

ANNUAL REPORT 2003-2004

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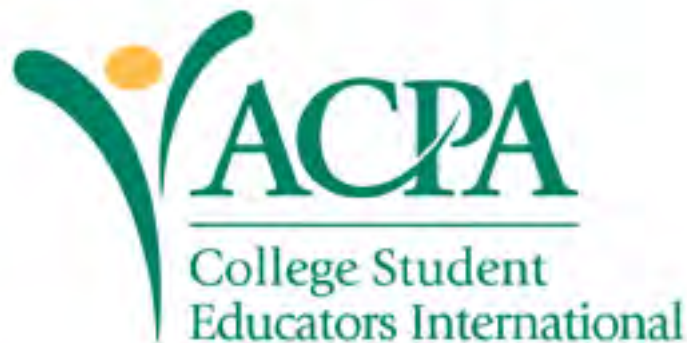
About us.....

American College Personnel Association, headquartered in Washington, DC at the *National Center for Higher Education*, is the leading comprehensive student affairs Association that advances student affairs and engages students for a lifetime of learning and discovery.

Founded in 1924 by Ms. May L. Cheney as a teacher placement office, ACPA has over 8,000 members representing nearly 1,500 private and public institutions from across the U.S. and internationally. In addition, members include companies and organizations that are engaged in the campus marketplace. Our members include graduate students enrolled in student affairs/higher education administration programs as well as faculty who are teaching and researching in this area to student affairs professionals from entry level to senior student affairs educators.

Vision: The American College Personnel Association leads the student affairs profession and the higher education community in providing outreach, advocacy, research, and professional development to foster college student learning.

Mission: ACPA supports and fosters college student learning through the generation and dissemination of knowledge, which informs policies, practices and programs for student affairs professionals and the higher education community.



Address from President

“One of the chief objects of education should be to widen the windows through which we view the world.” Arnold Glasow

Dear Colleagues:



Thank you for giving me the opportunity to serve as your President in 2003-2004, it was a challenging and rewarding experience. I was delighted to have had the chance to meet many of you as I attended State/International Division programs in Maryland, South Dakota, New York, Georgia and Trinidad. I was impressed with your dedication to ACPA and your willingness to share your expertise with each other.

I hope that by reading the Annual Report you will have a better sense of the work that was accomplished on your behalf over the past year. The strength of your Association is the many talented people who volunteer to serve in a variety of capacities. I'd like to give some special recognition to a few:

- Mela Dutka and the 2004 Convention Planning Team. This wonderful group of colleagues provided an extraordinary professional development opportunity in Philadelphia. They met every challenge with good humor, hard work and an incredible sense that anything was possible. I could not be more pleased with the outcome and I thank them all very much for their service.
- Members of the Executive Council, State/International Divisions, Commissions, Core Councils and Standing Committees. These committed volunteers work to provide cutting edge programs and services to members. Their efforts are the backbone of ACPA.
- All ACPA members who have written articles, presented programs and volunteered in any capacity. Your willingness to be actively involved in your professional association is very much appreciated.
- Gregory Roberts and the entire National Office staff. Working with them on a daily basis over the last year provided further validation that we are fortunate to have a professional staff at One Dupont Circle helping us do our work.
- Finally, to all of you who contribute your time and talents to enhance the quality of life for all students. It has been my pleasure to serve you.

Myra F. Morgan

Executive Director's Report

Greetings!



The 2003-2004 calendar year has come and gone and it seems hardly possible that I have served in the capacity of Executive Director for a little over a year. "Time flies when you enjoy what you are doing"!

I would like to thank Myra F. Morgan, president of ACPA during my first year. She was and is extremely supportive and gave endless hours to the transition of leadership in the National Office. She traveled many miles, held endless telephone and conference calls, gave many speeches, and motivated staff just to mention a few things she did on behalf of each of us in the association. Thank you President Morgan!

As you read this report, I hope you will agree with me that the membership of ACPA had a very productive year. YOUR association is doing well and has visions to move the association to the next level of quality service, innovative ideas and strategic approaches to our work as educators. As with any change in leadership, there are easy decisions and there are difficult decisions that must be made, and my experience over the past year was no different. I trust that we have accepted each challenge with openness to new ideas and approaches, honesty and integrity, remaining consistent and true to the core values of the Association. Let me share just a snapshot of some of the activities that took place this past year:

- Balanced the 2003-2004 Operating Budget
- Changed Fund Managers from UBS to Merrill Lynch (Investment advisors)
- Facilitated a successful 2004 Convention in Philadelphia
- Updated the National Office software package to support online convention registration and credit card transactions
- Approved a new association "Brand" and logo
- Revamped the National Office staffing structure
- Completed a renovation of the National Office and created a permanent office space for the Foundation (ELF) and the Council for the Advancement of Standards (CAS)

- Conducted two successful Institutes: Mid-Level and Assessment
- Delivered a new publication, Job One, edited by Carnaghi and Magolda
- Received a \$20,000 grant from Jostens
- Began planning with NASPA on the 2007 Joint Convention scheduled to be held in Orlando, Florida
- Submitted a grant proposal to support a new position on Social Justice
- Began conversations with the Canadian Student Services Association
- Begin the revision of the Policy and Procedures and Personnel Manuals
- Strengthened, enhanced and/or created relationships with the following groups:
 - American College Health Association (ACHA)
 - Association of Fraternity Advisors (AFA)
 - Association on Higher Education and Disability (AHEAD)
 - Campus Compact
 - Council on Higher Education Management Associations (CHEMA)
 - Washington Higher Education Secretariat (WHES)
 - Washington Higher Education Group (WHEG)
 - Hazing Research Initiative
 - Association for Student Judicial Affairs
 - National Association of Student Personnel Administrators
 - Trust for Insuring Educators
 - American Society for Association Executives

I trust you can ascertain that there are many opportunities in the greater association world for ACPA to seek out and collaborate on issues of importance to all educators. We plan to continue that movement toward greater understanding and focus on student learning.

It has been a wonderful year and I hope that together we can support your efforts to not only enhance the profession, but to challenge ourselves and others to excel at what ever it is that we do. I am proud to be associated with ACPA and look forward to the future. "You are shining stars!"

Respectfully,

Gregory Roberts
Executive Director and Senior Operating Officer

ACPA Leadership 2003-2004

Executive Council

Myra F. Morgan
University of Florida
President

Jeanne Steffes
University of Maryland-
College Park
President-Elect

Paul Shang
Pennsylvania State
University-Worthington-
Scranton
Past-President

Constance Foley
Florida Atlantic
University
Treasurer

Raymond Quirolgico
University of San
Francisco
Secretary

Dawn Person
California State
University-Long Beach
Affirmative Action
Officer

Robert Caruso
Western Carolina
University
Director, Core Council
for Membership
Services and Interests

Mona Hicks
Vanderbilt University
Director, Core Council
for Outreach and
Advocacy

Peter Magolda
Miami University-
Oxford
Director, Core Council
for Generation and
Dissemination of
Knowledge

Richard Johnson
University of Kansas
Director, Core Council
for Professional
Development

Melvin Terrell
Northeastern Illinois
University
Director, Core Council
for Professional Issues

Tracy Davis
Western Illinois
University
Chair, Standing
Committee for Men

Mark Garrett
University of Michigan-
Ann Arbor
Chair, Standing
Committee for Graduate
Students and New
Professionals

Keith Humphrey
University of Arizona
Chair, Standing
Committee for Lesbian,
Gay, Bisexual and
Transgender Awareness

Karen Myers
University of California-
Irvine
Chair, Standing
Committee for
Disability

Penny Pasque
University of Michigan-
Ann Arbor
Chair, Standing
Committee for Women

Susan Stuart
Columbia University
Chair, Standing
Committee for
Multicultural Affairs

Deborah Barton
Director of
state/International
Divisions

Carla Jones
Kansas State University
Director for
Commissions

Gregory Roberts
ACPA
Executive Director

Commission Chairs

JoAnn Schrass
Mary Washington
College
Commission for
Academic Affairs
Administrators

Stephanie Marsh
University of Georgia
Commission for
Academic Support in
Higher Education

William Wilson
James Madison
University
Commission for
Administrative
Leadership

Stephanie Foote
Stony Brook University
Commission for
Admissions and
Orientation

Kimberly Timpf
Boston College
Commission for Alcohol
and Other Drug Issues

Edward Grandpre
CCSD
Commission for
Assessment for Student
Development

Jeffrey Shoup
University of Notre
Dame
Commission for
Campus Judicial Affairs
and Legal Issues

C. Bryan Kempton
University of Maryland-
College Park
Commission for Career
Development

Ken Rockensies
Barry University
Commission for
Commuter Students and
Adult Learners

Susan Stock-Ward
University of Akron
Commission for
Counseling and
Psychological Services

Christina Sanchez
University of New
Mexico
Commission for Global
Dimensions of Student
Development

Derek Jackson
Kansas State University
Commission for
Housing and Residential
Life

Cathy Engstrom
Syracuse University
Commission for
Professional preparation

Kari Kahler
Northwestern Michigan
College
Commission for Student
Development in the Two
Year College

Lisa Holliday
Willamette University
Commission for Student
Involvement

Monique Requarth Lett
Georgia Institute of
Technology
Commission for
Wellness

**State/International
Divisions Leadership**

Karen Casselbury
University of Phoenix,
Arizona

Brian Berry
Arkansas State
University, Arkansas

Ross Papish
University of California-
Irvine, California

Regina Tirella
University of Colorado-
Boulder, Colorado

Carol Treible
Dalton State University,
Georgia

Guy Davis
University of Illinois-
Urbana/Champaign,
Illinois

John Lawler,
Indiana University-
Bloomington, Indiana

Delton Gordon
Kansas State University,
Kansas

Christie Bing Cracker
Bellarmine University,
Kentucky

Wendy Young
University of Maine-
Farmington, Maine

Helen Murtha
College of Notre Dame
of Maryland, Maryland

J. Allen Ward
Boston University,
Massachusetts

Susan Vinson,
Central Michigan
University, Michigan

Carlos Sneed
Hamline University,
Minnesota

John Comerford
Missouri Western State
College, Missouri

Graham Knowles
College of Saint Rose,
New York

Shelly Myers
Peace College,
North Carolina

John Berry
The Ohio state
University Newark
Campus, Ohio

Kenneth Miller
Pennsylvania State
University-Erie,
Pennsylvania

Boyd Yarbrough
Furman University,
South Carolina

Brandi Tschumper
Mount Marty College
South Dakota

Heidi Scheusner
Lynchburg College,
Virginia

Jennifer Hass
University of
Wisconsin-Oshkosh,
Wisconsin

Marine Cunnigham
University of the West
Indies-Mona
Caribbean Tertiary
Level

ACPA Membership

ACPA members represent all segments of the student affairs profession and organizations that are involved in student development. Whether they are graduate students, faculty members, career counselors, multicultural affairs staff, admissions counselors, or senior leaders in student affairs, ACPA provides its members with the tools, resources, and knowledge to succeed in their roles at all stages of their careers.

ACPA is an individual membership organization, although colleges and universities may pay institutional dues to receive additional benefits as institutional members and to reduce the cost of individual dues for educators of that institution. Every member has a vote in the governance of the association.

In 2003-2004, there were the following membership categories.

General: Any person whose designated responsibilities relate to student and human development at an accredited institution of higher education. To reduce the cost of general membership dues for its employees, an accredited institution of higher education may pay institutional dues based on its full-time equivalent enrollment during the previous academic year and receive additional benefits as an **institutional member**.

Emeritus: Any current or former ACPA General member who is defined as retired by his or her higher education institution or agency and is not employed full-time.

Student: Any person who is currently engaged in graduate studies who is not employed full-time during the academic year of membership.

Transitional: Any current student member in good standing renewing his or her membership for the one year following graduation.

Associate: Any person expressing an interest in and support for the purpose, goals, and core values of the Association who does not work for a college or university. To reduce the cost of Associate membership and to promote a partnership that is supportive of the goals and purposes of the Association, an organization that is not a college or a university may pay organizational dues based on its for-profit or not-for-profit status as designated by the federal Internal Revenue Service and receive additional benefits as an **organizational member**.

ACPA's membership was **7319** at the end of the fiscal year 2003-2004 (as of July 2004), which was an approximately 10% increase compared with the membership of 6652 the year before. The distribution of members across the types of membership was as follows:

Institutional: 351
Organizational: 1

General: 5073
Emeritus: 38
Student: 1835
Transitional: 153
Associate: 92

Independent Auditor's Report

Executive Council
American College Personnel Association
Washington, DC

We have audited the statements of financial position of the American College Personnel Association as of June 30, 2004 and 2003, and the related statements of activities, functional expenses and cash flows for the years then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the American College Personnel Association as of June 30, 2004 and 2003, and the changes in its net assets and cash flows for the years then ended in conformity with U.S. generally accepted accounting principles.

Kositzka, Wicks and Company

Alexandria, Virginia
July 21, 2004

STATEMENTS OF FINANCIAL POSITION

June 30	2004	2003
ASSETS		
CURRENT ASSETS		
Cash (Note 3)	\$ 375,376	\$ 36,256
Investments (Notes 2 and 4)	731,324	732,059
Accounts receivable	5,191	19,657
Prepaid expenses	<u>71,820</u>	<u>82,530</u>
TOTAL CURRENT ASSETS	\$1,183,711	\$ 870,502
PROPERTY, at cost (Note 5)		
Furniture and fixtures	\$ 47,252	\$ 47,252
Office equipment and software	87,981	68,707
Leasehold improvements	40,420	17,451
	\$ 175,653	\$ 133,410
Accumulated depreciation	<u>(107,783)</u>	<u>(85,308)</u>
TOTAL PROPERTY, net	\$ 67,870	\$ 48,102
TOTAL ASSETS	\$ 1,251,581	\$ 918,604
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable	\$ 119,897	\$ 74,797
Accrued vacation	16,326	14,276
Deferred dues income (Note 2)	461,589	366,059
Other deferred income	<u>43,088</u>	<u>41,932</u>
TOTAL LIABILITIES	\$640,900	\$ 497,064
NET ASSETS		
Unrestricted	\$599,299	\$ 410,158
Temporarily restricted (Note 8)	<u>11,382</u>	<u>11,382</u>
TOTAL NET ASSETS	\$610,681	\$ 421,540
TOTAL LIABILITIES AND NET ASSETS	\$ 1,251,581	\$ 918,604

The accompanying Independent Auditor's Report and Notes are an integral part of the Financial Statements.

Annual Convention

The ACPA's 80th annual convention was held on April 1-5, 2004 in Philadelphia, Pennsylvania. The convention was a tremendous success. Over 4,200 people, including over 1,100 students, attended the event.

The convention featured over 350 professional development sessions, nationally recognized speakers from within and beyond higher education, outstanding placement services for employers and candidates, and numerous opportunities to network and socialize with colleagues from across the country and, increasingly, the world. The planning team under the leadership of President Myra F. Morgan (University of Florida) and Convention Chair Mela Dutka (Smith College) put together numerous programs and opportunities.

Registration statistics

Member	2681
Student Member	1197
Non Member	195
Complimentary	25
Student Non Member	4
Campus Compact	12
Exhibitor	76
Sponsor	11
Total Registered	4201

The Convention brought together student affairs and higher education professionals, faculty, and graduate students to share knowledge and examine critical issues facing colleges and universities. Of special interest were **the theme tracks for Senior Student Affairs Officers and individuals working in two-year colleges**. The keynote speakers were Donna Shalala, president of the University of Miami and former Secretary of Health and Human Services, who opened the Convention; Charles Schroeder, former ACPA President, who spoke about *The Student Learning Imperative*, and Tavis Smiley, host of his own show on National Public Radio as well as a noted political commentator, who was the final speaker.

The pre-convention workshops covered the topics; men's development, emotional intelligence, assessment and evaluation in Student Affairs, peer diversity facilitation, etc. One of the pre-convention workshops, **Bridging the Divides: Connecting Service, Learning, and Communities**, was sponsored by Campus Compact in partnership with the ACPA. A service learning theme track was also featured.

The Placement and Career Center, the oldest student affairs placement program in the country, worked during the entire convention. Over 1,000 candidates and over 600 employers used its services. The center provided candidates and employers with the following services: position listings, message center, interview scheduling, candidate resume books, information about colleges and universities, and workshops to assist both candidates and employers.

The Convention program included **five institutes** (programs of special interest offered in the course of two or more days, as back-to-back-sessions or as half-day programs):

- Exploring Multicultural Competence in Student Affairs: Applying What We Know; and Developing Multicultural Competence: Reflection and Practice through Case Study Analysis;
- A New Generation Primer: Understanding Millennial Students;
- Creating a Culture of Change-Planning for the Future;
- Developing Alternative Admissions Criteria (DAAC): A Five-Campus Consortium;
- Women in Student Affairs: Equity, Leadership, Paradox, and Feminist Practice

The Convention featured the following **special events**:

- Opening Gala reception featuring some of Pennsylvania's famous citizens;
- Convention Carnival, during which ACPA's commissions, standing committees, and state/international divisions provided information on their activities;
- AIDS Memorial, a touching tribute to all those who have been affected by HIV/AIDS;
- Sunday Evening Reception;
- Cultural Festival, a celebration of the many cultures that make up ACPA, featuring lively art, dance, and music performances.

The Convention also featured **special exhibits**. Over 40 exhibit booths were available for view, including those of professional associations, publishing houses, educational institutions, providers of legal, communications, contract management, and other services.

Education and Professional Development

Mid-Level Management Institute

The 2004 Mid-Level Management Institute, now renamed the Donna M. Bourassa Institute in honor of the founder, was held in January at Indiana University, Bloomington. The institute was co-sponsored by the Association of College Unions International and the Association of Fraternity Advisors. Both associations assisted in marketing initiatives and provided fiscal and/or in-kind resources for faculty support. In addition AFA funded three scholarships for members of their association's leadership to attend the institute.

Fifty participants were selected for the institute. This group was included sixteen (16) professionals of color and, for the first time, there were two professionals who are deaf among attendees. Only one professional attended from the community college sector, which still remains an untapped market for this program.

The curriculum was taught by faculty and expert practitioners, several of whom taught in past institutes. The eight major content areas included: higher education trends, campus cultures, supervision, career mapping and maintaining balance, multicultural competencies, fiscal/budget development, assessment/strategic planning, and managing effective change.

Student Affairs Assessment Seminar

The 2004 Student Affairs Assessment Seminar was held in June in Washington, DC. Conducted in collaboration with the faculty from The Pennsylvania State University, the seminar attracted ninety-four (94) participants, seventy-five percent of who stayed for the entire program. Each participant was provided a resource notebook as well as the two-set CD Assessment Planning Tool, which was utilized throughout the seminar.

According to the evaluations, 95% of the participants agreed or strongly agreed that the seminar increased their ability to develop or improve an assessment plan. Over 80% were most satisfied with and preferred a combination of faculty presentation with active learning. Regarding use of the two-set CD Assessment Planning Tool, 88% of the participants either strongly agreed or agreed that the CDs help them create an assessment plan, increased their knowledge about developing an assessment plan, as well as 80% strongly agreed or agreed that the CDs increased their overall with the overall learning experience of the seminar and thus met their expectations.

Student Affairs E-Learning Series

This e-learning program is a collaboration of ACPA and NASPA. Seven online seminars were offered for the 2003-04 academic year and 195 student affairs professionals enrolled for the various seminar offerings. Evaluations were conducted following the conclusion of the program; however, this yielded a small return. For next year, evaluations will be sent to participants following the conclusion of each seminar.

Publications

New Publications

One new book was published in the 2003-04 fiscal year – *Job One* edited by Jill Carnaghi and Peter Magolda. The book was released in the spring of 2004, with book chapters contributed by new student affairs professionals followed by four chapters of analysis written by senior scholars. The book was promoted at the 2004 convention and will be the focus of a new e-Learning online seminar for the 2004-05 academic year. Books and Media Board are looking to increase the number of published books for next year.

Another publication released in the spring was *Learning Reconsidered: A Campus Wide Focus on the Student Experience*. This publication was written collaboratively by ACPA and NASPA. Focusing on the integration of academic learning and student development, three versions of the publication were made available to the student affairs field and the larger national higher education community – the full monograph provided free to graduate preparation faculty; a booklet provided at a modest cost to student affairs professionals; and a brochure for dissemination to the wider higher education community.

JOURNAL OF COLLEGE STUDENT DEVELOPMENT

The JOURNAL OF COLLEGE STUDENT DEVELOPMENT provides pivotal theory and practical application articles, reports and book reviews, written by the leaders in the field. It is the leading student affairs journal, having been published for 45 years. This benchmark publication for ACPA members is published six times per year. It is also available Online for ACPA members and is available to libraries on Project MUSE through Johns Hopkins University Press.

In the past year, the journal was under the new editorship of Dr. Florence Hamrick of Iowa State University. The Johns Hopkins University Press continues to provide publication and dissemination services. Both ACPA and JHUP have improved the process for subscribers who have moved or do not receive their copies.

ABOUT CAMPUS

This magazine offers an exciting and eclectic mix of articles and features. It focuses on the critical issues faced by both student affairs and academic affairs staff as they work on the shared goal that brought them to the same campus in the first place—to help students learn. The magazine is published bimonthly. It is included in the ACPA membership.

Non-members can subscribe.

Under the new editorship of Dr. Marcia Baxter Magolda, the magazine has been reorganized. It now includes a new section entitled *Assessment Department* –articles that will profile state-of-the-art assessment practices, describing collaborative campus processes and strategies for assessing student learning at both program and institutional levels.

Developments Newsletter

The ACPA quarterly newsletter, *Developments*, containing Association news, programs, and services, was under discussion for being transformed into an online newsletter. As part of the change, the editor and National Office staff were reconsidering the type of information to include in the publication and developing a new concept for the newsletter.

Educational Leadership Foundation (ELF)

The Educational Leadership Foundation of ACPA is a not-for-profit corporation whose mission is to provide the means by which student affairs professionals carry out the critical work of preparing students for leadership roles in society. The purposes of the foundation are to enhance the student affairs profession and to generate and disseminate knowledge about the nature of college students. Its fundraising efforts generate monies that are used for specific activities of ACPA and its members, in keeping with the foundation's stated purposes and the association's strategic goals.

The ELF **Grants Program** awards funds for selected projects developed by ACPA members. The Foundation awards up to \$10,000 each year to such projects. A recent example of a funded project is "College Student Development: Moving Forward in Theory and Practice." The Project Director was Dr. Dea Forney of Western Illinois University, who brought together ten student development theory scholars to discuss the use of student development theory in practice, what should be the critical next steps in theory development, and how to expand the education of professionals on the use of theory to improve understanding of student growth.

The Foundation seeks funding through direct member appeals, corporate giving, grants, and individual gifts and bequests. The Foundation is committed to ethical and effective fundraising, endorsing the Donor Bill of Rights developed by the American Association of Fund Raising Counsel, the Association for Healthcare Philanthropy, the Council for Advancement and Support of Education, and the Association of Fundraising Professionals.

The Diamond Honoree Program is both a fundraising activity and a recognition program. It was established by the Foundation in 1999 as a way of recognizing higher education professionals who, throughout their careers, have made outstanding contributions to higher education and to students and student affairs in particular. While we recognize and celebrate the past accomplishments of the Diamond Honorees, at the same time we seek through fund raising to assure that the future of our association is as distinguished as its past. Since its beginning, the Diamond Honoree Program has generated more than \$100,000 in support of these goals.

2004 Diamond Honorees



Peter D. Brown
Assistant Executive
Director
ACPA



R. Thomas Flynn
President of Monroe
Community College
Adjunct professor,
Buffalo State University



Alice A. Mitchell
Arizona State University



Robert Caruso
Vice Chancellor for
Student Affairs
Western Carolina
University
Member of ACPA
Executive Council



Mary F. Howard-
Hamilton
Associate Dean for
Graduate Studies
School of Education
Indiana University



Myra F. Morgan
Associate Director of
the J. Wayne Reitz
Union
University of Florida
President of ACPA



Mela Dutka
Dean of Students
Smith College



Peter Magolda
Professor at Miami
University College
Member of ACPA
Executive Council



Joanne Risacher
Professor of Educational
Leadership
Wright State University



James Scott
Vice President for
Student Affairs
University of Florida
(posthumously)



Donna Shavlik
Former Director of the
Office of Women in
Higher Education
Senior Fellow,
American Council on
Education



Tom Walter
Vice President for
Student Development
and Enrollment
Management
Gainesville College

**American College Personnel Association
2003-2004 Awards**

ASSOCIATION AWARDS

ACPA Lifetime Achievement Award
Don G. Creamer
Virginia Polytechnic Institute and State
University

Contribution to Knowledge Award
William E. Sedlacek
University of Maryland at College Park

**Esther Lloyd-Jones Professional
Service Award**
Stan Carpenter
Texas State University at San Marcos

ACPA Excellence in Practice Award
Jill E. Carnaghi
Washington University in Saint Louis

**Voice of Inclusion Medallion
Individual Award**
Judith H. Katz
Kaleel Jamison Consulting Group

**Voice of Inclusion Medallion
Individual Award**
Marylu K. McEwen
University of Maryland

Senior Scholar
Laura I. Rendón
California State University, Long Beach

Senior Scholar
Robert A. Rhoads
University of California Los Angeles

Senior Scholar Diplomate
Nancy J. Evans
Iowa State University

Senior Scholar Emeritus
Vincent Tinto
Syracuse University

Emerging Scholar
John Hernandez
California State Polytechnic University
at Pomona

Emerging Scholar
Shouping Hu
Seton Hall University

Emerging Scholar
Audrey Jaeger
North Carolina State University

Emerging Scholar
Dafina Lazarus Stewart
Ohio University

Emerging Scholar
John A. Mueller
Indiana University of Pennsylvania

Emerging Scholar
Robert Reason
Pennsylvania State University

**Senior Student Affairs Officers
Practitioner Program**
Tom Jackson
Texas A&M University

**Senior Student Affairs Officers
Practitioner Program**
John Kendall Lott
Radford University

**Senior Student Affairs Officers
Practitioner Program**
Luther G. Smith
Xavier University

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Darlene Biggers
University of Houston-Clear Lake

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Gaynelle Hayes
Galveston College

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Tim Millerick
Austin College

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Bob Perkins
Averett University

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Tom G. Walter
Gainesville College

**Senior Student Affairs Officers
Practitioner Program
Diplomate Status**
Russ Watjen
Catawba College

**Annuity Coeptis Award
Senior Professional**
Heidi Levine
State University of New York at
Geneseo

**Annuity Coeptis Award
Senior Professional**
Gregory Roberts
American College Personnel Association

**Annuity Coeptis Award
Senior Professional**
Paul Shang
Pennsylvania State University
Worthington Scranton

**Annuity Coeptis Award
Emerging Professional**
Patrick Dilley
Southern Illinois University

**Annuity Coeptis Award
Emerging Professional**
Heather Shea Gasser
University of Arizona

**Annuity Coeptis Award
Emerging Professional**
Robert Reason
Pennsylvania State University

**Annuity Coeptis Award
Emerging Professional**
Jacob Diaz
University of Vermont

**Annuity Coeptis Award
Emerging Professional**
Lester Manzano
Lake Forest College

STANDING COMMITTEE AWARDS

Standing Committee for Graduate Students and New Professionals

**Outstanding Mentor to New
Professionals**
Mary Janz
Marquette University

New York University

**Outstanding Dedication to
Professional Service**
Sherry Early

Outstanding New Professional
Sherry Early
University of Nevada at Reno

University of Nevada at Reno

Outstanding Master's Student
Sara Bleiberg

**Outstanding Mentor to Graduate
Students**
Patricia Lampkin
University of Virginia

Standing Committee on Disability

Leadership Award
Karen Myers
University of California at Irvine

Disability Service Award
Todd Herriott
Iowa State University

Ally Award
Patricia Enos
Michigan State University

Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness

**Val DuMontier New Professional
Award**
Christopher Catching
Rutgers College

Research Recognition
Patrick Dilley
Southern Illinois University at
Carbondale

**Outstanding Service to the Standing
Committee for LGBT Awareness**
Gisela Vega
Florida International University

Standing Committee for Men**Outstanding Men's Program Award**

Saint John's University Center for
Men's Leadership and Service
Saint John's University

Outstanding Research Award

Randall B. Ludeman
Bemidji State University

Standing Committee for Multicultural Affairs**Latino/a Network John Hernandez
Leadership Award**

William N. Vela
Loyola Marymount University

Amy L. Reynolds
Buffalo State College

John A. Mueller
Indiana University of Pennsylvania

**Latino/a Network Community
Advancement Service Award**

William N. Vela
Loyola Marymount University

Outstanding Graduate Student Award

Lori D. Patton
Indiana University--Bloomington

Outstanding New Professional Award

Chayla Haynes
George Mason University

**Outstanding Contribution to CMA
Award**

Keith Edwards
University of Maryland, College Park

**Outstanding Contribution to
Multicultural Education Award**

Raechele L. Pope
State University of New York at Buffalo

Ronald Jackson
Marymount Manhattan College

Standing Committee for Women**Wise Woman Award**

Patricia M. King
University of Michigan at Ann Arbor

**Outstanding Service towards the
Development of Women**

Jane Fried
Central Connecticut State University

**Outstanding Emerging Professional
Woman**

Gina L. Hurny
Syracuse University

Research and Scholarship

Jane Rosser
Bowling Green State University

COMMISSION AWARDS

Overall Distinguished Commission

Commission for Counseling and
Psychological Services
Susan Stock-Ward
University of Akron

Outstanding Commission Newsletter

Commission for Career Development
C. Bryan Kempton
University of Maryland

Commission for Administrative Leadership

Outstanding New Professional

Racheal Lee Stimpson
Averett University

Outstanding Mid-Level Professional Award

Mariama Boney-Padilla
James Madison University

Commission for Housing and Residence Life

Outstanding New Professional

Michael Diesner
University of Delaware

Outstanding Graduate Student Staff

Kristen Lynaugh
New York University

Outstanding Research

Mimi Benjamin
Iowa State University

Outstanding Experienced Professional (10+yrs.)

Andrew Fink
University of South Carolina

Outstanding Commission Membership

Commission for Student Involvement
Lisa Jones Holliday
Willamette University

Distinguished Service to the Commission

Steve Zerwas
Old Dominion University

Chair's Award

Robin Diana
Rochester Institute of Technology

Outstanding Experienced Professional (4-9 yrs.)

Matthew Bierman
Western Illinois University

Outstanding Undergraduate Student Staff

Brett Matulis
University of Delaware

Outstanding Residence Hall Program (Short)

Why Do You Hate France?
Ray Street Staff
University of Delaware

**Outstanding Residence Hall Program
(Long)**

Multicultural Leadership Retreat
Residence Life
University of Delaware

**Outstanding Service to the
Commission**

Michele Gunkelman
St. Joseph's College

Excellence in Service

Carol Koli
University of Delaware

Commission for Admissions, Orientation, and First-Year Experience

Outstanding Graduate Student

Katie McCartney
New York University

Outstanding New Professional

Azfar Mian
Kent State University

Commission for Student Involvement

Research Award

Gayle Spencer
Kansas State University

**Outstanding Service to the
Commission**

Jason Schreiber
St. Norbert College

Outstanding Graduate Student Award

Michael Adams
The University of Texas at Austin

Program of the Year

University Step Show: "Coming
Together One Step at a Time"
Nebraska Wesleyan University

Outstanding New Professional Award

Kristen Piwowarski
The University of Tampa

Commission for Career Development

**Distinguished Service to the
Commission**

Greg Iaccarino
University of Wisconsin at Madison

Volunteerism Award

Kelli Kapustka Smith
University of Nebraska at Lincoln

Volunteerism Award

Tracey Cross-Baker
Ithaca College

Innovation Award

Libby Westley
Davidson College

Innovation Award

Jean McLaughlin
George Washington University

Commission for Counseling and Psychological Services**Joan Dallum Graduate Student****Research Award**

Brittany L. Price
University of Utah

Mid-level Career Achievement

Todd D. Sevig
University of Michigan

Early Career Achievement

J. Kip Matthews
AK Counseling and Consulting, Inc.

Outstanding Lifetime Achievement

Thomas M. Magoon
University of Maryland at College Park

Commission for Assessment for Student Development**Commission for Assessment for Student Development's Grant Competition**

Jerri Drummond
University of Iowa.

Tricia Seifert
University of Iowa

Commission for Student Development in the Two-Year College**Outstanding Service to the Profession**

Nancy Bentley
Moraine Valley Community College

Commission on Professional Preparation**Burns B. Crookston Doctoral****Research Award**

Jocelyn Surla Banaria
University of Hawaii at Manoa

Nevitt Sanford Award

Jennifer L. Weisman
University of Maryland at College Park

Roberta Christie Award

Danielle J. Davis
University of Illinois

Faculty Research Grant

Michael J. Cuyjet
University of Louisville

Commission for Academic Affairs Administrators

**Excellence in the Profession of
Academic Affairs**

JoAnn Schrass
Mary Washington College

**Service to the Commission and to
ACPA**

Naomi Lee
Bowling Green State University

Commission for Judicial Affairs and Legal Issues

New Professional of the Year

Kristen A. Kawczynski
University of Hawaii at Manoa

Commission for Academic Support in Higher Education

Service to the Commission and to ACPA

Allen Lomax
Western Carolina University

Commission for Commuter Students and Adult Learners

**Commuter/Adult Learner Perspective
by a Student Development
Professional**

Ellen Morrison
Columbia-Greene Community College

**Commuter/Adult Learner Perspective
by a Student Development
Professional**

Mary Garafalo
Columbia-Greene Community College

**Outstanding Service to the
Commission**

Kenneth J. Rockensies
Barry University

**STATE AND INTERNATIONAL
DIVISION AWARDS**

**Outstanding State & International
Division for Membership,
Recruitment, and Retention Award**
Ohio College Personnel Association
(OCPA)

**Outstanding State & International
Division Award**
Caribbean Tertiary Level Personnel
Association (CTLPA)

**Outstanding State & International
Division Award**
Michigan College Personnel Association
(MCPA)

**Outstanding State & International
Division Innovation Award**
Massachusetts College Personnel
Association (MCPA)

**Outstanding State & International
Division Leader Award**
Grady H. Roberts
University of Pittsburgh

Colorado College Personnel Association

**Distinguished Service to Higher
Education**
Maria Acosta
University of Colorado at Boulder

Outstanding Professional
Deb Tyson
University of Denver

Outstanding New Professional
Amy Dible
University of Denver

Outstanding Graduate Student
Kristin Olson
University of Denver

**Outstanding Undergraduate Student
Leader**
Tina Cichlar
University of Denver

**Outstanding Service to the
Organization**
Kerrie Krol
University of Denver

Illinois College Personnel Association

Dennis Trueblood Award for Outstanding Contributions
Jean Paratore
Southern Illinois University at Carbondale

Massachusetts College Personnel Association**Research/Dissertation Award**

Michael Laliberte
University of Massachusetts at
Dartmouth

Distinguished Accomplishment Award

Barbara Fienman
Albright College

New Professional of the Year

Erik Muurisep
New England Conservatory

Outstanding Service to MCPA Award

Jeanne Sevigny
Boston University

Michigan College Personnel Association**Les Carlin Professional Development Award**

Jennifer Jacobson
Michigan State University

Outstanding Service Award

Jennifer Hodges
Michigan State University

Outstanding Service Award

Denise Thomas
Wayne State University

Outstanding Research/ Publication Award

Kristen Renn
Michigan State University

Minnesota College Personnel Association**Outstanding Conference Program Award**

Penh Lo
University of Minnesota at Twin Cities

Outstanding Conference Program Award

Phetlavanh Lo
College of St. Catherine

College Student Personnel Association of New York State**Esther Lloyd-Jones Case Study Competition Award**

Michael Fogarty
State University of New York at
Geneseo

The CSPA Showcase Program Award

Kevin Heise
Buffalo State College

Esther Lloyd-Jones Case Study Competition Award

Andrea Sturtevant
New York University

The CSPA Showcase Program Award

Stacy E. Schupmann
Medaille College

Distinguished Service to Higher Education Award

Ray Schwarz
State University of New York at New Paltz

Outstanding Graduate Student Award

Sara Bleiberg
New York University

Outstanding Contribution to the Profession Award

Robin A. Diana
Rochester Institute of Technology

Meritorious Contribution as a New Professional Award

Jennifer Hinton
Rochester Institute of Technology

North Carolina College Personnel Association**Outstanding New Professional**

Kelly Conkling Scott
Meredith College

Outstanding Committee Member

Heather Spell Arrington
East Carolina University

Outstanding Professional Contribution

Leslie Rand-Pickett
University of North Carolina at Wilmington

Distinguished Scholar

David J. Bergen
High Point University

Ohio College Personnel Association**The Undergraduate Student Leader Award**

Kelly Naples
Baldwin Wallace College

The Graduate Student Of The Year Award

Jennifer Gilbride-Brown
The Ohio State University

The Innovative Program Award

The New Diversity Initiative
Baldwin Wallace College

The Cultural Diversity Award

Tunnel of Oppression
Wright State University

The Mark G. Noffsinger New Professional Award

Jason Bowser
Columbus College of Art & Design

The Gerald L. Saddlemire Mentor Award

Joyce Jadwin
Otterbein College

The Phillip A. Tripp Distinguished Service Award

Dr. Louise Douce
The Ohio State University

Pennsylvania College Personnel Association**Outstanding Contribution to PCPA**

Thomas J. Steiner
Westmoreland County Community
College

Outstanding New Professional

Jaimie M. Steel
Seton Hill University

Outstanding Contribution to the Profession

Grady H. Roberts Jr.
University of Pittsburgh

Outstanding Graduate Student

Kerrie A. Wolf
Indiana University of Pennsylvania

South Carolina College Personnel Association**Paul P. Fidler Bridge Builder Award**

Silas N. Pearman III
Furman University

Art Hartzog
Spartanburg Methodist College

Hilda F. Owens Contribution to the Field Award

Tony W. Cawthon
Clemson University

Charles Witten Service Award

Beau Seagraves
Furman University

Clarice W. Johnson Outstanding Professional Award

Thwanda L. Davidson
Anderson College

Joseph E. Heyward Humanitarian Association

Beverly McAdams
Anderson College

Walter T. Cox New Professional Award

Amanda C. Cox
Furman University

Carol Eden-Epps Outstanding Graduate Student Award

Tyler Page
Clemson University

Joe Nixon Senior Student Affairs Officer Award**Support Staff Award**

Candice Taylor
Converse College

Wisconsin College Personnel Association**Randy Thrush Leadership Award**

Shannon Ash
Argosy University

Program Award

University of Wisconsin at Eau Claire
Web Page

Daniel Siler Memorial Student Scholarship

Christina Lambie
University of Wisconsin at Oshkosh

Richard Boyum
University of Wisconsin at Eau Claire

**Annabelle E. Wolf “Outstanding
Service in College Student Personnel”
Award**

Richard Boyum
University of Wisconsin at Eau Claire

Scholarship Award

Janet Heiss
University of Wisconsin at Madison