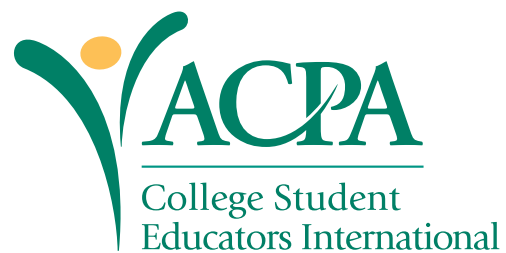


# 2010-2011 Annual Report



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# About ACPA

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American College Personnel Association (ACPA), headquartered in Washington, D.C. 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.

ACPA, founded in 1924 by May L. Cheney, has over 7,000 members representing 1,300 private and public institutions from across the U.S. and around the world. Members include organizations and companies that are engaged in the campus marketplace. Members also include graduate and undergraduate students enrolled in student affairs/ higher education administration programs, faculty, and student affairs professionals, from entry level to senior student affairs officers.

**VISION** ACPA 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.

## CORE VALUES

The mission of ACPA is founded upon and implements the following core values:

- Education and development of the total student.
- Diversity, multicultural competence and human dignity.
- Inclusiveness in and access to association-wide involvement and decision-making.
- Free and open exchange of ideas in a context of mutual respect.
- Advancement and dissemination of knowledge relevant to college students and their learning, and to the effectiveness of student affairs professionals and their institutions.
- Continuous professional development and personal growth of student affairs professionals.
- Outreach and advocacy on issues of concern to students, student affairs professionals and the higher education community, including affirmative action and other policy issues.

## ACPA President Susan M. Salvador, Ed.D.

---

October 11, 2011



Dear College Student Educator,

The 2010-2011 year for ACPA was not business as usual by any means. The extraordinary efforts and accomplishments of many colleagues are highlighted in this annual report. I am grateful for their efforts and the ways in which we worked to “B-More” to our profession and students.

During the year a presidential task force was created to study social media within the association and to provide strategies and recommendations for future directions. In addition many of our ACPA colleagues provided visionary, comprehensive and thought provoking contributions to the consolidation process. Thank you for your work and for assisting in significant ways that provided ACPA members the opportunity to vote on consolidation.

The 87th “B-More” convention in Baltimore was outstanding. My sincere thanks to Annual Convention Chair Patty Perillo and her convention team for their unwavering commitment to provide this professional opportunity for each of us.

It has been an honor and privilege to serve as president of ACPA.

Best regards,

A handwritten signature in cursive script that reads "Susan Salvador". The ink is dark and the signature is fluid and legible.

Susan M. Salvador, Ed.D.  
ACPA President

# ACPA Executive Director Gregory Roberts, Ed.S.

---

October, 2011



Greetings from One Dupont Circle!

The 2010-2011 academic year was fast-paced with many historic events happening in a very short time. The Annual Report is a “snapshot” of events that occurred during the previous year and an up to date account of the financial health of the Association.

This year progressed under the able leadership of the 87th ACPA President Dr. Susan Salvador, Vice President for Student Services at Monroe Community College in Rochester, New York and ACPA Vice President Dr. Heidi Levine, Dean of Students at Cornell College in Cedar Rapids, Iowa. Many, many hours were spent working on the proposed consolidation of ACPA and NASPA, resulting in the disappointing conclusion to not consolidate. After two years of deliberation, agreements and design to bring together the two oldest and largest student affairs associations in the United States, it was not to be. After nearly 36 years of professional work to grow our profession, I felt it time to put aside personal interests and join all parties to create one cutting edge association. This new association was to be designed to represent the growing numbers of college student educators who are making a difference in the lives of students, across all institutional types and locations.

I would like to especially thank the ACPA Presidential Leadership Team, who served on the joint ACPA/NASPA Consolidation Steering Team. Led by Dr. Susan Salvador (ACPA President 2010-11), this team included Dr. Tom Jackson (ACPA President 2009-10), Dr. Patty Perillo (ACPA President 2008-09), and Dr. Heidi Levine (ACPA President 2011-12). This group devoted countless hours as our volunteer leaders to prepare a balanced proposal that was negotiated with our colleagues at NASPA. They did so with integrity and professionalism. Thank You!

Also of note, during the 2010-2011 year the association hosted the 87th ACPA Annual Convention in Baltimore, Maryland, honoring many colleagues, graduate students, and corporate partners for their contributions to the profession. This was a very successful annual convention and the quality of the programs and the honorees were exceptional.

I hope you find this Annual Report informative and full of recognition to the many hundreds, if not thousands of volunteer college student educators. Again I wish to thank you for the opportunity to serve a great association.

Best wishes for another successful year!

A handwritten signature in black ink that reads "Gregory Roberts". The signature is fluid and cursive, with a long horizontal stroke at the end.

Gregory Roberts, Ed.S.  
ACPA Executive Director

## Membership Breakdown (as of June 30, 2011)

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General = 4692
Student = 2029
Transitional = 90
Emeritus = 73
Life = 80
College/University/Organizational = 496
<b>Total Members = 7460</b>

## 2010-2011 Corporate Partners & Annual Convention Sponsors

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### Platinum - \$15,000+

Education Realty Trust  
William Spelman Executive Search

### Gold - \$7,000+

My Favorite Student  
On Campus Marketing  
StudentVoice

### Silver - \$5,000+

Public Identity

### Bronze - \$3,500+

EBI  
Forrest T. Jones  
George Washington University Higher Education  
Administration Program  
Jossey-Bass, An Imprint of Wiley  
The National Society of Leadership and Success  
OrgSync  
Teamworks

### Annual Convention Sponsors

Alliance for Change  
Lumina Foundation for Education  
USAToday

# 2010-2011 Sponsors for ACPA Programs

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## **Alliance for Change**

SAO and Corporate Partner Annual  
Convention Reception

## **Bon Appetite & Macalester University**

Residential Curriculum Institute

## **Coe College (Iowa)**

Presidential Symposium

## **ebi**

ACPA 2011 Baltimore Annual Convention

## **Education Realty Trust**

Donna M. Bourassa Mid-Level Management Institute  
ACPA Foundation Research Grant Program  
ACPA Summer Leadership Meeting  
Residential Curriculum Institute

## **Forrest T. Jones**

ACPA 2011 Baltimore Annual Convention  
President's Suite Program  
Next Generation Conference

## **George Washington University Higher Education Administration Program**

ACPA 2011 Baltimore Annual Convention  
Senior Student Affairs Officer Symposium

## **Indiana University Purdue University - Indianapolis**

Conference on College Men

## **Jossey-Bass, An Imprint of Wiley**

ACPA 2011 Baltimore Annual Convention

## **Loyola University Chicago**

Institute on Social Justice

## **Lumina Foundation for Education**

SSAO and Corporate Partner Annual  
Convention Reception

## **My Favorite Student**

ACPA 2011 Baltimore Annual Convention  
HBCU Institute  
ACPA 2011 Baltimore Annual Convention  
Community College Institute  
ACPA 2011 Baltimore Annual Convention

Commission for Student Involvement Social  
ACPA Foundation Silent Auction Program

## **The National Society of Leadership and Success**

ACPA 2011 Baltimore Annual Convention

## **On Campus Marketing**

ACPA Foundation Diamond Honoree Reception  
ACPA 2011 Baltimore Annual Convention  
Commission for Housing & Residential Life Social  
ACPA Foundation Trustee Program

## **OrgSync**

ACPA 2011 Baltimore Annual Convention

## **Public Identity**

ACPA 2011 Baltimore Annual Convention President's  
Suite Program  
ACPA 2011 Baltimore Annual Convention Name  
Badges

## **StudentVoice**

ACPA 2011 Baltimore Annual Convention Evaluation  
Student Affairs Assessment Institute  
ACPA Foundation Research Grant Program  
SSAO and Corporate Partner Annual Convention  
Reception

## **Teamworks**

Next Generation Conference  
Next Generation Alumni Reception  
University of Colorado at Boulder  
Institute on Sustainability

## **University of South Florida**

Donna M. Bourassa Mid-Level Management Institute  
Leadership Educators Institute

## **USAToday**

SSAO and Corporate Partner Annual Convention  
Reception  
ACPA Foundation Diamond Honoree Program

## **William Spelman Executive Search**

SSAO Symposiums  
Senior Level Career Advancement Center

## 2010-2011 Highlights

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**Globalization Plan** – The ACPA Governing Board approved a comprehensive globalization report to guide the Association’s efforts to not only be more responsive to our international members but to prepare the next generation of global leaders. ACPA is committed to a threefold strategy that furthers global relationships among student affairs/student services professionals, advances a common understanding of our work, and supports the preparation and continuing development of scholars and practitioners who identify with this field.

*Strategic goals:*

- 1. Relationships – Facilitate global professional communication and partnerships*
- 2. Knowledge Base – Encourage knowledge generation and dissemination*
- 3. Professional Preparation – Support professional preparation and continuing professional development*

**Re-chartering of AZCPA** – In response to the request submitted by Jennifer Ludwig and Mary Irwin, co-chairs of the Arizona State Division Organizing Committee, the ACPA Governing Board approved the re-chartering of the Arizona College Personnel Association on February 12, 2010.

**Re-chartering of DCCPA** – In response to the request of Charter Committee Chair, Chris Moody, and the work of a group of dedicated professionals within the Washington, D.C. metro area, the ACPA Governing Board approved the re-chartering of the District of Columbia College Personnel Association on July 23, 2010.

**Joint Competencies Project** – Dwayne Todd and Marilee Bresciani, co-chairs of the ACPA and NASPA Joint Task Force on Professional Competencies and Standards successfully created a draft set of 10 competency areas, very similar to ACPA’s list developed several years ago. The document was presented at each associations’ annual meetings and accepted and endorsed by ACPA Governing Board on July 24, 2010.

**Joint Task Force on Future of the Profession Report** – The Governing Board accepted the report on the Joint Task Force on Future of the Profession Report presented by Vasti Torres, co-chair. The two major areas of concentration for the Joint Task Force were: 1) Rethinking student affairs work and 2) Unifying student affairs. In rethinking student affairs work the group sought to look at the campus more broadly. It was noted that ACPA is more willing to take risks in rethinking how we provide professional development. In terms of speaking in a unified voice, the group tried to give evidence and set the stage should unification happen.

**New Commissions** – After several years in the formation stage, the ACPA Governing Board approved the creation of two major topical areas of the profession: the Commission for Spirituality, Faith, Religion, and Meaning and the Commission on Recreation and Athletics approved on March 19, 2010.



**MMI Institute in Arizona** – Given the perceived discrimination associated with the Arizona Immigration Law SB1070, and in accordance with ACPA’s Statement of Ethical Principles, the ACPA Governing Board made the decision on May 14, 2010 to withdraw holding the Donna M. Bourassa Mid-Level Management Institute in Tucson, Arizona as the law demonstrates blatant discrimination against a group of people. The MMI Institute was rescheduled to take place in Tampa, Florida in January 2011.

**NAN Partnership** – Discussions continue with the ACPA Governing Board and the Native American Network (NAN) representatives with the goal of learning to build better relationships, learn to talk openly and build better bridges. These talks follow the insensitivity expressed from members last year around the use of the “teacup” in promoting the annual convention in Boston, Massachusetts March 2010.

**Anti-discrimination Policies** – The ACPA Governing Board adopted the following Anti-Discrimination Statement developed in reaction to legislation in several states:

*Whereas, the American College Personnel Association (ACPA-College Student Educators International) represents members from private and public colleges and universities from the United States and around the world.*

*Whereas, the core values of ACPA-College Student Educators International include:*

- *Education and development of the total student.*
- *Diversity, multicultural competence and human dignity.*
- *Inclusiveness in and access to association-wide involvement and decision-making.*
- *Free and open exchange of ideas in a context of mutual respect.*
- *Advancement and dissemination of knowledge relevant to college students and their learning, and to the effectiveness of student affairs professionals and their institutions.*
- *Continuous professional development and personal growth of student affairs professionals.*
- *Outreach and advocacy on issues of concern to students, student affairs professionals and the higher education community, including equity and inclusion and other policy issues.*

*Whereas, ACPA-College Student Educators International strenuously objects to any interpretation of policy or law which would then permit discrimination against state employees or students in violation of the Equal Protection Clause of the United States Constitution. Furthermore, ACPA supports the actions of colleges and universities which have publicly opposed efforts to exclude people from protection from bias.*

*Whereas, as called for in its Statement of Ethical Principles & Standards, “College Student Educators have a responsibility to contribute to the improvement of the communities in which they live and work and to act as advocates for social justice for members of those communities. They recognize that our communities are enhanced by social and individual diversity manifested by characteristics such as age, culture, class, ethnicity, gender, ability, gender identity, race, religion, and sexual orientation.” ACPA-College Student Educators International must act on the basis of its principles; it must demonstrate its opposition to discrimination against state employees and students who are members of identified classes.*

*Let it be resolved that, ACPA-College Student Educators International reaffirms its practice of strongly considering the presence of discriminatory laws and policies when making decisions about entering into commercial relationships and recommends this practice to its members and affiliated entities.*

**Dream Act** – ACPA supported with enthusiasm the proposed Dream Act that was later defeated in Congress. The Hispanic Association of Colleges and Universities (HACU) and the Student Affairs in Higher Education Consortium (SAHEC) offered ACPA an opportunity to be involved in “The Dream Act” an opportunity to establish children of illegal immigrants. (The purpose of the Development, Relief and Education of Alien Minors Act, also called the DREAM Act, is to help those individuals who meet certain requirements, have an opportunity to enlist in the military or go to college and have a path to citizenship which they otherwise would not have without this legislation. Supporters of the DREAM Act believe it is vital not only to the people who would benefit from it, but also the United States as a whole. It would give an opportunity to undocumented immigrant students who have been living in the U.S. since they were young, a chance to contribute back to the country that has given so much to them and a chance to utilize their hard earned education and talents.)

**Summer Leadership Meetings for 2010** – Leaders from both ACPA and NASPA met in July 2010 during the Summer Leadership Meeting in Las Vegas, Nevada. From 2010-2011 the ACPA Governing Board was submersed in the details of planning for a consolidated association.

**Conducted a Professional Development Audit** – At the request of the ACPA Governing Board, the International Office staff conducted an audit of all professional development programs to determine quality of curriculum, financial viability and value to the members. The resulting five programs were accepted and approved by the ACPA Governing Board:

*Institute on Social Justice*

*Residential Curriculum Institute*

*Student Affairs Assessment Institute*

*Donna M. Bourassa Mid-Level Management Institute*

*Institute on Sustainability*

**Subcommittee to Explore Specialty Colleges** – A subcommittee of the Retention Committee was charged to develop a membership and retention plan to attract specialty colleges, HBCUs, HISs, Tribal colleges, art institutes, etc.

**New Professionals Institute** – The ACPA Governing Board approved the creation and naming of the New Professionals Institute after Phyllis L. Mable, Executive Director of CAS - Council for the Advancement of Standards in Higher Education on March 25, 2011.

**HBCU Institute** – Coordinated by Terrell Strayhorn, the HBCU Institute was offered for the first time during the March Convention in Baltimore to focus on the needs of our professionals working in Historically Black Colleges and Universities. As there are over 10 HBCUs in the Baltimore metropolitan area, working with these schools is in line with the mission of the Task Force on the Future of the Profession’s recommendation. Dr. Paula Ribeau, wife of Howard University President Dr. Sidney A. Ribeau is active in working with local HBCUs and supported the project.

**Community College Institute** – The Commission for Two-Year Colleges coordinated a very successful Community College Institute. This was the first time ACPA has coordinated a major event targeted to community colleges.

**Revamped C3** – Based on the research and communication of current employers and participants, significant changes were made to enhance C3 (Career Central at Convention). The team was able to pinpoint several enhancements.

**Career Placement Contract & Services** – Effective August 5, 2011 the contract with career services provider Job Target ceased with no penalty to the association. Kristan Cilente, Assistant Director, Career Services and Strategic Partnerships and Bryan Helminiak, 2012 Annual Convention C3 Chair presented a review of the issues associated with career services offered in the past, and presented a developmental model from the candidate’s perspective, with options for rethinking how the association can provide career services in the future. Carl Davis, CEO of Think Social Change and Stanton Cheah, Senior Director, Membership, Marketing and Media facilitated rebranding the C3 name with the focus on articulating the issues and presenting the solutions offered by the new software powering C3.

**ACPA/NASPA Joint Consolidation** – At the spring 2010 ACPA Governing Board meeting during the Executive Session, a resolution was confirmed to state:

*‘The ACPA Governing Board affirms the ongoing study and discussion of consolidation of ACPA and NASPA. The Governing Board supports the process outlined by the Consolidation Steering Team (CST), yet recognizes the CST may choose to adjust the original timeline. The Governing Board supports a full membership vote no later than December 31, 2010.’*

**Post Consolidation** – The ACPA Governing Board authorized a public relations firm to develop a public relations campaign. Among the many ideas were the MeetUps sessions - grassroots networking events with association members, the “Get to Know Us” campaign which offered NASPA members a complimentary one year membership with ACPA, and full page advertisements in the Chronicle of Higher Education newspaper and Diverse Issues in Higher Education magazine.

**New Travel Policy** – To become more fiscally responsible, the ACPA Governing Board approved the new travel policy for staff and volunteer leadership during the July 2011 Summer Leadership Meeting.

# 2010-11 Governing Board

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**President**

Susan Salvador  
Monroe Community College (New York)

**Director, Equity and Inclusion-Elect**

Stacey M. Pearson  
University of Central Florida

**Past President**

Tom Jackson  
University of Louisville (Kentucky)

**Member-at-Large Entry Level**

Laura Ulmer  
University of Louisville (Kentucky)

**Vice President**

Heidi Levine  
Cornell College (Iowa)

**Member-at-Large Entry Level-Elect**

Patrick C. Marino  
Hamilton College (New York)

**Director, Membership Developments**

Kathleen Kerr  
University of Delaware

**Member-at-Large Mid-Level**

Melissa Hrovatin-Bemus  
Ripon College (Wisconsin)

**Director, External Relations**

David Braverman  
Springfield College of Massachusetts

**Member-at-Large Senior Level**

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Longwood University (Virginia)

**Director, Professional Development**

Dwayne Todd  
Columbus College of Art and Design (Ohio)

**Member-at-Large Senior Level-Elect**

Patrick G. Love  
Rutgers University-New Brunswick (New Jersey)

**Director, Professional Development-Elect**

Gavin Henning  
Dartmouth College (New Hampshire)

**Member-at-Large Faculty**

Maureen E. Wilson  
Bowling Green State University (Ohio)

**Director, Research and Scholarship**

Terrell Strayhorn  
The Ohio State University-Columbus

**Secretary/Treasurer**

Gregory Roberts (Ex-Officio)  
ACPA Executive Director

**Director, Equity and Inclusion**

Susan Johnson  
Lumina Foundation for Education (Indiana)

## 2011-12 Commission Chairs

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### **Commission for Academic Affairs Administrators**

Jamie Cooper, George Mason University

### **Commission for Academic Support in Higher Education**

Adrianna Guram, University of Wisconsin-Madison

### **Commission for Administrative Leadership**

Timothy Gordon, Northwestern University

### **Commission for Admissions, Orientation and the First Year Experience**

Jodi Koslow-Martin, Aurora University

### **Commission for Alcohol and Other Drug Issues**

Jessica Greher-Traue, Bentley University

### **Commission for Assessment and Evaluation**

Kimberly Yousey-Elsener, Campus Labs

### **Commission for Career Development**

Jennifer Jacoby, Rollins College

### **Commission for Commuter Students and Adult Learners**

Geraldine Panelo Elizondo, Carnegie Mellon University

### **Commission for Counseling and Psychological Services**

Jane Bost, University of Texas-Austin

### **Commission for Global Dimensions of Student Development**

Michael Sachs, LIM College

### **Commission for Graduate and Professional Student Affairs**

Jason McKnight, Massachusetts Institute of Technology

### **Commission for Housing & Residential Life**

Kathleen Gardner, Southern Illinois University-Edwardsville

### **Commission for Professional Preparation**

Kathleen Boyle, University of Saint Thomas

### **Commission for Recreation and Athletics**

Michael Fulford, Georgia Institute of Technology

### **Commission for Social Justice Educators**

Brian Arao, University of San Francisco

### **Commission for Spirituality, Faith, Religion, and Meaning**

Sharon Lobdell, University of Michigan-Dearborn

### **Commission for Student Conduct and Legal Issues**

Patrick McPeak, Cayuga Community College

### **Commission for Student Development in the Two Year College**

Lisa Kelsay, Moraine Valley Community College

### **Commission for Student Involvement**

Marlena Martinez Love, Massachusetts Institute of Technology

### **Commission for Wellness**

Patty Witkowsky, Colorado State University-Pueblo

# 2011-12 State/International Presidents

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## **International Division - Caribbean CPA**

Donna Mae Jackson, University of the West Indies –  
Mona

## **State Division - Arizona**

Mary Irwin, University of Arizona

## **State Division - Arkansas**

Logan Hampton, University of Arkansas-Little Rock

## **State Division - California**

Keegan Mills, University of San Francisco

## **State Division - Colorado**

Yadeira Adams, University of Colorado-Boulder

## **State Division - District of Columbia**

Cory Peterson, Georgetown University

## **State Division - Georgia**

Ronald Lunk, Southern Polytechnic State University

## **State Division - Illinois**

Laila McCloud, Concordia University-Chicago

## **State Division - Kentucky**

Elizabeth Liebschutz-Roettger, University of  
Louisville

## **State Division - Maryland**

Karol Martinez, Maryland Institute College of Art

## **State Division - Massachusetts**

Sara Jacques, University of Massachusetts Medical  
School

## **State Division - Michigan**

Cheryl White, Wayne State University

## **State Division - Minnesota**

Amanda Erdman, Augsburg College

## **State Division - Missouri**

Jacqueline Weber, Westminster College of Missouri

## **State Division - New Hampshire**

Brett Gagnon, University of New Hampshire

## **State Division - New Jersey**

Michelle Brisson, Drew University

## **State Division - New York**

Peter Smith, University at Buffalo

## **State Division - North Carolina**

Krista Wilhelm, East Carolina University

## **State Division - Ohio**

Chris Mundell, Columbus College of Art and Design

## **State Division - Pennsylvania**

David Watters, Community College of Philadelphia

## **State Division - South Carolina**

Jeffrey Brown, Clemson University

## **State Division - South Dakota**

Jody Owen, South Dakota State University

## **State Division - Virginia**

Mariama Boney, George Mason University

## **State Division - Wisconsin**

Angie Bong, University of Wisconsin-Madison

# Awards

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## **Contribution to Higher Education**

Carol Geary Schneider, Association of American Colleges and Universities

## **Contribution to Knowledge**

Trudy W. Banta, Indiana University-Purdue University Indianapolis

## **Lifetime Achievement**

Harry J. Canon

## **Senior Scholars**

Florence Hamrick, Rutgers University  
Kristen Renn, Michigan State University

## **Emerging Scholars**

Ebelia Hernandez, Rutgers University  
Jody Jessup-Anger, Marquette University  
Kirsten Kennedy, University of South Carolina  
Judy Kiyama, University of Rochester  
Robert Palmer, SUNY Binghamton

## **Senior Scholar Diplomate**

William McDonald, University of Georgia

## **Senior Scholar Emeritus**

Richard Keeling, Keeling & Associates

## **Voice of Inclusion Medallion**

Karen Myers, St. Louis University

## **Champion of Sustainability**

Shanah Trevenna, University of Hawaii

## **Presidential Citation**

Curtis Mike, University of West Indies, St. Augustine

## **Esther Lloyd Jones Professional Service**

Jonathan Poullard, University of California at Berkeley

## **Excellence in Practice**

Thehora U. Reynolds, University of the West Indies, Mona

## **Lifetime Achievement**

Harry J. Canon

## **2011 Diamond Honorees**

Scott C. Brown, Colgate University  
Tony W. Cawthon, Clemson University  
Joseph B. Cuseo, Marymount College  
Tracy L. Davis, Western Illinois University  
Keith B. Humphrey, University of Arizona  
Michael G. Ignelzi, Slippery Rock University  
Bonita C. Jacobs, University of North Texas  
Lisa Landreman, Macalester College  
Kathryn H. Obear, Alliance for Change  
Penny Pasque, University of Oklahoma  
Robert J. Perkins, Keystone College  
Kent Porterfield, Saint Louis University  
Diane Sledden Reed, University of North Carolina at Wilmington  
J. Michael Segawa, University of Puget Sound  
Joanne H. Smith, Texas State University  
Annie Stevens, University of Vermont  
Dwayne Todd, Columbus College of Art & Design

# ACPA Foundation Board of Trustees

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Hartwick College, New York

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**Richie Stevens**

Shepherd University

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University of California at Berkeley

**Steve Tyrell**

Alfred State College

**Katherine L. Wildman**

Trustee Associate  
University of Iowa



## 2010 ACPA International Office Staff

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### **Gregory Roberts**

Executive Director

*B.S., M.S. Indiana University – Bloomington; Ed.S.  
University of Missouri – Kansas City*

### **Eleanor Mower**

Associate Executive Director

*B.S., M.Ed. Virginia Commonwealth University;  
D.B.A. University of Sarasota (Florida)*

### **Ron Campbell**

Director of Corporate Relations

*B.S. Heidelberg College (Ohio), M.A. Montclair State  
College (New Jersey)*

### **Stanton Cheah**

Director of Membership, Marketing & Media Relations

*B.A. Towson University (Maryland); M.A. University of  
Baltimore (Maryland)*

### **Marguerite Comfort**

Executive Assistant/Office Manager

*B.A. American University (District of Columbia)*

### **Brian D. Dusbiber**

Educational Consultant

*B.S., M.A. Eastern Michigan University; Ed.D.  
University of Saint Thomas (Minnesota)*

### **Faye Easley**

Office Assistant

### **Dana Frommer**

Graduate Assistant

*B.S. Rutgers, The State University of New Jersey-  
New Brunswick; M.Ed. The George Washington  
University (District of Columbia)*

### **Stephanie Gatson**

Coordinator of Membership & Convention Services

*B.S. Catholic University of America (District of  
Columbia)*

### **Tom Gentry**

Director of Fiscal Services & Human Resources

*B.S. University of Tennessee; M.S. Johns Hopkins  
University*

### **Aleasha Mayo**

Coordinator of Constituent Relations

*B.A. Howard University (District of Columbia)*

### **Jorge Pedreira**

Association Services Coordinator

### **Justin Roberts**

Web Services Associate

*B.S. The George Washington University (District of  
Columbia)*

### **Chris Stone**

Research Assistant/Doctoral Intern

*B.A. Central College (Iowa); M.A. St. Ambrose  
University (Iowa)*

### **Vernon Wall**

Director of Educational Programs & Publications

*B.A. North Carolina State University; M.A. Indiana  
University*



KOSITZKA, WICKS & COMPANY  
*Certified Public Accountants*

## Independent Auditor's Report

Governing Board  
**American College Personnel Association**  
Washington, DC

We have audited the accompanying statements of financial position of the **American College Personnel Association** (a nonprofit organization) as of June 30, 2011 and 2010, 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 auditing standards generally accepted in the United States of America. 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, 2011 and 2010, and the changes in its net assets and cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

*Kositzka, Wicks and Company*

Alexandria, Virginia  
December 20, 2011

# American College Personnel Association

## Statements of Financial Position June 30,

2011

2010

### Assets

#### Current assets

Cash and cash equivalents	\$ 710,779	\$ 704,452
Certificate of deposit	153,761	151,488
Investments	1,119,400	959,435
Accounts receivable	10,349	19,361
Prepaid expenses	34,974	29,474
Due from related party	5,089	5,089
Total current assets	<u>2,034,352</u>	<u>1,869,299</u>

#### Property, at cost

Furniture and fixtures	65,174	65,174
Office equipment and software	163,398	120,185
Leasehold improvements	89,735	89,735
Less: accumulated depreciation	<u>(269,756)</u>	<u>(254,699)</u>
Total property, net	<u>48,551</u>	<u>20,395</u>
<b>Total assets</b>	<b><u>\$ 2,082,903</u></b>	<b><u>\$ 1,889,694</u></b>

### Liabilities and net assets

#### Current liabilities

Accounts payable	\$ 189,169	\$ 101,520
Deferred income	<u>574,128</u>	<u>603,381</u>
Total liabilities	<u>763,297</u>	<u>704,901</u>

#### Net assets

Unrestricted	1,311,268	1,171,313
Temporarily restricted	<u>8,338</u>	<u>13,480</u>
Total net assets	<u>1,319,606</u>	<u>1,184,793</u>
<b>Total liabilities and net assets</b>	<b><u>\$ 2,082,903</u></b>	<b><u>\$ 1,889,694</u></b>

The accompanying independent auditor's report and notes are an integral part of the financial statements.