'd like to highlight? \*

We are most proud of collaborating with ISCA on joint legislative priorities and virtual advocacy efforts.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

While we hope to return to Springfield in person in 2022 we would like to continue some of our virtual advocacy efforts in the future.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

No.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Erinn Murphy

Email: \*

erinn.murphy@cchs165.com

Committee/Position: \*

Co-Chair HSCPD Committee

Please list all the chairs of your committee, including yourself: \*

Andrea Rusk, Erinn Murphy

What is your committee's role/purpose: \*

The purpose of the HSCPD committee is to provide free professional development opportunities for counselors and college counselors throughout the state. Our goal is to increase access and develop a network of professionals throughout the state by using ZOOM webinar software as an alternate to attending in person. We plan to coordinate three PD events through the school year, and our committee members will also be active supporters of the virtual college fairs run by ICF.

Please provide a summary of your committee's activities: \*

We hosted quarterly committee meetings, and we coordinated four virtual PD events.

September 9 - Virtual Programming Best Practices

Presenters:

Becki Bellito, Vernon Hills School Counselor, Counseling Your Students Virtually

Rebeca Hernandez, DePaul Assistant Director of Admissions, The Student Visit/ Connecting with College Reps

Molly Button, EIU Admissions Representative, Helping Your Students Access and Get the Most from Virtual Visits\*

December 9 - Supporting Underrepresented Students to and through College

Presenters:

Eileen Rancharan and Andrea Rusk -College of Lake County College and Career Navigator program

Kayla Staley and SIUE colleagues - SIUE Summer Success/ SOAR

Ziggy Blackwell - Golden Apple Scholars

February 17 - Data Tracking and the Added Value of School Counselors

Presenters:

Kate Sidereas - Leyden Social Worker - Data tracking tools and tips

Aseret Loveland, Julya Quintanilla, Liz Houlihan (IVCC, SIUC, UIC) : College Representative/Counselor collaboration

Amy Herbert, Erinn Murphy, Lauren Yates - advocating for the role of the school counselor and collaborating with administration

April 28th - Temperature Check - How are we and what have we learned this year?

Breakout groups offered with group moderator:

Student engagement through remote/hybrid - Madeline Ryan

Social emotional wellness for students - Kristen Graf

ISAC Services - Sara Espinosa (ISAC)

Mentorship and the importance of mentors - Lauren Yates

Importance of men of color in education - Kisalan Glover

Testing and advising students - Michael O'Connor

Supporting alternative pathways (tech/trade/military etc) - Dena Lawrence

Living on an island/ How to connect - Amy Herbert

General check in/ Discussion of current events - Annette Braden

2020: What have we learned? - Keshia Mitchell

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

.....

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments—those that are completed, those that are on-going, and those that will happen in the future: \*

Our committee planned and hosted 4 well attended virtual events this year. We attended to committee requests related to meaningful topics, and we engaged presenters from a variety of schools, positions and perspectives.

Specific to the IACAC Strategic Plan, our outreach, support and events support the following goal statements:

#### Membership -

Expand the geographic footprint of our membership across the state.

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

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.

#### Educational Opportunities -

Explore the use of web-based content and webinars for professional development and information exchange.

Design and develop innovative and relevant programs that seek to cultivate the leadership skills of our membership. In addition, IACAC will respond to future trends and issues.

Collaborate with other affiliates/organizations to provide professional development opportunities that promote the inclusiveness of our communities and growth.

Continue to serve our membership and others seeking professional development with quality programs throughout the year.

#### Outreach:

Expand the delivery of Association services and opportunities to members of all geographic regions of Illinois.

Explore affiliation with other professional organizations in which the agenda includes counseling, admission and related processes.

What is one win your committee had this year that you'd like to highlight? \*

As a committee with two chairs, we are very happy to have 'produced' four well attended, timely and on topic events this year that were well attended, well received and that included such a diverse presenter list at each.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Grow involvement of grad students, gift presenters with an IACAC item (t-shirt, mug, other), continue to reach out and support counselors from all over the state and throughout membership and maintain a sense of community and inclusivity among the committee

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Not at this time. Everyone has done such tremendous work this year.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Sara Espinosa

Email: \*

sara.espinosa

Committee/Position: \*

IAS Co-chair

Please list all the chairs of your committee, including yourself: \*

Scott Hillman, Diana Mondragon

What is your committee's role/purpose: \*

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.

Please provide a summary of your committee's activities: \*

Over the summer IAS partnered with the GRC committee on a statement of support following Supreme Court decisions, and encouraged members interested in being more active on the social justice front to join our committees. IAS also collaborated with the Mentorship Committee for IACACReads in the month of September. In the spring, committee members took the lead on planning two professional learning opportunities. One of these events was an LGBTQ+ 101 workshop and the other was a three-part series about white supremacy in higher education. We also developed questions for the Allyship Panel that is scheduled to occur during the IAS Town Hall at IACAC Annual Conference. Sharing the Dream Conference is scheduled for Wednesday, May 19, 2021. Lastly, we had important conversations as a committee and with IACAC leadership about the purpose of our committee and believe the responsibility of inclusion, access, and equity should be at the forefront of all we do as an association and woven throughout all our committees.

Do you have any legislative issues that relate to your committee? \*

☒ Yes

☐ No

If you answered yes, please list them here:

Yes, the Equality Act (federal) and the Dream and Promise Act (federal)

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments—those that are completed, those that are on-going, and those that will happen in the future: \*

#### Goal 3: Educational Opportunities

\*Explore the use of web-based content and webinars for professional development and information exchange.

\*Continue to serve our membership and others seeking professional development with quality programs throughout the year.

LGBTQ+ 101, Sharing the Dream, and White Supremacy in Higher Education met both of these goals

#### Goal 4: Outreach

\*In February, IAS co-chairs met with an IAS rep from the Pennsylvania ACAC who reached out for help to enhance their committee's work

\*Continue the operation of Camp College, Motivate Me, Sharing the Dream, Project Reach, District Seminars and the Annual Conference.

Sharing the Dream is scheduled for May 19, 2021

What is one win your committee had this year that you'd like to highlight? \*

Despite COVID, we were able to put on some great programming and we are very proud of that and our members who took the lead on planning. Additionally, our committee grew in size and we have a consistent number of members that regularly attend and engage in conversations of topics that are of interest to them.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

1. "The Open Series", which would be a recurring series that allows members to come together for an open dialogue on a specific topic. This is an idea I (Scott) have just thought of this spring and would like to present to the committee in May. It would further enhance the goal of education opportunities within the strategic plan.

2. We have received requests from participants to offer the White Supremacy in Higher Ed series again. We plan to work with the committee members who put that together to potentially offer this again.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*

(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Continue to find ways so that inclusion, diversity, and equity is the responsibility of the association as a whole. All committees should partake in this work and not just have it fall to the IAS committee. There are many opportunities for collaboration and ownership across committees (ethics, professional development, etc) so that this work is part of the entire organization.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Betsy Stevens

Email: \*

betsy.stevens@pitt.edu

Committee/Position: \*

Illinois College Fair -- Co-chair

Please list all the chairs of your committee, including yourself: \*

Betsy Stevens, Brian Albertsen, Sue Fowler

What is your committee's role/purpose: \*

The Illinois College Fair Committee shall be responsible for establishing the Illinois College Fair schedule, overseeing policy and procedures, and promoting the Illinois Regional College Fairs.

Please provide a summary of your committee's activities: \*

The Illinois College Fair primarily focuses on planning and executing both in-person and virtual college fair programming.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

This year our virtual college fair programming made us more accessible across the state and students/parents/families were able to hear from institutions who normally might not travel to certain areas of the state. Our colleges/universities were able to attend many virtual programs at a much lower cost due to the nature of these programs (no travel costs) so we were also more accessible to schools with limited budgets.

What is one win your committee had this year that you'd like to highlight? \*

We successfully executed an entire year of virtual programming.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

I think this committee knows that virtual programming isn't going anywhere anytime soon and we need to think about how we can have successful in-person and virtual programming. Our virtual programming is more accessible across the state which is a goal of ours. We need to think about what in-person college fairs will look like for the immediate future and how we best serve our students/families and make things equitable for the colleges/universities. We need to focus on being accessible, fair and safe moving forward.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

A recommendation for our committee is to possibly add a fourth co-chair, even if that is just for a cycle or two until the amount of work placed on the co-chairs due to virtual and in-person programming slows down a bit or returns to our "new normal". This past year there has been a lack of work/life balance and this volunteer position has been very demanding of our volunteers time (both chairs and some committee members).

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Erin Hoover

Email: \*

mc@iacac.org

Committee/Position: \*

Media Communications

Please list all the chairs of your committee, including yourself: \*

Erin Hoover, Communication Specialist; Jill Diaz, My College Summit; Traci Flowers, Deerfield High School

What is your committee's role/purpose: \*

This committee, established in 2010, provides the membership with news, information, and updates about our organization and profession. The Media Communications Committee, in conjunction with IACAC's Communication Specialist and other parties, is responsible for gathering and delivering electronic news on an ongoing basis.

The goal of the media communication committee is to keep membership fully informed on opportunities within IACAC including, but not limited to, professional development, counseling trends, government legislation and general announcements. As a result, we hope members continue to be actively engaged in the association and utilize appropriate resources to enhance the services they provide to students and families.

Objective: The Media Communications Committee shall be responsible for increasing the visibility of IACAC and promoting its college transition programs and services through media and marketing strategies. This committee shall also be responsible for promoting use of technology within the association. Membership should have some carryover from year to year.

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Please provide a summary of your committee's activities: \*

Goals for 2020-2021:

Maintain/increase participation in the new IACAC Membership Portal/Forum

1,363 members have at least logged in once after becoming a member/renewing

Only 331 haven't logged in within the 2021 year

4,239 logins within the past 60 days

114 posts within the past 60 days

48 comments within the past 60 days

Increase social media presence on our accounts (FB, IG, Twitter)

Facebook

2,579 followers in April 2021

2,578 followers in July 2020

2,390 followers in August 2019

2,150 followers in September 2018

Instagram

529 followers in April 2021

427 followers in July 2020

328 followers in August 2019

238 followers in September 2018

Twitter

1,887 followers in April 2021

1,810 followers in July 2020

1,748 followers in August 2019

1,600 followers in September 2018

Increase readership and increase member submission to the Admission Essay

19-20 we had 7 outside submissions (non-standard known articles, from members writing something on their own)

20-21 we have had 5 outside submissions

Establish rules of engagement on Forums - work in progress

Admission Essay Article Gathering

MC-Jill

Admission Essay Creation/Posting

Erin

Board Meeting Committee Reports

MC

Event Registration in Your Membership

Erin/Linda

Google Groups/Drive

Erin

HTML Emails via Your Membership

Erin

Jotform Management

Erin

Knack Management

Erin

Forum Encouragement  
MC-Traci  
Listserv Policy Enforcement  
New policy in progress  
Manage Volunteers/Committee Point Person  
MC-Jill  
MC Guide  
Erin  
Movers & Shakers  
Erin  
Social Media Posting  
Erin  
Summer Programs Directory  
Erin  
Web Management & Updates  
Erin  
ZOOM  
Erin

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Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

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Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Goal 1: Membership

We assist the Membership committee with membership emails, application & web updates, and social media posts.

We continually work to inform and engage members through the Admission Essay and social media posts.

We engage membership on the newsfeed and forums. We inform members of appropriate posting locations and appropriate resources.

We work with membership committee to identify leadership in IACAC through the Membership spotlight

Goal 2: Fiduciary Responsibility

We utilize Zoom technology so other committees can offer additional programming for a free or reduced cost for membership.

We secured a non-profit discount for Jotform.

We monitor the costs of the various software technologies we utilize.

Goal 3: Educational Opportunities

We help committees market their events, promote collaboration opportunities, and broadcast trends and issues.

Promote professional development opportunities through the many social media platforms including but not limited to the membership portal.

Goal 5: Brand

Website maintenance and updates, information sharing, publication updates, etc. that contribute to the IACAC brand.

What is one win your committee had this year that you'd like to highlight? \*

Rollout of the membership portal and the Forums!

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Increased engagement of all members with technology (utilize committee members for this)

Support more virtual programming

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*

(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Additional communication/involvement from committees - including but not limited to - admission essay articles and membership spotlights; engagement on social media

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Maddie Corder

Email: \*

mcorder@naperville203.org

Committee/Position: \*

Membership Chair

Please list all the chairs of your committee, including yourself: \*

April Lynch

Maddie Corder

Chrissy Grotzke

What is your committee's role/purpose: \*

The Membership committee promotes membership within IACAC and NACAC. The committee is involved with the recruitment of new members and the retention of current members through a variety of activities.

The committee regularly updates the board with the status of membership across all membership categories and we offer analysis about ways to increase membership across IACAC

---

Please provide a summary of your committee's activities: \*

Created a Bucket List infographic so all members and specifically new members can see the benefits of IACAC and know which programs they may consider attending.

Updated communication/marketing plan for renewals.

Created the new member section of the portal and a deliberate communication plan for new members in the group portal.

Proposed a new membership start date to coincide with the fiscal year which was approved by the board and brought to the membership the vote on.

Participated in the Membership Ad-Hoc committee to contribute research and insight on the new membership model.

Created a survey for non-renewals and organized a calling campaign to reach out to non-renewals.

Contributed to Admission Essay each month by recruiting a member spotlight individual each month.

Formulated a Membership Duties Outline for easier transition of new chairs coming onto the committee each year.

Reviewed language on ethnicity/race on the membership application/member profile in conjunction with IAS and LEAD and are planning a demographic survey to collect more relevant data.

Committee members partnered with some grad school courses to talk about the benefits of being an IACAC member.

Worked with CARR to create a commercial to spread the word about joining IACAC to secondary school counselors, our most declining group of membership.

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Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

.....

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

The proposed change to the tier model system will hopefully increase membership in all categories.

Additionally, the proposed membership start date change to coincide with the fiscal year will hopefully allow our current membership more time to be engaged as members.

Committee members partnered with some grad school courses to talk about the benefits of being an IACAC member.

Worked with CARR to create a commercial to spread the word about joining IACAC to secondary school counselors, our most declining group of membership.

Creating the Bucket List infographic to identify benefits across our categories of membership.

What is one win your committee had this year that you'd like to highlight? \*

Creating the Bucket List infographic to identify benefits across our categories of membership.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Start collecting and analyzing different data points on demographics of membership. Collaborate with the Equity & Access Ad-Hoc Committee to collect and share this data and increase membership.

If new membership start date gets passed, develop an email campaign to let membership know of the change and what it means for becoming a new member.

Consider adding a question on who is your department chair/supervisor on the membership application.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

After we see how membership numbers fall following the new membership model, possibly revisit the idea of creating district membership (i.e. CPS membership proposition).

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Kelly Dutmers

Email: \*

kdutmers@loy.org

Committee/Position: \*

Mentorship Committee, co-chair

Please list all the chairs of your committee, including yourself: \*

Kelly Dutmers, Margaret Jones, Lisa Winker

What is your committee's role/purpose: \*

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.

---

Please provide a summary of your committee's activities: \*

We hosted multiple Mentorship Meetups throughout the year:

Meetups:

September – Jonamac Orchard, IACACreads “How To Be An Antiracist” by Ibram X. Kendi co-hosted with IAS committee

November - Office Chair Yoga, The Good Stuff with Dr. John Brolley, Week Day Gratitude Journal/Prompts in the IACAC Forum (feed), Sip and Paint/Positivity Rocks, Virtual Food Drive.

December - Crocheting Scarves/Getting Loopy with Julie Nelson, Virtual Cookie Exchange, Jingle & Mingle Virtual Holiday MeetUp, Holiday Pen Pal Exchange/Secret Letter Swap.

January- New Year, New You virtual series, IACACreads - “10 Steps to Successful Mentoring” by Wendy Axelrod and Mentorship podcasts (2) by Michelle Obama, Facebook LIVE event highlighting Mentorship month and the mentorship committee.

March-April – March Madness virtual event

The following are being planned for summer 2021-

Summer meetup/kickball – TBD

IACACreads with HSCPD committee TBD

Committee Meetings:

1st Meeting- 9/16/20

2nd Meeting- 11/5/20

3rd Meeting- 1/22/20 (plus Facebook LIVE event)

4th Meeting- 3/31/20

We matched over 23 mentees with mentors this year.

Lastly, we hosted two Mentorship Meetup IACACreads with a 3rd planned this summer.

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Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

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Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

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 for safe meetings during the pandemic. Same applies to our Mentorship Meetups, as they were held virtually. We offer a Facebook Live presentation during one of our committee meetings to promote mentorship. We also offered IACACreads via Zoom, which was to encourage mentorship discourse amongst the members present in-person and remotely throughout the state through Zoom.

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. Lastly, we developed a Mentorship Meetup that included focused topics of discussion to provide mentorship discourse amongst members to learn from one another (IACACreads) and pivoted during the pandemic to offer our Mentorship Meetups virtually, allowing for safe and easy access to members throughout the state.

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

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What is one win your committee had this year that you'd like to highlight? \*

Pivoting our Mentorship Meetups to a virtual format and thinking outside of the box on what programming to offer.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

This depends on COVID-19! It would be great to offer more Mentorship Meetups in-person, but it is great to host them virtually as it is a safe option AND it includes access to the entire state.

We hope to pair up with more committees to offer IACACreads next year.

We also hope to incorporate another type of Mentorship Meetup with service to others.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

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. Many of them know about ISCA, but not necessarily IACAC. Professional Connections has been doing a great job doing outreach to those grad school programs!

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Ashley Brown

Email: \*

ashley.brown@uvm.edu

Committee/Position: \*

MMI Co-Chair

Please list all the chairs of your committee, including yourself: \*

Nick Sanders, Annabelle Vinson, Wendy Downing & Ashley Brown

What is your committee's role/purpose: \*

The MMI committee is responsible for creating a 2-3 day institute that exposes participants to enrollment management strategies as well as the opportunity to meet a variety of admission professionals in management roles. Middle Management Institute is designed for professionals who aspire to or have been recently promoted to middle management.

Please provide a summary of your committee's activities: \*

1) Booking venues for MMI program 2) planning social activities for MMI attendees (networking/team building, etc.) 3) planning educational sessions for MMI attendees 4) Booking and liaising with session presenters prior to program taking place

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

N/A

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

In goal #3 of the IACAC Strategic Plan, it states that IACAC will design and develop innovative and relevant programs that seek to cultivate the leadership skills of our membership, in addition to continuing to serve our membership and others seeking professional development with quality programs throughout the year. As a committee, we are working to provide a valuable, educational MMI program for IACAC members looking to transition into middle management or for those who have just recently transitioned into middle management. One particular accomplishment that has been achieved, is that as a result of member participation in MMI, 37.1% of attendees have received a promotion within admission after attending a Middle Management Institute.

What is one win your committee had this year that you'd like to highlight? \*

We have successfully transitioned our in-person program to an all virtual program due to COVID - 19.

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

We hope to continue to provide a valuable, educational experience for MMI attendees that help them  
achieve upward mobility in the admissions profession and also encourage them to take on leadership  
positions within IACAC

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

None

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Scott Carlson

Email: \*

acarls9@illinois.edu

Committee/Position: \*

National College Fair Committee

Please list all the chairs of your committee, including yourself: \*

Scott Carlson, Rejeannda Robinson, and Rachel O'Connell

What is your committee's role/purpose: \*

Be the ground folks for the Chicago National College Fairs on behalf of NACAC

Please provide a summary of your committee's activities: \*

Shared NACAC's emails with IACAC to recruit volunteers for the Virtual Counselor Chats.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Unfortunately, due to COVID we were not able to facilitate any of the national college fairs, so we helped recruit counselors for the virtual college fairs to staff the counselor chats.

What is one win your committee had this year that you'd like to highlight? \*

Being able to pivot during COVID and help host successful virtual events.

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

Looking for ways to work with CBO's (specifically 100 Black Men) to make sure our events do not coincide  
in the future.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

Would love to see new faces in leadership roles in IACAC.

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Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Rejeannda Robinson

Email: \*

rejeannda@sc.edu

Committee/Position: \*

Chair

Please list all the chairs of your committee, including yourself: \*

Joe Freeman & Rejeannda Robinson

What is your committee's role/purpose: \*

To review how PD is covered in all of IACAC structurally and what can we do better.

Please provide a summary of your committee's activities: \*

Meet to discuss different PDs available to IACAC and ways to bring them all together.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Finding ways to streamline all of the PD that happens in IACAC and finding a home for the SIGs

What is one win your committee had this year that you'd like to highlight? \*

Launching SIGs and using virtual spaces for PD.

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

PD audit of events from every committee and make recommendations to the Board on ways to move  
forward.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

We want to recommend SIGs remain in IACAC but more info. to come.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Michael Ford

Email: \*

mford@woodlandsacademy.org

Committee/Position: \*

Professional Development Grants / Chair

Please list all the chairs of your committee, including yourself: \*

Michael Ford

What is your committee's role/purpose: \*

The purpose of the Professional Development Grants Committee is to promote opportunities for professional development within IACAC and NACAC for IACAC members. The Committee evaluates the Grant Policy, reviews grant applications, and awards grants for IACAC, NACAC, AACRAO, and other professional development opportunities.

Please provide a summary of your committee's activities: \*

This has been a relatively quiet year for grant requests due to Covid. Given the lack of requests for the second half of last year as well as knowing we would not have a lot of work this year, I decided to hold off on bringing the committee back. Doing so proved to be prudent, because we have only awarded grants for the IACAC Annual Conference. There have been 12 offers made and 6 have accepted.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

In a typical year (and in future years), the PDG committee will support and advance the work of counselors as they help students realize their full educational potential, with particular emphasis on the transition from secondary schools to colleges and universities and with attention to access and equality for all students.

We are inclusive in the sense that grants provide opportunities to a broad range of professionals and help support individuals when their institution might not be able to.

In the past, we have used grants to increase membership as well as attendance to our professional development events. We also typically communicate the many opportunities available in an attempt to reach members of IACAC.

This committee adheres to established policies and procedures set for in the IACAC Fiscal Policy. We maintain best practices and build on the goals of transparency, oversight, shared responsibility, inclusivity, and role specification in the budget process as we help grow the educational opportunities for membership.

What is one win your committee had this year that you'd like to highlight? \*

Providing access to the annual conference!

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

In the future, it is my hope that we will naturally see an increase in grant requests as more in-person programming becomes available.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

Not at this time.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Lisa Steve

Email: \*

[lisa.steve@olympia.org](mailto:lisa.steve@olympia.org)

Committee/Position: \*

Professional Connections Co-Chair

Please list all the chairs of your committee, including yourself: \*

Kim Magee, Kathryn Hankamp

What is your committee's role/purpose: \*

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.

Please provide a summary of your committee's activities: \*

A committee has been established with members representing the entire state. The committee has created three goals. First, to collaborate with professional organizations and build partnerships and working relationships. Second, to develop graduate program outreach. Third, the Speaker's Bureau.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

We have working relationships with multiple organizations throughout the state to improve collaboration and IACAC involvement. We were able to connect and present at graduate school programs and recruit new members into IACAC. We were able to award memberships and conference registration through the High School Counselor Challenge.

What is one win your committee had this year that you'd like to highlight? \*

We were able to get Speaker's Bureau revamped and off the ground thanks to Karin!

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

All three of our goals will increase awareness and connection to potential new members while also providing support for those new members to grow as future leaders in IACAC.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

We would like to continue to house the High School Counselor Challenge within our committee to allow for us to continue to develop those connections and communication to keep those members a part of IACAC.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Lauren Yates

Email: \*

lyates@ottawahigh.com

Committee/Position: \*

Scholarship Chair

Please list all the chairs of your committee, including yourself: \*

Jaime Newsome, John Korntheuer

What is your committee's role/purpose: \*

The Scholarship Committee is responsible for administering and reviewing all scholarship applications.

Please provide a summary of your committee's activities: \*

Review Scholarship Application, Create Files and Database of Applicants, Organize and Hold Conference Calls/Trainings with Committee Members, Read and Score Applications, Coordinate Winners Announcement for Conference, Coordinate the contact of Winners

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Outreach- this is something we want to keep building on. We want to see a higher number of applicants from the regions outside of Chicago. We also would like to see the high school counselor numbers in our committee grow. This is an area we would like to eventually collaborate with membership and HSPDC to accomplish.

What is one win your committee had this year that you'd like to highlight? \*

Even in a crazy COVID year we still had almost 500 applications!

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Like previously stated, we would like to partner with Membership and HSPDC to not only foster a collaborative relationship but form a stronger mutually beneficial one to help gain ground in membership and participation from a wider portion of the state.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

As a counselor right outside of the "bubble" there a lot of high school counselors who don't feel connected or know what exactly IACAC can offer them. I think we do a really great job at being inclusive and this is one membership population that I believe we need to grow upon.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Sarah Goldman

Email: \*

sgoldman@uoregon.edu

Committee/Position: \*

Summer Institute/Co-Chair

Please list all the chairs of your committee, including yourself: \*

Sarah Goldman, Maira Rodriguez, Derek Brinkley

What is your committee's role/purpose: \*

It is the mission of the Summer 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. 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.

Please provide a summary of your committee's activities: \*

Due to COVID-19 and the cancellation of the in-person retreat in July, 2020 Summer Institute was reimagined for 2020 as a year-long program with the same objective of developing new admission professionals in the industry. Over the course of the year, our purpose was to provide participants with the knowledge and tools necessary to be successful early in their admission career, connect them with veteran admissions professionals that will help mentor and guide them through their career, cultivate invaluable connections and networking opportunities, and highlight the value of an IACAC membership.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Summer Institute/New Counselor Institute sets out to satisfy all 5 goals of the strategic plan with a specific focus on membership and educational opportunities.

What is one win your committee had this year that you'd like to highlight? \*

Our win this year was that we had over 80 participants for New Counselor Institute and these new professionals span all sorts of institutions; in-state and out of state, private, public, 2-year, 4-year, and all sorts of others. They are full of energy and excited to get to work! Each month, our committee hosts a group Zoom session that covers topics like relationship building, financial aid, holding space for self-care, and other important aspects of our work. It's been incredible to see the comradery built in such a short amount of time.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Our committee plans on holding another virtual New Counselor Institute for the 2021-2022 academic year. We hope to have the opportunity to incorporate in-person meet-ups this upcoming year to help support the goals of membership and educational opportunities while continuing to hold virtual programming in order to provide accessible opportunities for members across the state or in other states with Illinois territories.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

1. IACAC should continue to pursue policies and practices that center marginalized identities and create pathways for folks of color and women to attain leadership positions in higher education. 2. IACAC should consider a salary audit for admissions professionals to provide context for new counselors and middle managers as they consider starting out or continuing in this field. 3. IACAC should propose a motion for a NACAC by-law calling on offices of admission to provide salary ranges on all job postings in an effort to promote fair and equitable hiring practices. 4. IACAC should consider conducting research on opportunities for admissions professionals to unionize.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Julie Nelson

Email: \*

nelsonj4@xavier.edu

Committee/Position: \*

Strategic Plan

Please list all the chairs of your committee, including yourself: \*

Julie Nelson, Xavier University; Sean Whitten, Paul Quinn College

What is your committee's role/purpose: \*

To review and develop the three-year strategic plan to help direct the activities of the organization.

Please provide a summary of your committee's activities: \*

Given the current landscape, our committee will just begin working on the review/revamp of the plan in the next few weeks.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

We are the strategic plan.

What is one win your committee had this year that you'd like to highlight? \*

We were able to bring some much-needed diversity to our committee.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

We would love to have some new leadership. Additionally, we would love to create a better reporting system to make sure we are "checking the boxes" with the items on the current Plan.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

I think we have made great strides this year, but I would love for us to be a more consistently highlighted voice on the topics of college admission and access to our state.

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

Scott Lilly

Email: \*

scott\_lilly@glenbard.org

Committee/Position: \*

Summer Tours

Please list all the chairs of your committee, including yourself: \*

Becki Bellito, Sarah McDougal, Paul Lichtenheld

What is your committee's role/purpose: \*

We provide opportunities for high school and independent counselors to visit a diverse array of college campuses firsthand. These opportunities allow us to educate the participating counselors on the diversity of college choices while providing specific examples that they can bring back and share with their students who are looking for suggestions. Our programs also allow some of our members representing collegiate institutions to showcase their offerings to professionals with direct access to potential students. These programs are excellent professional networking opportunities for high school counselors to engage with one another and their higher education counterparts.

Please provide a summary of your committee's activities: \*

Last spring, like all IACAC programs, we canceled the 2020 Plane O' Fun to the Pacific Northwest and the Micro Tour to Michigan due to Covid restriction. In the hopes of providing an opportunity for 2021, we laid out an itinerary for the 2021 Bus O' Fun tour to travel to Missouri, Kansas, Oklahoma, and Arkansas. After surveying previous participants, we determined in March that we were unlikely to secure enough participants to fill the 40 seats on the bus, we would not be able to ensure the safety of those participants, and we did not want to put our college counterparts in the awkward position of responding to our requests to visit. We reluctantly canceled the 2021 tour. We hope to return in 2022 with the Plane and Micro trips that were originally scheduled to take place in 2020.

Do you have any legislative issues that relate to your committee? \*

☒ Yes

☐ No

If you answered yes, please list them here:

See my note below about financial aid.

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Obviously, our program is most noted for meeting Goal 3: Educational Opportunities. However, our committee continues to pride itself in our ability to provide a diverse array of schools on each trip. Diversity is measured in size (university or liberal arts college), location (urban, suburban, and rural), affiliation (public, private, religious), and mission (general, arts, HBCU). We also maintain Fiduciary Responsibility by doing a lot of work and negotiation to provide a trip that is affordable for our participants but results in positive financial balance. Finally, the Bus O' Fun program has provided significant branding for IACAC as we stretch our trips to surrounding states and across the nation to schools looking to specifically target recruitment of students from Illinois.

What is one win your committee had this year that you'd like to highlight? \*

We essentially have our 2022 and 2023 trips already planned out.

Looking forward, what other ideas/projects/goals/events does your committee have in mind that you hope to achieve in the coming year, that would further the work of IACAC? (and hopefully connect back to the Strategic Plan!) Please list them here: \*

Our newest program, the Bike O' Fun, has really stirred up interest. We hope to return to a multi-day trip in 2022, but for this summer, we have developed what we are calling a "Bike-ro" trip - a one day experience of visiting three schools via bicycle. We hope this one-day commitment will provide a taste of the larger experience and recruit new participants for larger trips in the future. So far, we have one trip planned for the western suburbs and are investigating options for a second trip in the city of Chicago.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*

(Does not have to be specific to your committee, can be more general or something you've considered in any part of our work)

I feel like our profession mirrors the business world (specifically sales) now more so than ever. High school counselors are struggling with their ability to advise students and parents in this process due to the lack of transparency that exists with finances: "College A" costs \$65,000 a year, but 100% of students receive a scholarship (Is that really a "scholarship"?). I feel more like I'm selling a used car than an education, and this trend seems to be growing exponentially every year. I also feel like the middle class students are being squeezed out of the college-going group with admissions policies favoring the full-pay student and financial policies favoring the full-need student. What is our role as an admissions agency in the financial "game" that college attendance has become?

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## Final Report and Annual Report

Please work with your committee chair group and liaison to fill this report out. Responses should be submitted by no later than April 5th.

Name: \*

cdelgadi@depaul.edu

Email: \*

cdelgadi@depaul.edu

Committee/Position: \*

Transfer Advisory Committee

Please list all the chairs of your committee, including yourself: \*

April Ponte, Kristin Smigielski, Cynthia Delgadillo

What is your committee's role/purpose: \*

Our committee's purpose is provide programming related specifically to those higher ed professionals that work with and recruit transfer students. We aim to provide information to not only those at the community colleges and universities but also to the high school counselors who may encounter students not planning to attend a four year institution right after high school.

Please provide a summary of your committee's activities: \*

Our committee has two rounds of transfer scholarships; one is for those transferring in the fall and the other for those students transferring in the spring. We organize the Transfer Summit and other smaller programming to allowing networking and idea sharing for those who with the transfer student population.

Do you have any legislative issues that relate to your committee? \*

☐ Yes

☒ No

If you answered yes, please list them here:

Please list your committee's accomplishments that are specifically related to the IACAC Strategic Plan. These should be all accomplishments-those that are completed, those that are on-going, and those that will happen in the future: \*

Accomplishments this year has been continuing to host the Transfer Summit which was held completely virtual this year at no cost. We increased the number of scholarships to transfer students as our applications increased dramatically from the previous years.

What is one win your committee had this year that you'd like to highlight? \*

Increased the number of transfer scholarships from 2 to 5 for the fall transfers.

Looking forward, what other ideas/projects/goals/events does your committee have in mind \*  
that you hope to achieve in the coming year, that would further the work of IACAC? (and  
hopefully connect back to the Strategic Plan!) Please list them here:

We hope to provide strategic events to help high school counselors navigate the transfer process. We are  
also thinking of creating an event or program for students who plan to take the transfer route right after high  
school.

Do you have recommendations for the future of IACAC that you'd like the board to consider? \*  
(Does not have to be specific to your committee, can be more general or something you've  
considered in any part of our work)

Working closer with our committee if there is going to continue to be participation in the 6x6 transfer fairs in  
the future. Providing additional funding for more transfer scholarships.

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