



APAN Strategic Planning Task Force



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Purpose of Strategic Plan

- Have API community identify what they want in a professional organization
- Have community input in the process as much as possible (thus the sharing of it today)
- Share data and findings with other API professional organizations



Purpose of Task Force

- To collect data on what API professionals look for in a professional organization
- To use the data to assist the officers in crafting short and long term strategic goals for the Asian Pacific American Network (ACPA)



Appreciative Inquiry

- 6 qualitative questions
- Intentional demographic data also collected
- Responses were coded by 2 members and cross checked for inter-rater reliability
- We used AI to because we felt it was the best tool available that offers a positive, strength based approach to organization development and change management



AI Questions

1. What has been the **most meaningful** aspect for you as a member of a professional development organizations (such as APAN)?
2. Please describe **opportunities or activities** that you have experienced with professional organizations that have acknowledged and positively nourished your professional API identity.
3. Please describe a conference experience where you **felt most personally connected** with other API professionals.
4. Describe a time that you had a **meaningful mentoring experience** with an API professional (or someone who helped you navigate professionally) that you met through a professional organization.
5. Please describe the **best methods of communication** that you have experienced through a professional organization.
6. Describe the primary reasons for **staying connected** with API-focused professional organizations.



Key Learning

- Community
 - Support
 - Connection
- Communication
- Affirmation
- Staying current on API issues
- Mentoring
- Networking



Key Learning: Q1 Quotes

- **What has been the most meaningful aspect for you as a member of a professional development organization (such as APAN)?**
 - “As a professional, I have looked to some of the elder APAs in the field who I have connected with at Convention for advice and guidance. They have **listened, supported me, and seem invested in my growth** as a professional.”
 - “The **opportunity to meet caring, dedicated, progressive professionals; receive mentoring; exchange best practices; find a community; find people to cultivate research ideas with or to share research and receive feedback.**”



Key Learning: Q2 Quotes

- **Please describe opportunities or activities that you have experienced with professional organizations that have acknowledged and positively nourished your professional APIDA identity.**
 - “I have appreciated some of the social events that APAN has held at ACPA Convention because the leadership of APAN and the elders of the group have been welcoming and genuine in their desire to get to know those attending these **events...The people that I have met during these activities have been the people that I have turned to when I need guidance**, particularly around issues I have faced as an APA professional”



Key Learning: Q3 Quotes

- **Please describe a conference experience where you felt most personally connected with other APIDA professionals.**
 - **“Most conferences break out into small groups for sharing or problem-solving...These become the beneficial times for learning or validating your personal experiences.”**
 - **“I got to meet a number of Desi practitioners (the first time that I’ve seen that many at a conference) and also meet a wide range of Pan-APA professionals at some excellent workshops – including one on research focused on the APA community.”**



Key Learning: Q4 Quotes

- **Describe a time that you had a meaningful mentoring experience with an APIDA professional (or someone who helped you navigate professionally) that you met through a professional organization.**
 - **“Every conference attendance has been a different meaningful experience overall. It has been an opportunity to talk about issues that affect me and my community. While some folks may not consider that mentoring, I think that is a kind of mentoring, learning, and teaching experience. I cannot think of one single individual but several friends have been instrumental in making me a better person.”**



Key Learning: Q5

- **Please describe the best methods of communication that you have experienced through a professional organization.**
 - **Email listserv**
 - **Newsletter**
 - **Face to face**
 - **Phone calls**
 - **Web-related**



Key Learning: Q6 Quotes

- **Describe the primary reasons for staying connected with APIDA-focused professional organizations.**
 - **“you need a place to call home - people to connect with whom you do not have to explain everything to”**
 - **“The people and the connections.** I could go to a conference and attend no keynotes, no workshops, and no special events, and I would still find the conference to be a valuable and important part of my professional experience. APAN is really one of very few professional experiences that continues fairly consistently throughout the year and not just from convention to convention.”



Strategic Planning Question

- What is the current purpose of APAN?
- How aligned are we currently with our purpose?
- How aligned are we currently with what we found from the AI results?
- Is APAN practices aligned with best practice research in our field around identity development, group development, & organizational development?



Mission Statement

The Asian Pacific American Network is dedicated to addressing the concerns and issues of the Asian Pacific Islander (API) faculty, staff, and students in higher education. Our purpose is to provide community, professional development, networking, and affirmation of identity for API professionals. APAN represents API issues and advocates for programs, services, research, and actions within the leadership of the Standing Committee for Multicultural Affairs and the College Student Educators International (ACPA).

Theory Matrix

Personal & Professional Development	Community Development	Leadership Development
<p>Members who belong to APAN will be able to share knowledge of API identity related issues, concerns, & accomplishments</p>	<p>Members who belong to APAN will develop connections and knowledge as demonstrated by involvement in APIDA centered focused workshops, programs and socials</p>	<p>Opportunities for leadership roles in an organization committed to multicultural competency (Awareness, Knowledge, & Skills)</p>
<p><u>Currently Doing</u> CMA Mentoring Awards Culture Fest ACPA conference Pre-conferences Conference workshops</p>	<p><u>Currently Doing</u> CMA Mentoring Awards Culture Fest ACPA Pre-conferences Business meetings Socials Newsletter</p>	<p><u>Currently Doing</u> CMA Mentoring Awards Officer positions</p>
<p><u>Doing & Will Improve</u> Website Access to resources Publishing/Presenting opportunities</p>	<p><u>Doing & Will Improve</u> Website Listserv Regional Coordinators</p>	<p><u>Doing & Will Improve</u> Website Listserv Regional Coordinators</p>
<p><u>Provocative Propositions</u> Blog Online Social Network Webinar/Phone conferencing</p>	<p><u>Provocative Propositions</u> Blog Online Social Network Webinar/Phone conferencing</p>	<p><u>Provocative Propositions</u></p>



What is going to be APAN's focus?

- Keeping in mind number of people involved in putting strategic plan into action (ex. One person shouldn't take on three directives)
- Spacing out strategic plan actions over the next 5 years
- Remaining transparent in process
- Continuing to involve as much of the API community as possible
- Be realistic about what we can accomplish in our time frame



APAN

Further Discussion
