

2022 ANNUAL REPORT

intentionally
**transforming
higher education**

LETTER FROM THE PRESIDENT



First, I would like to celebrate and acknowledge the efforts by our Governing Board, International Office Staff, Assembly Leadership and our dedicated membership. Their commitment and innovation allows the association to pursue our vision to Boldly Transforming Higher Education.

Our year began with gratitude and excitement as we gathered for Convention in St. Louis. Much like the start of 2022, the world and higher education continues to be living in and dealing with the various effects of the COVID-19 pandemic. It is fitting that my highlights begin with deep appreciation for the efforts of Dr. Jason Cottrell, Dr. Danielle Morgan Acosta, and the entire ACPA22 Convention Team for bringing us back together after two years of only being able to engage with our community virtually.

Membership in 2022 returned to pre-pandemic levels as campuses began to face the financial pressures and limited professional development funds, making professional memberships one of the first things to pause. Given this context, I was pleased that ACPA members voted in favor of two new membership types: the All Campus Membership and the Graduate Preparation Program Membership. We continue to experience growth in these two new membership options and believe this will make membership financially accessible to a wider audience for many years to come.

The start of 2023 marks the half-way point of the Association's current Strategic Plan, which identifies ACPA's priorities from 2021-2024 and now we move from Phase 2 to Phase 3 of this important work. In 2022, the Governing Board and the Strategic Plan Implementation Task Force concluded a number of achievements, including adding two new staff positions to the ACPA International Office and welcoming Brian Hercliff-Proffer and Brian Hopkins to those roles, launching several new resource websites such as the Generativity Project and ACPA Resolutions pages, holding elections to revitalize ACPA Chapters in Colorado, Georgia, Illinois, and North Carolina, and implementing several accessibility-related recommendations from the 2021 Universal Design Task Force.

Between 2022 and 2023, three Presidential Task Forces concluded their work. Led by Dr. Roshanda Breeden, the 21st Century Employment in Higher Education Task Force produced a report shared with ACPA members in November 2022 to advocate for a sustainable future of our field and members and to articulate the contexts and conditions leading to burnout and leaving the field and advocate for the changes needed to address those challenges. This report offers an incredible contribution to the discourse on employment in higher education and student affairs while advancing the association's Strategic Imperative for Racial Justice and Decolonization.

The Presidential Task Force chaired by Dr. Danielle Morgan Acosta released their report, entitled the "Campus Racial Justice and Decolonizations Expectations Project Report" in early 2023 tasking campus and leaders with centering anti-racist and decolonization in our work at the individual, group, and organizational levels. Thank you to Dr. Morgan Acosta and all members of this Task Force for contributing to the practical tools and resources available to ACPA members for doing this deeply personal and critically important work.

The third Presidential Task Force chaired by incoming ACPA Vice President Dr. Rachel Aho focuses on Governance Transformation and is tasked with generating a new possibility model for leadership in this Association. This task force continues several years of previous work facilitated by Donna Lee, Vernon Wall, and Dr. Jim Breslin to imagine how the ACPA Governing Board might restructure to meet current and anticipate future needs of the Association. I anticipate this new model will allow ACPA to continue to invest in expanding and inviting new voices and perspectives into leadership in meaningful ways that align with our mission, values, and vision statements.

Lastly, I am particularly grateful for our increasingly collaborative relationship with the ACPA Foundation, who donated greatly over the past year. In addition to forgiving a \$60,000 pandemic loan to ACPA, the Trustees of the ACPA Foundation voted this past year to sponsor a new Association Management Software System that we are excited to announce will launch shortly after Convention 2022. I am so appreciative of the leadership of current ACPA Foundation President and 2011-2012 ACPA Past President Dr. Heidi Levine and the entire ACPA

Foundation for their overwhelmingly generous support that allows ACPA Leadership and staff to continue pursuing our priorities and objectives. This also means I am grateful to our membership for graciously donating to the ACPA Foundation each time they ask for your financial support. Your giving matters in big ways.

These highlights are just a glimpse into the great work that has occurred this past year, and I am so grateful to have been able to be involved in leading this organization at this time. This work takes many to accomplish, and I thank each of you who was involved in making this past year a tremendous success.

Andrea D. Domingue, Ed.D.
2022-2023 ACPA President

2022 AT A GLANCE

MEMBERSHIP

ACPA had a yearly membership average of 5,166.

STRATEGIC INITIATIVES

With campuses returning to in-person course instruction and campus engagement in fall 2021, ACPA programs, services, and resources also began to shift to create more of a balance of virtual and in-person experiences, even though travel and funding remained restricted at many colleges and universities. Of greatest impact was the 2022 ACPA Annual Convention in St. Louis at the start of the year. While many expressed joy at being able to be back together in community, convention participation was lower than typical due to discomfort with travel and being in close proximity to others as well as budget limitations by employers.

Calendar year 2022 represented the second full year of the ACPA Strategic Plan that would carry the Association through the 100th Anniversary in 2024. Strategic achievements occurring during 2022 included the following efforts and activities:

Revisions to the Association's Values and Vision Statements

In 2022, the ACPA Governing Board reviewed and approved changes to the Association's values and vision statements. Led by Leilani Kupo, the Governing Board approved changes to the Core Values Statement to bring our espoused values into alignment with current contexts in higher education and in the Association. Nearly simultaneously, Cori Bazemore-James and Rachelle Brown introduced proposed revisions to the Association's Vision Statement to explicitly name racial justice and decolonization as part of our defining vision for the Association and higher education.

Membership Types Piloted in 2021 Transitioned to Permanent Status

In 2021, the Association piloted two new membership types, the All Campus Membership and the Graduate Preparation Programs. Based on the success of these pilots, members voted on two Bylaws revisions at the 2022 Annual Business Meeting making these permanent options for institutional membership.

Report on 21st Century Employment in Higher Education Released

With the leadership of 2022-2023 ACPA President Andrea D. Domingue and chaired by Roshaunda Breeden, the Association published a new resource document for members from the work of the Presidential Task Force on 21st Century Employment in Higher Education with particular emphasis on re-evaluating entry-level student affairs positions and including lessons learned during the COVID pandemic. The Task Force chair and members participated in several follow-up webinars and podcast episodes to further share the report and recommendations for creating more sustainable employment experiences in higher education. A primary goal for this group was to add to existing discourse and research on Higher Education and Student Affairs' emerging dynamic with the Great Resignation while intentionally developing a resource for members navigating campus employment challenges.

Partnership with NINLHE

In March 2022, ACPA and NINLHE announced a new partnership between associations to enhance higher education's support and opportunities for Indigenous students, scholars, and educators. Previously headquartered at the University of New Mexico and the University of Northern Colorado, the National Institute for Native Leadership in Higher Education (NINLHE) will now work in partnership with ACPA, particularly the Native, Aboriginal, and Indigenous Coalition (NAIC) and the Indigenous Student Affairs Network (ISAN), as an alliance of higher education professionals and scholars committed to building strong Native communities. In alignment with ACPA's Strategic Imperative for Racial Justice and Decolonization, this partnership hopes to affect meaningful change in higher education policies and practices that support and improve the educational experiences and success of Native students. ACPA, NAIC, and ISAN then followed this announcement and served as co-sponsors of the 2022 NINLHE Institute held at the University of North Carolina at Wilmington.

Partnership with Heartful Editor

Under a new partnership agreement with Heartful Editor, the Association hosted two professional development events in 2022, Mastering the Essentials of APA webinar and the inaugural Doctoral Institute.

Launch of the New History-Related Websites

In alignment with efforts to prepare for the Association's 100th Anniversary in 2024, two new websites were developed to honor the history of ACPA and our influence on higher education. First, the ACPA @ 100 Planning Committee created and launched the ACPA Generativity Project website featuring several newly released videos and relocated prior videos from the member portal to the website. A second website, organized by the ACPA International Office, was introduced for the purpose of documenting prior Association memorial and retirement resolutions approved at recent Annual Business Meetings celebrating the lives and contributions of current and prior members.

ENTITY ACTIVITIES

Coalitions & Networks:

The Coalition for Disability hosted a 5-part series centering their 2021 ACPA Monograph: *Creating Inclusivity While Providing Accommodations: A Practical Guide to Champion Individuals with Disabilities on Campus* and also partnered with the Mid-Level Communities of Practice on the topic of Supervision.

Across the Coalition and Networks communities (including PAN, APAN, MRN, CMM, CWI, LN), there has been an active scholarly presence through Scholar in Residence positions, writing spaces, and published monographs, journal articles, and books.

The Coalition for Men and Masculinities hosted their second annual Institute for Critical Perspectives and Practices on College Masculinities in June 2022.

Commissions:

In 2022, Commission leaders decided to hold the first ever joint awards event at ACPA22 which celebrated all Commission award recipients. The event was attended by more than 50 people and Commission leaders continued this new tradition in 2023.

Also in 2022, the Task Force for Online Experiences and Engagement began distributing a newsletter and also created a blog to serve the ACPA community with ongoing discussions and insights on contemporary issues and emerging practices for online experiences and engagement in higher education, which remains a particularly relevant topic given the impact of the pandemic.

Communities of Practice:

The Senior Level Community of Practice wrapped up its third season of the Senior-Level Support Network and are soon to announce Season 4; They have grown their Directorate Board more than 350% since 2020 and are currently working on the launch of the Growing Knowledge Series.

The Mid-Level Community of Practice has made significant progress in their strategic plan to focus on improving our career preparation offerings, continuity of the Community of Practice, and building the community of mid-level professionals. Specifically, professional development opportunities such as the ACPA2GO Centering Disability Justice in Supervision Practices in collaboration with the Coalition for Disability and the Resume Review

program in collaboration with the Commission for Career Services, had considerable interest and participation from mid-level ACPA members.

The Graduate Students & New Professionals Community of Practice has continued working to support graduate students and new professionals in a variety of manners. Since Convention 2022, this Community of Practice has awarded seven individual awards, hosted over five webinars, and awarded six individual scholarships related to the ACPA23 Convention 2023 or the future involvement in ACPA. After several years, the Graduate Students & New Professionals Community of Practice has also begun the sunseting process for the ACPA Ambassador program and will have a farewell gathering in April 2023. Due to this change, the Community of Practice has created a new avenue of support around the Convention Experience for graduate students and new professionals.

State and Regional Chapters:

Leadership elections were coordinated in four Chapters that were previously inactive: Georgia, Illinois, Michigan, and North Carolina.

The College Personnel Association of Kentucky hosted the 2022 CPAK Conference and Hall of Fame Dinner, which was the largest event ever.

Three Chapters returned to hosting in-person events in 2022, which were held in California, Kentucky, and South Carolina.

International Divisions & Members:

A strategic goal of this past year was the strengthening of the relationship with ACPA. Successes towards this goal were meetings with Past President Dr. Danielle Morgan Acosta, ACPA Foundation President-Elect Dr. J.W. Tabacchi on the topics of Fundraising and Sponsorship, and Dr. Kelli Campa to discuss ACPA's 100th Anniversary plans.

CTLPA collaborated on the New Directions Series entitled: Towards Professionalization of Student Affairs across the Globe by authoring a chapter with the IASAS Regional Coordinators of North America and the Caribbean, and leaders from CACUSS and NASPA. The chapter examines the role of the professional associations in the capacity development in their regions.

CTLPA hosted its 24th annual conference virtually, and launched its 25th Anniversary calendar of events under the auspices of Dr. Jacqueline Huggins. Of great note was the honoring of the 25 CTLPA past presidents, many of whom attended the conference.

2022 MONTH-BY-MONTH

JANUARY

In preparation for the return to an in-person convention, ACPA offered tips on navigating the Convention experience while balancing health and wellness.

A report from the Task Force on Universal Design and Access was distributed to members to highlight challenges and missed opportunities for ACPA to lead even further among non-profits in our commitment to accessibility and inclusion.

Shared a compilation of resources and opportunities with ACPA faculty members with the intention that they share applicable pieces with their graduate students.

Announced the 2022 Association Award Recipients.

FEBRUARY

Released a summary of proposed 2023 ACPA Bylaws changes including the full implementation of our new Association governance model.

MARCH

Held the ACPA 2022 Annual Convention from 6-9 March 2022 in St. Louis, Missouri. Speakers included Stephanie Waterman, Steve D. Mobley Jr., John Hernandez and Brittney Cooper. The Convention Chair was Jason Cottrell and registrants totaled 1,374.



APRIL

The College and University Professional Association for Human Resources (CUPA-HR) delivered a survey on employee retention to help understand where progress is needed when it comes to recruitment and retention efforts.

MAY

Delivered a message to ACPA members on certification in student affairs, which shared that ACPA is not against the idea of certification, but we strongly believe that how it is designed, implemented, and evaluated should be congruent with our values.

Released recorded content from ACPA22 to registered attendees and offered the opportunity to purchase various sessions to those not in attendance.

JUNE

Hosted the 2022 Student Affairs Assessment Institute in Baltimore, MD for 146 registrants from 22-24 June.

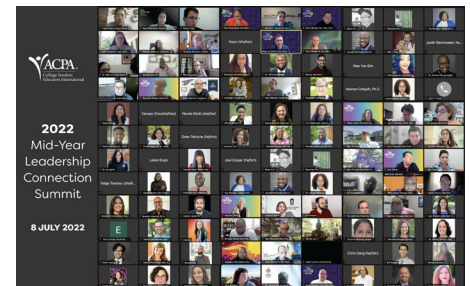
Opened the call for applications for the ACPA24 Convention Chair position.

Released a statement expressing our profound disappointment following the Supreme Court decision which overturned *Roe v. Wade* (1973).

JULY

Hosted the 2022 Mid-Year Leadership Summit with topics focused on updates and strategic initiatives, including ACPA23,

ACPA@100 anniversary celebration planning, equity and inclusion for leaders and ways to identify and support future leaders.



Opened the 2022 ACPA Governing Board Nomination and Election process.

Developed two new web pages for the Generativity Project to serve as resources for practice and as a chronicles of our rich history as an Association. The ACPA Generativity Project is a current and long-term initiative with the purpose of documenting the voices and perspectives of higher education today, built upon the past and actively pointing toward our future.

Shared an acknowledgement with members in the state of California regarding the California General's decision to add the U.S. state of Louisiana to the list of restricted travel destinations for state employees. We noted the extraordinary challenge of finding another event location large enough and available for relocation and our plans to remain in Louisiana for ACPA23 New Orleans.

Virtually hosted the 2022 Phyllis L. Mable Emerging Leaders Institute over the course of five weeks throughout June and July for 46 attendees. Faculty included Danielle Morgan Acosta and Brittany M. Williams.



Hosted the inaugural NINLHE Summer Institute for Native Peoples at the University of North Carolina, Wilmington from 25-29 July. This was a partner experience between ACPA, NINLHE, NAIC and ISAN where participants shared an experience that offered the rare opportunity to learn about and share best practices, network with colleagues and strategize for the continued improvement of higher education opportunities for Native Peoples.



AUGUST

Opened the call for ACPA23 Steering and Planning Team members.

Welcomed Brian Hercliff-Proffer to the International Office as Director of Member Belonging.

SEPTEMBER

Delivered 200 direct-mail swag boxes to ACPA Faculty Members with the intention of thanking them for their loyalty to the Association and to share the new Graduate Preparation Program membership option.

In partnership with ASHE, hosted the 2022 Presidential Symposium in an online and in-person format at the North Carolina State University on 30 September. Panelists included ACPA President Andrea D. Domingue, ASHE President Joy Gaston Gayles, Wilson Okello and Joan Collier. The Symposium theme was “Finding Our Way: Centering Joy, Care, and Community”.

OCTOBER

Offered thoughts and support to those impacted by Hurricane Ian.

Celebrating careers in student affairs month by promoting individual membership for \$98 and a graduate student 20% off membership discount.

Partnered with Peter Lake for a Title IX Webinar on 12 October.

Hosted the 2022 Institute on the Curricular Approach from 16-19 October in Baltimore, Maryland. 400 registrants attended.



NOVEMBER

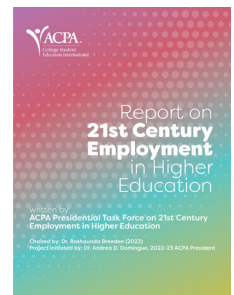
Hosted the inaugural Doctoral Institute in partnership with Heartful Editor on 4 November. This was a free event for doctoral students to join together and learn from one another.

Joined THE Campus Live US as an official higher education partner and Chris Moody served as a panelist for the virtual event.

Offered thoughts and support to those impacted by Hurricane Nicole.

Released the *Report on 21st Century Employment in Higher Education*, written by the 21st Century Employment Task Force.

Announced Z Nicolazzo as the new About Campus Editor.



DECEMBER

Released a statement on the Convention site selection process and the forming of the Presidential Task Force on Future Conventions that will revise site selection guidelines.

Announced the results of the 2022 Nominations and Elections process.



2022 ASSOCIATION AWARD RECIPIENTS

Lifetime Achievement:

Patricia King

Contribution to Knowledge:

Marilee Bresciani Ludvik

Harold E. Cheatham Innovative Practice:

Dana Malone
Jim Breslin

Collaborative Excellence:

Financial Wellness Program, University of California Los Angeles

Champion of Sustainability:

Nick Hennessy

Marylu McEwen Dissertation of the Year:

Roshaunda Breeden

Voices of Inclusion:

Pat Tetreault

Contribution to Higher Education:

William Gregory Sawyer

Esther Lloyd Jones Professional Service:

Gretchen Metzelaars

Senior Scholars:

Ellen Broido
Robert Palmer (Diplomate)
D-L Stewart (Diplomate)
Maureen Wilson (Diplomate)

Emerging Scholars:

Stacey Garrett
Orkideh Mohajeri
Amanda Mollett
Wilson Okello
Leslie Jo Shelton

Annuity Coeptis Senior:

Mimi Benjamin

Annuity Coeptis Emerging:

Yashwant Prakash Vyas
Antonio Duran
Angela Delfine-Mechler
Sean Robinson

Presidential Citation:

ASHE-Association for the Study of Higher Education
Jason Cottrell

Congratulations
2022 Association Award Recipients

| | | | | | | | | | | | |
|--|--|---|--|--|---|--|--|---|---|--|--|
|  Lifetime Achievement PATRICIA M. KING University of Michigan |  Contribution to Knowledge MARILEE BRESCIANI LUDVIK University of Texas Arlington |  Harold E. Cheatham Innovative Practice DANA MALONE |  Harold E. Cheatham Innovative Practice JAMES BRESLIN |  Collaborative Excellence FINANCIAL WELLNESS PROGRAM University of California Los Angeles |  Champion of Sustainability NICK HENNESSY Bowling Green State University |  Senior Scholar Diplomate ROBERT PALMER Howard University |  Senior Scholar Diplomate D-L STEWART University of Denver |  Emerging Scholar STACEY D. GARRETT Appalachian State University |  Emerging Scholar ORKIDEH MOHAJERI West Chester University of Pennsylvania |  Emerging Scholar AMANDA MOLLETT The University of Kansas |  Emerging Scholar WILSON OKELLO University of North Carolina Wilmington |
|  Marylu McEwen Dissertation of the Year sponsored by the ACHA ROSHAUNDA BREEDEN |  Voices of Inclusion PAT TETREAULT University of Nebraska-Lincoln |  Contribution to Higher Education WM GREGORY SAWYER |  Esther Lloyd-Jones Professional Service GRETCHEN METZELAARS |  Senior Scholar Diplomate MAUREEN WILSON Bowling Green State University |  Senior Scholar ELLEN BROIDO Bowling Green State University |  Annuity Coeptis-Senior Professional MIMI BENJAMIN Indiana University of Pennsylvania |  Annuity Coeptis-Senior Professional SEAN ROBINSON Morgan State University |  Emerging Scholar LESLIE JO (LJ) SHELTON University of Arkansas |  Annuity Coeptis-Emerging Professional ANGELA DELFINE-MECHLER Chatham University |  Annuity Coeptis-Emerging Professional ANTONIO DURAN Florida International University |  Annuity Coeptis-Emerging Professional PRAKASH VYAS The University of Mississippi |

2022 FINANCIALS

ACPA—College Student Educators International

Balance Sheet

As of December 31, 2022

| | TOTAL |
|---|-----------------------|
| ASSETS | |
| Current Assets | |
| Bank Accounts | |
| 1000 Bank of America | 0.00 |
| 1003 PNC Bank Operating Account | 1,344,748.29 |
| 1018 PNC Money Market | 3,014.97 |
| 1030 Clearing Account | 0.00 |
| 1050 State CPA Bank Accounts | 7,751.58 |
| 1225 Long Term Investments | 609,659.17 |
| In-Kind Clearing | 0.00 |
| Total Bank Accounts | \$1,965,174.01 |
| Accounts Receivable | |
| 1230 Accounts Receivable | 4,599.00 |
| Total Accounts Receivable | \$4,599.00 |
| Other Current Assets | |
| 1400 Prepaid Expenses | 2,054.91 |
| 1411 Prepaid Expenses-2016 convention | 0.00 |
| 1416 Prepaid Expenses - 2021 Convention | 0.00 |
| 1417 2022 Convention | 0.00 |
| 1418 2023 Convention | 43,385.13 |
| 1420 2025 Convention | 834.06 |
| 1422 2027 Convention | 56,965.94 |
| 1465 Pre-Paid Insurance | 8,368.00 |
| 1475 Accountant A/R | 0.00 |
| 1496 Metro Checks | 0.00 |
| 1499 Undeposited Funds | 0.00 |
| Total Other Current Assets | \$111,608.04 |
| Total Current Assets | \$2,081,381.05 |
| Fixed Assets | |
| 1500 Fixed Assets | 32,977.42 |
| 1590 Accum Depreciation | -25,005.00 |
| Total Fixed Assets | \$7,972.42 |
| Other Assets | |
| 1700 Right-of-Use Leased Asset | 290,425.56 |
| Total Other Assets | \$290,425.56 |
| TOTAL ASSETS | \$2,379,779.03 |

ACPA—College Student Educators International

Profit and Loss

January - December 2022

| | TOTAL |
|---|-----------------------|
| Income | |
| 4050 Grant Revenue | 60,000.00 |
| 4100 Membership | 769,166.02 |
| 4301 Annual Convention | 562,279.67 |
| 4400 Publications Income | 374,224.25 |
| 4590 Career Central | 61,199.72 |
| 4600 Sponsorships/Contributions | 24,800.00 |
| 4640 ELF Program Support | 62,078.00 |
| 4675 Corporate Partner Program | 0.00 |
| 4820 State CPA Income | 2,122.91 |
| 4850 Other Income | 6,413.19 |
| 4900 Educational Programs | 417,394.83 |
| Total Income | \$2,339,678.59 |
| GROSS PROFIT | \$2,339,678.59 |
| Expenses | |
| 5000 General Administration | 1,027,373.51 |
| 5050 Technology | 55,144.65 |
| 5160 Governing Board | 18,338.26 |
| 5200 Strategic Initiatives | 15,709.36 |
| 5300 General Membership | 22,251.97 |
| 5350 Marketing | 16,527.66 |
| 5400 Professional Development* | 217.98 |
| 5401 Educational/Professional Programs | 303,315.32 |
| 5415 Writer's Retreat Expense | 14.14 |
| 5490 Site Visits | 93.99 |
| 5500 Convention Expenses | 363,724.59 |
| Total 5400 Professional Development* | 667,366.02 |
| 5590 Awards & Grants | 26,305.43 |
| 5600 ACPA Entities | 22,721.60 |
| 5700 Publications | 105,393.18 |
| 5770 Chapter Membership Share | 8,580.00 |
| 5820 Association Memberships | 3,800.00 |
| Total Expenses | \$1,989,511.64 |
| NET OPERATING INCOME | \$350,166.95 |
| Other Income | \$ -81,748.65 |
| NET OTHER INCOME | \$ -81,748.65 |
| NET INCOME | \$268,418.30 |

THANK YOU



ACPA thanks the ACPA Foundation for its extraordinary generosity in supporting our members by funding research, scholarship, professional development and leadership programs. Founded in 1994, during the presidency of Charles Schroeder, the purpose of the ACPA Foundation is to enhance the student affairs profession and to generate and disseminate knowledge of college students at all levels within higher education. The most compelling interest of the ACPA Foundation is the preparation of students for leadership roles. The ACPA Foundation supports Association members from the time they first consider the profession of student affairs through their career development. The Foundation supports NextGen, the ACPA Ambassadors Program, the Marylu McEwen Dissertation of the Year Award, the Diamond Honoree Campaign, and research grants.