



IACAC Ad Hoc Surplus Committee Report
Final Report and Recommendations
January 18, 2019

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Committee Background and Process

In spring of 2017 the IACAC Executive Board, with the support of the Budget Committee, convened to address the fortunate situation of a growing organizational budget surplus. Since 2012 IACAC has created net revenue from \$40,000 to \$80,000 a year which has slowly built up to a surplus of \$300,000+. At the April 2017 Annual Membership Meeting the Ad Hoc Surplus Committee was formally created with the following mandate: "The President appoints an Ad-Hoc committee tasked with surveying the general membership to explore the possibility to responsibly spend down the budget surplus we enjoy as IACAC. He further requests that this committee report back to the membership with their findings at the 2018 general membership meeting." The Ad Hoc Committee was formed to be an assessment and recommendation body, not to make decisions.

The 2017-2018 Committee Members were Frank DuBois - Retired, Homewood Flossmoor & Lewis U., Drew Eder - Highland Park High School, David Bennett- Legal Prep Charter Academy, Stephanie Szczepanski- Saint Louis University, Eric Ruiz- St. Francis University, Courtney Wallace- Augustana College, Jennifer Paar-Gross- University of Denver.

Over the fall of 2018 the Ad Hoc Committee convened several times and created two surveys for the IACAC membership to advise our thinking. The first survey asked for basic demographic data, including their position; if they believed in spending down the surplus; and what areas members would prioritize. We receive almost 200 responses from members. There was almost unanimous agreement that the surplus should be spent and utilized for the benefit of the organization. The Committee then filtered the qualitative suggestions into large buckets for further analysis. (A sample of suggestions is at the end of this report.) In general, members were interested in money being devoted to (1) professional development for IACAC members; (2) student scholarships; (3) under-served high schools; (4) additional dollars for IACAC committees; (5) downstate and urban engagement.

From these categories the Committee built a second survey in late November 2017 to have members rank their priorities. By large margins, members chose (1) student scholarship, (2) professional development for IACAC members, and (3) downstate and urban counseling support.

At the 2018 Annual IACAC Conference the Committee presented a session on the Ad Hoc Committee's process and results to a small group of members in attendance. There was general support for the Committee's direction and the members wanted to see what was next. How were the dollars going to be spent and on what? There were several conversations at the Conference with members of the IACAC Exec Committee, and it was decided to charge the Ad Hoc Committee to convene for an additional year to provide concrete ideas that IACAC could implement. The Committee's new mission became: "...to take the information/research compiled and develop/recommend a plan to allocate or spend the surplus by the January 2019 IACAC Executive Board meeting." We expanded the Committee to add some new voices.

The 2018-2019 Committee Members were Drew Eder - Highland Park High School, David Bennett- Legal Prep Charter Academy, Eric Ruiz- St. Francis University, Courtney Wallace- Augustana College, Jennifer Paar-Gross- University of Denver, Angela Cooksy- Bradley University, DJ Menifee- Butler University, and Kathy Major- Joliet Catholic Academy, and Keegan White- Lawrence University.

In the fall of 2018 we put out a call for proposals so that members as well as IACAC Committees could propose more in-depth ideas for funding.. The Ad Hoc Committee also developed several concepts. We received nine proposals and we developed five additional concepts from the Committee's brainstorming. The bulk of this report is made up of these proposals.

In our two years working as a Committee we have several recommendations that the Exec Committee consider moving forward:

- At the end of each fiscal year, the membership should be provided a report of the "surplus" funds for the prior year and how that surplus will be managed.
- Considering our mission, there needs to be clarity around direct funding of students, particularly around scholarships.
- The organization should aim for a balanced budget with modest excess once we have established a reasonable reserve for unforeseeable expenses.
- We should have clear definitions of "surplus" and "reserves" so that everyone is using common language. The total "surplus" has been up for debate depending how members define the term.
- We suggest this report be available to our membership and provide action steps moving forward from the Exec Committee at the Spring 2019 Annual Conference.

With the guidance of our membership, the Ad Hoc Committee is happy to provide this report. We are happy to address any questions or concerns.

Committee Members

Drew Eder - Highland Park High School

David Bennett- Legal Prep Charter Academy

Eric Ruiz- St. Francis University

Courtney Wallace- Augustana College

Jennifer Paar-Gross- University of Denver

Angela Cooksy- Bradley University

DJ Meniffee- Butler University

Kathy Major- Joliet Catholic Academy

Keegan White- Lawrence University.

**Proposal Title**

Summer Tours Subsidy

One-sentence Description (What's the tweet?)

The Summer Tours Committee has long pursued a Plane O' Fun Trip to the Pacific Northwest but can never afford the cost of the plane tickets.

Short description (Give us some rationale)

Rewind all the way back to the days of Kaz planning the Plane O' Fun. He once planned and organized a trip to the Pacific Northwest, but the price of plane tickets never came down, and he was forced to reschedule the entire trip in April to take the participants to Tennessee. Every year, our participants suggest Washington & Oregon as a place to visit, but we always have to turn it down because we know the price of the flights will make the trip too expensive in order to fit within our operating budget. We have already increased the price of the trip over the years to offset other increasing costs of the trip, and we feel further increasing the cost to attend may price the trip outside the range that will allow our participants to continue to attend (many of which pay for the trip out of their own personal funds). We are requesting a 1-time subsidy to help afford this trip for our participants.

How does this help us fulfill IACAC's strategic purpose?

The Summer Tours program provides counselors on the high school side with the opportunity to gain first-hand knowledge of a diverse array of options for the students they serve. Access to schools in the Pacific Northwest has been closed due to lack of affordability to reach these destinations. This subsidy would open that access.

Suggested budget breakdown (more detail is helpful)

\$200 per plane ticket for 40 participants = \$8000

Timeline milestones

If approved, we would plan this destination for the 2020 Plane 'O Fun trip. Therefore, we would need the money approved for the 2019-20 fiscal year with the dollars to be spent when plane tickets can be ordered, roughly January/February 2020

What is the duration of this program? Is it a one-time program or will it require long-term funding?

One-time

What else do we need to know?

The Summer Tours Committee is considered a revenue generating committee. Any funds collected from registrations and this subsidy not spent on this trip would be returned.

IACAC Committee that might "own" the project

Summer Tours



Proposal Title

Scholarships for community college

One-sentence Description (What's the tweet?)

I suggest scholarships for community college to become members of IACAC/NACAC so they can experience the benefits.

Short description (Give us some rationale)

I suggest scholarships for community college to become members of IACAC/NACAC so they can experience the benefits. We want to increase community college participation and finances are often very limited. I believe that, if they experienced the benefits, they would be able to advocate their administration for financial support for membership.

How does this help us fulfill IACAC's strategic purpose?

Increase community college participation in IACAC/NACAC.

Suggested budget breakdown (more detail is helpful)

?

Timeline milestones

to be decided

What is the duration of this program? Is it a one-time program or will it require long-term funding?

Initially short term to see if it works ... possible more long term funding if successful.

What else do we need to know?

IACAC Committee that might "own" the project

Transfer Advisory



Proposal Title

Go to College and work in the trades

One-sentence Description (What's the tweet?)

Students interested in construction, plumbing, etc. feel like they shouldn't go to college or wouldn't fit in. I would like to highlight some colleges that offer programs for those students who want to get in the trades but are still looking for a traditional college experience.

Short description (Give us some rationale)

Most students interested in trade labor feel like going to a four year college is not a choice. I want to show them an opportunity of colleges that offer majors in the trades and try to visit these colleges.

How does this help us fulfill IACAC's strategic purpose?

Giving all students an access to college education experience.

Suggested budget breakdown (more detail is helpful)

Money to pay for bus and travel to colleges that offer these specialized programs. Hopefully colleges interested would be willing to help with lodging/meal costs.

Timeline milestones

get approved so that this summer we could open up a tour or in the fall.

What is the duration of this program? Is it a one-time program or will it require long-term funding?

every summer for a couple of days if possible.

What else do we need to know?

would focus on Midwest colleges

IACAC Committee that might "own" the project

College Awareness and Preparation (CAP), Summer Institute, Summer Tours

**Proposal Title**

Adding a committee on self care

One-sentence Description (What's the tweet?)

As an organization that exists to support members of the college counseling community, we've been ignoring the mental health and self care of our members. Let's fix that!

Short description (Give us some rationale)

With the destigmatization of conversations around mental health, school counselors are facing dramatic increases in students seeking social/emotional support. This is awesome! But, can also lead to burnout and a host of other issues.

Offices of admission are often full of young and untrained counselors who are reading dozens if not hundreds of essays about gun violence, self harm, abuse, and myriad other challenging situations. They may or may not have any counseling training. Their deans and directors may or may not have any counseling training. I'd like to see additional support for these professionals to both support their students and also work through any issues of counter transference or trauma these professionals may be working through.

I would like to see IACAC form a committee around self care and mental health support for our members. We spend a lot of time thinking and implementing best practices for our students, and I think we could do a lot better for our professionals.

How does this help us fulfill IACAC's strategic purpose?

This fulfills IACAC strategic plan goals #1, 3, 4, and 5. Specifically, "Nurture current members and develop strategies to encourage new membership across the constituency"; "Design and develop innovative and relevant programs that seek to cultivate the leadership skills of our membership, and respond to future trends and issues"; "Collaborate with other affiliates/organizations to provide professional development opportunities that promote collaboration, inclusive community, and growth"; "Expand delivery of association services and opportunities to members in all geographic regions of Illinois"; and "Seek opportunities and develop outlets to share our knowledge with colleagues, parents, students, government officials, and the media".

Suggested budget breakdown (more detail is helpful)

As this would be a brand new committee, I don't yet have a solid sense of what our budgetary needs may look like. Eventually, I would like to see programming for professionals which will undoubtedly come with expense, but I don't imagine that would be for another 1-2 years.

Timeline milestones

Committee approval at the January 2019 board meeting

First committee meeting in March

Committee meeting in June to plan programming for the coming year

What is the duration of this program? Is it a one-time program or will it require long-term funding?

This will require long-term funding

What else do we need to know?

I don't kid myself that this new committee will have all the answers, but I certainly think this is a conversation worth having. Thanks for reading!

IACAC Committee that might "own" the project

A NEW Committee



Proposal Title

Money for the HSCPD committee

One-sentence Description (What's the tweet?)

HSCPD committee - help us get the word out and continue to offer free PD for high school counselors

Short description (Give us some rationale)

Our committee did not receive the full amount of money requested for our budget. The money would greatly help us with the following:

1. If IACAC could purchase the webinar feature with ZOOM, the webinar would be much more effective for our committee. It would be 40 extra dollars a month.

The difference between both types of meetings is that the host of a webinar can have more control of the meeting. We can email participants when they register, a week in advance of the PD meeting, a day in advance, and an hour before. We would also be able to add a link to our IACAC webpage for registration and participants would automatically get reminders. We can have a 4 different co-hosts which means the presenters can focus on their presentation while the co host can poll the participants and answer questions from the virtual participants during the presentation. Another nice feature is that we can include biography's of our presenters. We would have a lot more control over who speaks and also allow other people to become presenters during the webinar from all over the state.

2. We need money to travel from February 28th-March 1st. Our committee reached out to Mckendree and they will host us overnight, however, we could use additional funds so our committee members can take the Amtrak to McKendree. March 1st the committee members would be able to assist at Southern Illinois Carbondale our third PD offering/Counselor CAMP of the 2018-2019 school year.

3. We would like to purchase t shirts for our committee members so we can stand out at IACAC events and promote our PD events (Counselor CAMPS) to high school counselors throughout the state.

4. We could use additional funds to purchase food at our counselor CAMPS for lunch. We only received \$2,000 when we initially requested \$4-5,000.

How does this help us fulfill IACAC's strategic purpose?

Outreach-Our committee is made up of members from a diverse group of high schools. We have charter schools, CPS, and multiple areas of the state represented on the HSCPD committee.

Educational opportunities- We are using ZOOM to provide professional development to counselors throughout Illinois. We also plan to use ZOOM for virtual tours at college campuses which can be shared with counselors throughout the state.

Suggested budget breakdown (more detail is helpful)

Food at PD events \$800-1,000 per event (3 events each year)

Travel- \$600

Shirts- \$300

Timeline milestones

We offered our first PD event virtually October 19th and it was a success!

What is the duration of this program? Is it a one-time program or will it require long-term funding?

We plan to run this program long term, with slight adjustments after each event.

What else do we need to know?

Thank you, we appreciate your support.

IACAC Committee that might "own" the project

High School Counselor Professional Development (ad hoc)



Proposal Title

Helping colleagues attend the HSCPD initiative

One-sentence Description (What's the tweet?)

Let us help you get to some professional development

Short description (Give us some rationale)

It is tough for some counselors to attend professional development conferences. With the help of paying for transportation, this might ease the burden for high school counselors to attend the HSCPD workshops.

How does this help us fulfill IACAC's strategic purpose?

Access for all high school counselors to attend workshops

Suggested budget breakdown (more detail is helpful)

.54 * mileage

Timeline milestones

HSCPD workshops, 3 times per year.

What is the duration of this program? Is it a one-time program or will it require long-term funding?

Long term funding

What else do we need to know?

Thank you

IACAC Committee that might "own" the project

High School Counselor Professional Development (ad hoc)



Proposal Title

Courageous Conversations

One-sentence Description (What's the tweet?)

Resources and PD for Courageous Conversations about race, racism, ethnicity, and privilege in College Admissions

Short description (Give us some rationale)

There continues to be a need for candid, courageous conversations about race so that educators on both side of the desk may understand why achievement inequality persists and learn how they can develop strategies and best practices that promotes true educational equity and excellence in the college admission process. Members could benefit from multi-cultural competency training opportunities not limited to implicit bias, white privilege, equity vs. equality literacy and anti-bias education. IACAC could establish programming to promote self-reflection and empower counselors to drive systemic change for students through advocacy, collaboration, and leadership.

Rationale - many professionals enter this work without ever examining these fundamental issues when working with students. Graduate programs rarely address multicultural competency to the depth needed to best serve students. The students we serve are becoming increasingly more diverse and remaining multi culturally competent requires constant work, study and development as counselors move through their careers. IACAC should be at the forefront of providing members the tools and resources that will allow the profession to keep growing, moving forward and seeking answers to questions regarding multiculturalism.

How does this help us fulfill IACAC's strategic purpose?

Educational opportunities:

IACAC will continue to evaluate and strengthen current programs, explore new opportunities to meet the needs of our diverse membership, and seek opportunities to collaborate with other organizations to foster collaboration, community, and growth.

Outreach:

In partial fulfillment of its commitment to inclusion, access and success for all students, IACAC will engage and actively collaborate with related organizations, as well as with communities of students and families.

Partner with:

SEED: <https://nationalseedproject.org/>

Difficult Dialogues: <https://www.difficultdialogues.org/resources>

The Privilege Institute: <https://www.theprivilegeinstitute.com/>

Racial Equity Institute: <https://www.racialequityinstitute.com/>

Suggested budget breakdown (more detail is helpful)

I have not explored the cost to partner with outside organizations, which we have at LA - Sara Wicht with <https://www.sarawichtconsulting.com/> or Patti Digh: <https://www.pattidigh.com/work-with-me/diversity-strategy-training/>

If this is needed to move forward, I would feel more comfortable working with a subcommittee on how to best roll something like this out and developing a budget. I could envision offering 4 Courageous Conversations workshops/event a year/quarterly. Or maybe one a semester. Maybe a workshop is too costly to operate yearly ??? - but develop consistent/relevant events. Or start a list of resources that address these topics for members could also be a start.

Timeline milestones

Roll out 2019-2020 school year ?

What is the duration of this program? Is it a one-time program or will it require long-term funding?

On-going. As stated previously, each counselor's work is never done when it comes to multicultural competence, the profession as a whole must continue reaching higher as well.

Some counselors think, incorrectly, that once they have learned about multiculturalism in a class or by reading a book, that they have "checked the box" and are done. This is incorrect and IACAC should model best practices by continuing to offer anti-bias education for their members.

What else do we need to know?

I'm open for discussion or forming an exploratory committee. I have not researched if other ACACs have initiatives such as these, but from my involvement with the ACCEPT FB group - I feel strongly something like this should be implemented. We cannot rely on graduate school or employers or POC to train counselors on multicultural competency, but IACAC could take the lead and offer these types of programs.

IACAC Committee that might "own" the project

Inclusion, Access, and Success



Proposal Title

First Time Conference Proposals

One-sentence Description (What's the tweet?)

PUBLIC HIGH SCHOOL COUNSELORS interested in presenting for the first time at the IACAC annual conference are invited to submit for a chance to receive free lodging for up to TWO nights if selected to present.

Short description (Give us some rationale)

Public HS counselors are often not provided housing for conference attendance - they often miss important networking and social events the conference provides.

First time HS counselors often are not as connected to the organization and may be anxious about submitting a proposal. Many first time attendees have excellent ideas and knowledge to share, but due to cost restrictions are unable to attend. Incentives such as housing for first time public school attendees could be a great tool expose this population to all the full conference has to offer.

How does this help us fulfill IACAC's strategic purpose?

Fiduciary Responsibility: Develop a plan to reinvest our financial resources back into membership and Illinois ACAC services in meaningful and impactful ways.

Expand the number and types of grants offered by Illinois ACAC to both members and non-members of the organization.

Membership: Develop strategies to encourage new membership across the constituency. This would bring new members or new first time attendees to conference.

Suggested budget breakdown (more detail is helpful)

\$1800

2 nights at conference hotel = up to \$300

\$300 x 6 attendees = \$1800

Timeline milestones

Implement for future conferences:

April 22-24, 2020

April 21-23, 2021

April 27-29, 2022

attach language used in conference proposal emails. in proposal form, allow member to indicated if this is their first time presenting.

What is the duration of this program? Is it a one-time program or will it require long-term funding?

long term funding. each year the commitment would be to bring in new public school counselors to conference. Every year the conference tends to be the same presenters - this could help enhance the proposals received by the conference committee with a focus on new HS counselors presenting and attending conference.

What else do we need to know?

PCACAC just announced this model on the NACAC list serv and believe IACAC could benefit from a similar model:

exact language used:

PUBLIC HIGH SCHOOL COUNSELORS interested in presenting for the first time at a PCACAC conference are invited to submit for a chance to receive free lodging for up to TWO nights if selected to present.

Conference registration and travel costs will not be covered. The following criteria and limitations apply:

The proposal must be submitted by a public high school counselor who works in the PCACAC region.

The counselor must SUBMIT the session proposal AND confirm that this is their FIRST TIME presenting at a PCACAC conference by selecting that option on the proposal form.

The award applies only to the submitter, not other presenters mentioned in the proposal.

Up to six (6) awards will be presented.

IACAC Committee that might "own" the project

Conference

**Proposal Title**

Transfer Connect - Community College Transfer Workshop Night

One-sentence Description (What's the tweet?)

This evening event will offer community college students an opportunity to hear from IACAC speakers on a variety of topics catered to their needs, with the goal of helping them prepare for a successful transfer to a bachelor's degree program.

Short description (Give us some rationale)

While there are many students who enter community college with the intent to eventually earn a bachelor's degree, many are not successful. Though Illinois is currently ranked 1st in the nation for transfer students going on to receive a bachelor's degree, only 35% of degree-seeking community college students transfer to a bachelor's degree-granting institution, according to the Office of Community College Research at Columbia University. We know that if we can get more students to successfully transfer in IL that their likelihood of earning their four-year degree is high.

This event will give current and future community college students an opportunity to attend a number of workshops specifically addressing the transfer process with the goal that they will be better prepared to make the transition from a community college. These will include sessions on how to make a successful start at a community college when your ultimate goal is to transfer, an overview of Illinois colleges' guaranteed admission programs, visiting four-year campuses as a transfer student and financial aid and scholarships for transfer students.

How does this help us fulfill IACAC's strategic purpose?

Goal 4 of the IACAC 2014-2018 Strategic Plan is Outreach, calling for IACAC to "engage and actively collaborate with ...communities of students and their families". According to a July 2018 report on transfer from the National Student Clearinghouse, 38% of college student transfer at least once in their higher ed journey, and in Illinois, more than half of those transfer students attended three or more institutions, making the process even more complex. Currently, the student outreach programs offered by IACAC are limited to high school students, leaving a gap in potential outreach for a number of students who are in the transfer pipeline to a degree.

Suggested budget breakdown (more detail is helpful)

Total for one event- \$1,300

Space rental - \$500

A/V - \$500

Printing - \$100

Refreshments - \$200

Timeline milestones

Jan 2019 – determine location and date for September 2019 program

Feb 2019 – announce at Transfer Summit

March 2019 – develop marketing plan for student outreach

May 2019 – complete marketing materials for distribution to community college students during summer registration

July 2019 – open event registration

October 2019 – hold during National Transfer Student Week, the third week in October

What is the duration of this program? Is it a one-time program or will it require long-term funding?

If the student and family response is strong, this could potentially turn into an annual or bi-annual program requiring long-term funding.

What else do we need to know?

We are going to be exploring the use of Zoom to stream presentations at the Transfer Summit this year. If this goes well, we'd also plan to use Zoom during this event to reach out to more students throughout the state.

Thank you for this proposal opportunity!

IACAC Committee that might "own" the project

Transfer Advisory

**Proposal Title**

IACAC Trial Membership Initiative

One-sentence Description (What's the tweet?)

Offer a free one, year-membership to every Illinois high school or college representative who has not been part of IACAC in the past, including those new to the profession.

Short description (Give us some rationale)

The goal of this initiative is welcome new voices and populations into IACAC's membership rolls. A particular focus will be on colleges and high schools outside IACAC's suburban Chicago market. This will broaden the network of counselors on both sides of the desk, while giving IACAC an opportunity to prove its professional and personal value to new members. A free one-year membership allows new members to test-drive the IACAC experience. Well thought out, this model could draw new people into committees and leadership renewing the ranks and increasing the organization's voice at the local and state level.

How does this help us fulfill IACAC's strategic purpose?

This program will increase our membership and reach untapped audiences, particularly in rural and urban locations.

Suggested budget breakdown (more detail is helpful)

\$29,000 1. 500 memberships @ \$50 = \$25,000 (This is actually unrealized income, so not sure how address accounting.) 2. Promotional Materials = \$4,000

Timeline milestones

- Identify target population. Who is eligible?
- Create tracking system for new members. Do we have an IACAC code for new members?
- Create posters, mailers, and e-PR campaign
- Work with districts to encourage involvement
- Identify an enrollment season to take advantage of membership

What is the duration of this program? Is it a one-time program or will it require long-term funding?

A continuous program to welcome new counselors into the IACAC community.

What else do we need to know?

Nothing

IACAC Committee that might "own" the project

Membership



Proposal Title

Leaders University

One-sentence Description (What's the tweet?)

This initiative will provide opportunities for growing professionals to explore, comprehend, and develop leadership skills preparing to be the next leaders of the organization and at their institutions.

Short description (Give us some rationale)

This initiative will provide opportunities for growing professionals to explore, comprehend, and develop leadership skills. Professionals will engage in leadership seminars, activities that incorporate collaboration, cooperation and sharing of information, learn about IACAC and NACAC, and learn how to design, develop, and propose new initiatives.

The goal of the program is to provide an arena for growing professionals to engage in a learning experience which will allow them to go back to their home institutions prepared to lead, prepared to execute, and prepared to be accountable, while being prepared to step into leadership roles (i.e. committee leads, board service) for the affiliate.

How does this help us fulfill IACAC's strategic purpose?

From a membership perspective, it can nurture/develop our members, develop ties to graduate programs throughout the state, and can support efforts to deliberately identify leaders in the organization.

From an educational opportunity perspective, it would be an innovative and relevant program to develop leadership skills in our members while continuing to provide professional development opportunities.

Suggested budget breakdown (more detail is helpful)

Range from 5-7K per year, based on paying a facilitator (Minnesota was using a graduate/doctoral student from a leadership program), required materials and select meals for 12-15 participants. Can seek to partner with institutions/organizations in the state for program/classroom space at minimal cost.

Timeline milestones

Program Structure Options:

10 week program, 1 session per week, 2 hour sessions (During summer) or

10 week program, 2 sessions per week, 4 hour sessions (During summer-if we have an influx of content)

What is the duration of this program? Is it a one-time program or will it require long-term funding?

Program Structure Options:

10 week program, 1 session per week, 2 hour sessions (During summer) or

10 week program, 2 sessions per week, 4 hour sessions (During summer-if we have an influx of content)

This program is positioned for the long-term and budget is based on the decision to not charge a fee for selected members to participate in the program or to possibly position it as a net neutral program by charging a registration/participation fee to reduce total cost of running the program each year.

What else do we need to know?

Will provide fin surplus ad-hoc with supporting documents

IACAC Committee that might "own" the project

A NEW Committee, Middle Management Institute



Proposal Title

Opportunities to fund Special Interest Groups

One-sentence Description (What's the tweet?)

The idea is for IACAC to offer an annual budget for new/qualified regional SIG's within its affiliate—up to 1,500 per year (thus requiring long-term funding).

Short description (Give us some rationale)

NACAC Special Interest Groups (SIGs) nurture the growing diversity in our association by providing "micro" communities within which members can network and add value to their NACAC membership experience. These smaller subsets of members are formed for the purpose of knowledge sharing and discussion among members with similar interests whether they are the specific subjects, issues or type of institution or students they serve.

On the national level, special interest groups exist for a variety of groups, ranging from ethnic groups to faith-based groups. Some may have an active list-serv while others may utilize a social media platform, like a Facebook group. One of the challenges is that they do not have funding for activities or programming. The other potential challenge is how dispersed the SIG could be across the globe. Some affiliates have started to see regional SIG's popping up.

The idea is for IACAC to offer an annual budget for new/qualified regional SIG's within its affiliate—up to 1,500 per year (thus requiring long-term funding). Each special interest group would be required to submit a budget proposal each cycle and would be considered for approval by the finance committee/board on an annual basis.

How does this help us fulfill IACAC's strategic purpose?

Goal 1: Membership

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

- Continue to increase college and university, high school, community based organization, independent counselor, and out-of-state membership, in an effort to increase access and education for the membership we support and the students they serve.
- Expand the geographic footprint of our membership across the state.
- Nurture current members and develop strategies to encourage new membership across the constituency.
- Deliberately identify leadership in IACAC that reflects the diversity of IACAC membership including, but not limited to, ethnic diversity, geographic diversity, diversity of experience (high school/college/independent), and institutional diversity (public/private).

Goal 3: Educational Opportunities

IACAC will continue to evaluate and strengthen current programs, explore new opportunities to meet the needs of our diverse membership, and seek opportunities to collaborate with other organizations to foster collaboration, community, and growth.

- Collaborate with other affiliates/organizations to provide professional development opportunities that promote collaboration, inclusive community, and growth.

- Continue to serve our membership and others seeking professional development with quality programs such as the Annual Conference, Summer Institute, the Bus and Plane O’Fun and MMI.

Goal 4: Outreach

In partial fulfillment of its commitment to inclusion, access and success for all students, IACAC will engage and actively collaborate with related organizations, as well as with communities of students and families.

- Expand delivery of association services and opportunities to members in all geographic regions of Illinois.
- Explore focused activity to continue addressing specific needs of special populations – exemplified in 2015 by “Sharing the Dream,” a comprehensive one day conference for professionals serving DACA and other undocumented students.

Suggested budget breakdown (more detail is helpful)

Timeline milestones

- Budget proposals from potential SIG’s would align with the timeframe for committees to submit budget requests for the upcoming cycle.

What is the duration of this program? Is it a one-time program or will it require long-term funding?

The idea is for IACAC to offer an annual budget for new/qualified regional SIG’s within its affiliate—up to 1,500 per year (thus requiring long-term funding). Each special interest group would be required to submit a budget proposal each cycle and would be considered for approval by the finance committee/board on an annual basis.

What else do we need to know?

IACAC Committee that might "own" the project

A NEW Committee, Inclusion, Access, and Success, Membership



Proposal Title

Enrollment Management Institute or Workshop/Program

One-sentence Description (What's the tweet?)

This would be a 1 day conference or workshop to support professionals wishing to gain more knowledge in enrollment management (forecasting of demographic trends, White House perspective on race in Admission/Immigration and how this impacts our work).

Short description (Give us some rationale)

Our profession (locally and nationally) does a good job of training newcomers and showing the "value" of membership. However, there are very few professional development opportunities specifically aimed for member with over 5 years of experience. MMI was a wonderful addition, but targets those with 3-5, 3-8 years and with a totally different goal.

This workshop could cover so many topics (and could be useful for HS counselors as well):

- Enrollment Management as a whole and model variations
- Demographic Trends and Issues
- Managing (internal) Expectations
- Strategic Planning
- Net Tuition Revenue and Discounting (financial aid leveraging models)
- Vendors
- Panel discussion on challenges facing enrollment leaders and institutions (past present and future).
- Building and enrollment management team
- ethics of practice
- Supporting Diversity on campus
- Role of the Enrollment Leader when a campus is in crisis
- Working with the Media in times of celebration and crisis - best practices

This could be a stand- alone program or pre-conference program to annual conference. Could be compared to a regional and more affordable version of CHIEF's offered as a pre-con for NACAC (\$500). We think it could be more of a Midwest draw, but potentially a national draw for participants.

How does this help us fulfill IACAC's strategic purpose?

In several ways...

- It could help continue to grow and strengthen MEMBERSHIP of more experienced members (geographic diversity as well).
- Provides and EDUCATIONAL OPPORTUNITY specifically aimed at post-secondary members, but secondary members could benefit by attending as well.
- BRAND - continue to position IACAC as a great source of expertise in our profession (not just for newcomers, but for experienced members as well)

Suggested budget breakdown (more detail is helpful)

This program could be revenue generating in the future (or neutral). There might be a few more expenses than MMI if we are going to ask for higher level professionals to speak (cost of travel for speakers, hotels). For example if we had someone come from WICHE.

We would try for donated services, but if we didn't get a donation would be asking for \$3,000 investment from IACAC

Timeline milestones

If we wanted to offer it this summer...we need to get a move on!

What is the duration of this program? Is it a one-time program or will it require long-term funding?

We would love to see this as an annual workshop(long-term), but I think based on the audience we could also offer it every other year or every third year if money is really tight.

What else do we need to know?

I could work out a more thorough budget if you need me to based on your interest in the idea.

IACAC Committee that might "own" the project

A NEW Committee, Middle Management Institute



Proposal Title

IACAC Innovation Grant Fund

One-sentence Description

Each year, add a line item in the budget approval process that allows for funds to be allocated and planned for creative and exciting ideas from membership that are proposed outside of the annual budgeting process.

Short description

The goal of this initiative is to encourage membership to bring ideas to the board and request funding for programs that organically develop via committees or individual members. Communicating and advertising that money is set aside for these situations would not only encourage members to bring ideas forward, but also would eliminate the barrier for the Executive Board of approving money to be spent that was not accounted for in the annual budgeting process. Ideally, this fund is continually communicated to committees as they execute their work throughout the year and exciting ideas are discussed. It is likely that this line item would not be spent every year, therefore, rolling over to the following year would be easy.

How does this help us fulfill IACAC's strategic purpose?

This program consideration would ensure continued fiduciary responsibility in our annual budgeting process and would also embrace creativity within our membership to enhance outreach and educational opportunities for all IACAC stakeholders.

Suggested budget breakdown (more detail is helpful)

\$20,000

This amount of money is likely more than a program would need, but budgeting higher would allow for flexibility and would encourage our membership to "think big."

IACAC Committee that might "own" the project

Finance Committee

A Sampling of Response from Membership (Oct 2017 Membership Survey)

- Increased grant opportunities for professional PD (such as NACAC) and additional investment in technology for our organization (webinars, increased investment in our website, and other innovative ideas our members and committees recommend.
- More scholarships for students or professional development grant opportunities
- Scholarship Opportunities, Free Trainings/ Conferences
- Cover app fees for students who cannot afford the app fee, but are not on the F/R lunch program.
- More grants for professional development opportunities, more scholarship money for the scholarship committee
- Pretty simple... let's give it back to kids via more scholarship money/opportunities.
- I would love to see the funds go toward programs that can serve first gen, undocumented, or otherwise needy students. I'd love to see programs in the neediest areas - summer programs, Saturday workshops, etc!
- First generation outreach and/or underserved populations
- I know districts continue to have shrinking budgets, and the surplus could be used to offset costs for various professional development opportunities that IACAC offers.
- Free or greatly reduced cost for professional development - conferences and district seminars especially for those from more financially limited districts and colleges.
- Help fund professional development opportunities (conference, Bus O'Fun, district seminars, etc.) so more people can attend. Expand Project Reach. More/larger scholarships.
- The funds should be used to enable counselors who can't afford to attend the conference and other committees to attend. Also...there are programs and ideas that are out there that could use funds to come to fruition.
- Helping students while in High School visit as many colleges as possible early in their High School years. Helping to support new counselors.
- Scholarships to attend conferences and/or scholarships to prospective students to use at an IACAC member school of their choice.
- Digital Marketing for Regional College Fairs
- Retain a portion of the surplus as a reserve for future deficiencies.
- Lower the cost of conference, develop programs that help increase the understanding and knowledge base of counselors about the systemic inequities that exist in college access and our profession in general. **UNDER NO CIRCUMSTANCES SHOULD THIS MONEY BE USED FOR SCHOLARSHIPS FOR STUDENTS.** That is not the purpose of our organization. Plenty of financial support already exists for students. Let's use this financial windfall to offer financial support for counselors to grow and develop as professionals.