



# 2023 ANNUAL REPORT

# LETTER FROM THE PRESIDENT



It has been the profound honor of my career s to serve as the 84th President of ACPA–College Student Educators International during this centennial year. Together, we prepared to celebrate 100 years in 2024 of ACPA boldly transforming higher education– an extraordinary opportunity to honor the vision of our nine founders, reflect on our milestones and challenges, and chart a bold course for the next century.

Our year began with the vibrant ACPA23 Convention in New Orleans, under the leadership of Convention Chair Dr. Marc Lo and 2022–2023 President Dr. Andrea D. Domingue. That gathering reinvigorated our community, providing connection, momentum, and inspiration. Building on that energy, membership grew to nearly 5,600 – the highest since 2021. This was a year of advancing our Strategic Imperative for Racial Justice and Decolonization. With a generous \$50,000 gift from the ACPA Foundation, we launched the inaugural Faculty Institute on Racial Justice and Decolonization, a landmark professional development opportunity. We also continued our collaboration with ASHE through the annual Presidential Symposium, which addressed *Bridging the Divide: Addressing the Political Landscape of DEI Work and Scholarship in Higher Education*.

Looking to the future, the Presidential Task Force on Future Conventions, chaired by Dr. Kelvin Rutledge, provided updated site selection guidelines to ensure our gatherings align with our values in a complex political landscape. Guided by this work, we announced Toronto, Ontario (ACPA27) and Atlanta, Georgia (ACPA28) as future convention sites.

Operationally, the International Office relocated to a collaborative co-working suite in Washington, D.C., enabling a fully remote staff structure while maintaining our One Dupont Circle presence. We also welcomed Sarah Garner as Director of Entity Relations, Training, & Development, a new role dedicated to supporting our many vibrant entity groups. Several groups celebrated important transitions this year, including the renaming of the Commission for Faculty and Graduate Programs as well as the establishment of the Coalition for Fat Identities.

As our current Strategic Plan nears completion in 2024, we concluded the governance transformation process and approved Bylaws changes to adopt a new structure. The new Leadership Council, an inclusive and sustainable model, will better serve our members and prepare ACPA for its second century.

In partnership with NASPA, we also launched the revision of the ACPA/NASPA Professional Competencies, a project that will shape our profession for years to come. This year also marked the final full year of Dr. Vasti Torres' distinguished term as Editor of the *Journal of College Student Development*. We thank Dr. Torres and the JCSD team for their extraordinary leadership and welcome Dr. Bob Reason as the incoming Editor.

As I reflect on this past year, I am reminded of my own ACPA story. From a nervous graduate student presenting at my first convention to leading the association in its centennial year, my professional life has been shaped by the relationships, community, and opportunities found here. I know each of you carries your own ACPA story, and together we are writing the next chapter of this association's history.

In a year marked by attacks on diversity, equity, and inclusion, polarization, and uncertainty in higher education, I have found strength in what I call critical hope – the belief that, together, we can create a more equitable and just future.

To every Governing Board and Leadership Council member, International Office staff colleague, entity group leader, Foundation Trustee, and ACPA member: thank you for your heart, vision, and relentless commitment to boldly transforming higher education. This work requires the dedication of many, and I am profoundly grateful to have shared in it with you.

With gratitude and hope, I look forward to all we will accomplish together in ACPA's next century.

**Heather D. Shea, Ph.D.**  
2023–2024 ACPA President

# 2023 AT A GLANCE

## MEMBERSHIP

ACPA had a yearly membership average of 5,397 with a year end total of 5,404. Membership stayed relatively consistent throughout the year with a peak prior to the end of the calendar year.

## STRATEGIC INITIATIVES

### Year 3 of the Strategic Plan

2023 was the third year of a four-year strategic plan for the Association, intended to culminate in the celebration of the 100th anniversary in 2024. A task force of volunteer and International Office staff continued efforts to implement various strategies connected to the five strategic pillars:

- Celebrating 100 Years of ACPA
- Attending to Our Current and Future Membership
- Generation and Sharing of Transformative Educational Experiences
- Maintaining and Increasing Our Strengths in Research and Scholarship
- Association Leadership and Presence

Specific activities achieved or implemented in calendar year 2023 included:

- Connected to the Strategic Imperative for Racial Justice and Decolonization, the Association planned and hosted the inaugural Faculty Institute on Racial Justice and Decolonization, sponsored in large part by the ACPA Foundation through the generous gift of \$50,000 for this first year of the Institute.
- Created a presidential task force on the future of the ACPA Annual Conventions to review and revise the site selection guidelines, chaired by Kelvin Rutledge. This effort also included the creation of site relocation considerations.
- Announced the beginning of the revision process to update the ACPA/NASPA Professional Competencies for Student Affairs Educators with NASPA, being led by a Task Force of members of both associations and co-chaired by Kathy Guthrie and Willie Banks.
- Implemented a new association management technology software to support membership activities and transactions.



## STRATEGIC PLAN



**Celebrating 100 Years of ACPA** (100th Anniversary in 2024)

## **Continued Planning for 100th Anniversary in 2024**

With the 100th Anniversary Planning Committee in place for several years, the ACPA23 Convention in New Orleans was the launching point for public celebrations for the coming 100th Anniversary Year in 2024. From program sessions to video interviews, the ACPA@100 Committee utilized the conference to create knowledge and awareness of the richness of the Association's first century and to propel enthusiasm for what was planned for 2024. Although the 100th Anniversary Year was scheduled to formally begin on 2 January 2024, calendar year 2023 was filled with volunteer and staff activity to plan for and build interest in the variety of activities and resources made available throughout 2024.

## **Governance Restructuring Approved by Membership**

During the 2023 Annual Business Meeting, ACPA members approved Bylaws changes to transition from the previous Governing Board model to a new Leadership Council structure. Following the ACPA23 Convention, ACPA leaders created new position descriptions, conducted nomination and selection processes, and reauthored most of the Association's standard operating procedures and policies in anticipation of the implementation of the new Leadership Council structure in 2024. This change marks an exciting moment for governance of the association as ACPA continues to evolve in ways that make volunteer leadership more attainable, inclusive, and sustainable for members.

## **International Office Relocation**

In June 2023, the International Office relocated the Association's office space within One Dupont Circle to a new shared, co-working suite with other higher education associations and institutions, allowing ACPA to fully advance to a remote work arrangement for full-time staff. The lease agreement for the new space extends through June 2031.



# ENTITY ACTIVITIES

In late 2023, the International Office welcomed Sarah Garner as the new full-time Director of Entity Relations, Training, & Development. This new position is dedicated to supporting the outstanding work of our entity groups and providing them with an enhanced administrative foundation.

## **Coalitions & Networks:**

Throughout 2023, Coalitions and Networks expanded their impact through strategic partnerships. The Coalition for Disability guided strategic planning efforts to advance accessibility through defined actions and policy positions. The Task Force for Fat Identities successfully petitioned to become the Coalition for Fat Identities, approved by the Governing Board on 8 December 2023.

## **Commissions:**

The Commission for Professional Preparation became the Commission for Faculty and Graduate Programs. The Commission for Student Involvement partnered with a New Orleans-based nonprofit to coordinate an on-site service project during ACPA23. The Commission for Assessment & Evaluation reimaged the Student Affairs Assessment Institute curriculum, offering new tracks for foundational, practitioner, and administrative audiences. The Commission for Global Dimensions of Student Development collaborated with the Association for the Study of Higher Education and STAR Scholars Network to produce *Am I Welcome Here? New Directions in International Graduate Student Voices*. The Commission for Student Conduct and Legal Issues marked its 50th anniversary.

## **Communities of Practice:**

The Mid-Level Community of Practice celebrated its 10th anniversary with a virtual panel featuring its founding members. The Graduate Students & New Professionals Community of Practice launched a two-year strategic plan, honored seven leaders through its awards program, and provided six scholarships for convention and institute attendance. In collaboration with the Senior-Level Community of Practice, all three COPs advanced the Growing Knowledge Series, showcasing emerging scholarship from recent doctoral graduates on topics such as Title IX policies at Historically Black Land Grant Universities and leadership identity development during COVID-19.

## **State and Regional Chapters:**

Chapters in California, Georgia, Illinois, Kentucky, Michigan, North Carolina, and South Carolina strengthened member engagement through events, publications, leadership recruitment, and alignment with the Strategic Imperative for Racial Justice and Decolonization. Several chapters expanded hybrid programming, achieving over 100% growth in member engagement since 2022. ACPA-Michigan hosted its annual conference at Wayne State University, welcoming 102 participants around the theme “Revitalize, Refresh, Recharge.” Chapters also promoted the Chapter-Only membership option to encourage local involvement.

## **International Divisions & Members:**

The Assembly Coordinator for International Divisions & Members convened informal meetups for members outside the United States, engaging participants from Canada, the Caribbean, and South Africa. The Caribbean Tertiary Level Personnel Association (CTLPA) held its first hybrid annual conference since the pandemic, under the theme “Unmasking Innovation: Re-defining and Retooling Student Support,” with 65 participants. CTLPA celebrated its 25th anniversary by honoring its past presidents with Lifetime Membership recognition.

# 2023 MONTH-BY-MONTH

## JANUARY

Shared a special New Year's promotion offering 23% off ACPA23 registration to encourage early sign-ups and kick off the year with increased engagement for ACPA23.

### **Donna M. Bourassa Mid-Level Management Institute**

Held virtually on 12 January, 13 January, 27 January, 10 February, and 24 February 2023. Faculty included Alan Acosta, Monique C. Atherley, Genia (Genie) Bettencourt, Craig Elliott, Bernie Liang, and Laila McCloud.

### **Supervisor Strengths Institute**

Held virtually from 24 January–31 March 2023. Led by Anne Brackett and Alicia Wojciuch of Strengths University.

## FEBRUARY

Announced the 2023 Most Promising Places to Work in Student Affairs in partnership with *Diverse: Issues in Higher Education*.

### **Program Design School**

Held virtually from 28 February - 1 March 2023. Led by Erin Fischer of the Leadership & Training Studio.

## MARCH

### **NextGen Institute**

Held 25–26 March 2023 in New Orleans, LA. The NextGen Chair was Lisa Landreman.

### **2023 Annual Convention**

Held from 26–29 March 2023 in New Orleans, Louisiana. Keynote Speakers included Jonathan P. Higgins, Brit M. Williams, Kedrick Perry, TJ Stewart, Preston Mitchum. Convention Chair was Marc A. Lo. Attendance was 2,052.

## APRIL/MAY

Shared legislative developments in South Dakota and Florida and encouraged the importance of social justice, diversity, equity, and inclusion in higher education.

Launched a new member portal through Member365 designed to ease membership transactions, streamline access to resources and publications, and simplify event registration.

In anticipation of ACPA's Centennial Year, the ACPA24 planning team shared a preview of the 2024 convention in Chicago. Members were invited to explore the program and register early to secure their participation.

### **Supervisor Strengths Institute**

Held virtually from 31 May - 26 July 2023. Led by Anne Brackett and Alicia Wojciuch of Strengths University.



## JUNE

Celebrated graduating members and promoted a limited-time offer to provide them with a discounted transitional membership, supporting their continued engagement and professional development within the association.

Communicated approved bylaws changes which included the creation of the Emeritus Individual Membership Type, the full Implementation of a new Association governance model and phase one implementation of the new Association governance model.

Informed members about a Supreme Court ruling affecting affirmative action policies and provided context for ACPA's perspective and resources to support members.

### **Program Design School**

Held virtually from 13-14 June 2023. Led by Erin Fischer of the Leadership & Training Studio.

### **Student Affairs Assessment Institute**

Held 20-23 June 2023 in Chicago, IL. Co-Chairs included Paul Holliday-Millard & Shaun Boren. Keynote Speakers were Gavin W. Henning, Anne E. Lundquist, and becky martinez.

### **The Institute for Critical Perspectives and Practices on College Masculinities**

Held virtually on 29 June 2023. Keynote Speakers included Antonio Duran, Jason Laker, Quortne R. Hutchings, Adam M. McCready, Jorge Burmicky, Reggie Ellis, Christopher Hurd, César De Jesus Jiménez, Paul Jiménez, and De Von Scott.

## JULY

Launched the 2023 Nomination and Election Process for the Fall 2023 Leadership Council, inviting members to consider leadership roles and contribute to the governance of ACPA.

Hosted an informal virtual meet-up for international members to discuss their experiences within ACPA, share how they engage and matter in the organization, and provide feedback to inform the Governing Board's strategies for enhancing member engagement globally.

Announced the search for a new editor of the *Journal of College Student Development*, inviting members to apply and contribute to the continued scholarly impact of the publication.

### **Faculty and Racial Justice & Decolonization Institute**

Held 11-14 July 2023 in Chicago, Illinois. Faculty included Quortne R. Hutchings, Laila McCloud, Ricardo Montelongo, Ericka Roland, and Michael Steven Williams.



## AUGUST

Shared the 2023 Graduate Preparation Program Virtual Toolkit with ACPA faculty members which included resources to help with academic planning.

Announced Matika Wilbur as the Opening Keynote Speaker for ACPA24, generating excitement about her expertise and storytelling on Native representation and culture.

## SEPTEMBER

### ACPA-ASHE Presidential Symposium

Held virtually on 9 September 2023. Theme: Bridging the Divide: Addressing the Political Landscape of DEI Work and Scholarship in Higher Education. President's: Heather Shea and Ana Martínez Alemán. Panelists: Nolan Cabrera, Bridhid Dwyer, Corey Seemiller, Paulette Granberry Russell, Brian Bridges, and Liz Lapolt Clark.

### Supervisor Strengths Institute

Held virtually from 18 September - 13 November 2023. Led by Anne Brackett and Alicia Wojciuch of Strengths University.

## OCTOBER

Celebrated the start of Careers in Student Affairs Month with resources, events, and opportunities to promote the profession. Also offered 10% off ACPA24 rates and 20% off graduate student membership rates.

Marked the celebration of ACPA Day with a special \$99 membership offer to encourage new and returning professionals to join or renew their connection with ACPA.

Announced that ACPA and NASPA are partnering to revise and update the ACPA/NASPA Professional Competencies for Student Affairs Educators and complementary rubrics.

Shared an initiative in partnership with the National Association of College Auxiliary Services (NACAS) and the Society for College and University Planning (SCUP) to develop association-led solutions that address the urgent need for systemic transformation in higher education.

Announced the Diamond Honoree Class of 2023, recognizing individuals who have made outstanding contributions to ACPA and the field of student affairs.

### Institute on the Curricular Approach

Held from 22-25 October 2023 in Long Beach, California. Co-Chairs included Ardell Sanders and Alexandra Martinez. The Keynote Speaker was Vernon A. Wall.

## NOVEMBER

Launched a one-day-only Cyber Monday promotion offering 20% off both Individual Memberships and ACPA24 registration fees. This campaign drove a notable spike in early event registrations.

Announced Rhiana Gunn-Wright, a nationally recognized climate policy expert, as the Closing Speaker for ACPA24.

Opened the voting process for the 2023-2024 Leadership Council, inviting members to shape the Association's future.

### Institute for Aspiring SSAO's

Held from 1-4 November 2023 in Washington, DC. Faculty included William Franklin, Luoluo Hong, and Dwayne Todd.

### Program Design School

Held virtually from 14-15 November 2023. Led by Erin Fischer of the Leadership & Training Studio.

## DECEMBER

Celebrated the 100-day countdown to ACPA24 with a limited-time flash sale, offering the first 100 registrants \$100 off their registration fee.

After focus groups held in November and December, we invited members to participate in a second round to share insights on specific competency areas. These sessions provided valuable feedback to inform future professional development initiatives.

Announced the results of the Leadership Council election, welcoming newly elected leaders and celebrating member engagement in the democratic process of shaping ACPA's future.

Shared curated tools, readings, and strategies to support equity and inclusion efforts across campuses. This resource-rich communication aligned with ACPA's mission to foster inclusive and socially just learning environments.

Released the official ACPA24 Land Acknowledgement and Accessibility Guide, underscoring our commitment to honoring Indigenous lands and ensuring a welcoming, accessible experience for all convention participants.

### 2023 Title IX Update

Held virtually on 12 December 2023. Led by Peter Lake.

# 2023 ASSOCIATION AWARD RECIPIENTS

## **Annuity Coeptis - Emerging Professional**

Jimmy Luckman, Syracuse University  
Marina Hinton-Martinez, Aurora University  
Nicholas Wright, University of Kentucky

## **Annuity Coeptis - Senior Professional**

Kathy Guthrie, Florida State University  
J. Michael Denton, University of South Florida

## **Champion of Sustainability**

Associated Student's Campus Community Garden, San José State University

## **Collaborative Excellence**

Western Kentucky University Living Learning Communities,  
Western Kentucky University  
Partnerships to Advance the Value of Education, Sacramento State University

## **Contribution to Knowledge**

Florence M. Guido

## **Emerging Scholars**

Genia Bettencourt, University of Memphis  
Kaleb L. Briscoe, Mississippi State University  
Antonio Duran, Arizona State University  
Laila McCloud, Grand Valley State University  
TJ Stewart, Iowa State University

## **Esther Lloyd-Jones Professional Service Award**

Matthew K. Robison, Georgia Gwinnett College

## **Harold E. Cheatham Innovative Practice Award**

Shawna Patterson-Stephens, Central Michigan University

## **Lifetime Achievement Award**

Susan R. Jones, The Ohio State University

## **Marylou McEwen Dissertation of the Year-Presented by the ACPA Foundation**

Andrew Ives, University of Wisconsin-La Crosse

## **Presidential Citation Award**

Stephen John Quayle, The Ohio State University



## **Senior Scholars**

Rishi Sriram, Baylor University  
Kathy Guthrie, Florida State University

## **Senior Scholar Diplomates**

Stephanie Waterman, Ontario Institute for Studies in Education/University of Toronto  
Ebony Zamani-Gallaher, University of Pittsburgh

## **Voices of Inclusion Award**

Jordan Shelby West, The George Washington University

# 2023 FINANCIALS

## ACPA—College Student Educators International

### Balance Sheet

As of December 31, 2023

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1000 Bank of America	1,250,100.00
1003 PNC Bank Operating Account	335,381.64
1018 PNC Money Market	3,015.28
1030 Clearing Account	0.00
1050 State CPA Bank Accounts	
1055 Georgia	0.00
1056 Maryland	1,769.97
<b>Total 1050 State CPA Bank Accounts</b>	<b>1,769.97</b>
1225 Long Term Investments	655,552.22
In-Kind Clearing	0.00
<b>Total Bank Accounts</b>	<b>\$2,245,819.11</b>
Accounts Receivable	
1230 Accounts Receivable	16,312.17
<b>Total Accounts Receivable</b>	<b>\$16,312.17</b>
Other Current Assets	
1400 Prepaid Expenses	15,355.37
1418 2023 Convention	0.00
1419 2024 Convention	50,600.77
1420 2025 Convention	6,479.35
1421 2026 Convention	28,436.66
1422 2027 Convention	56,965.94
1465 Pre-Paid Insurance	8,265.00
1475 Accountant A/R	4,153.05
1499 Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$170,256.14</b>
<b>Total Current Assets</b>	<b>\$2,432,387.42</b>
Fixed Assets	
1500 Fixed Assets	37,574.90
1590 Accum Depreciation	-27,388.00
<b>Total Fixed Assets</b>	<b>\$10,186.90</b>
Other Assets	
1700 Right-of-Use Leased Asset	240,481.80
<b>Total Other Assets</b>	<b>\$240,481.80</b>
<b>TOTAL ASSETS</b>	<b>\$2,683,056.12</b>
<b>LIABILITIES AND EQUITY</b>	<b>\$2,683,056.12</b>

# ACPA—College Student Educators International

## Profit and Loss

January - December 2023

	TOTAL
<b>Income</b>	
4100 Membership	685,421.26
4301 Annual Convention	941,767.06
4400 Publications Income	245,230.39
4590 Career Central	53,504.19
4600 Sponsorships/Contributions	11,194.00
4640 ELF Program Support	69,237.67
4820 State CPA Income	-627.10
4850 Other Income	2,002.34
4900 Educational Programs	475,980.13
8002 Sales	1,521.00
<b>Total Income</b>	<b>\$2,485,230.94</b>
<b>GROSS PROFIT</b>	
	<b>\$2,485,230.94</b>
<b>Expenses</b>	
5000 General Administration	1,088,518.25
5050 Technology	25,640.31
5160 Leadership Council	40,415.50
5200 Strategic Initiatives	64,580.14
5300 General Membership	21,154.56
5350 Marketing	12,375.34
5400 Professional Development*	862,320.76
5590 Awards & Grants	27,791.32
5600 ACPA Entities	24,977.74
5700 Publications	124,256.92
5770 Chapter Membership Share	14,430.00
5820 Association Memberships	7,122.59
<b>Total Expenses</b>	<b>\$2,313,583.43</b>
<b>NET OPERATING INCOME</b>	
	<b>\$171,647.51</b>
<b>Other Income</b>	
4842 Unrealized Gain/Loss	55,565.24
<b>Total Other Income</b>	<b>\$55,565.24</b>
<b>Other Expenses</b>	
Other Miscellaneous Expense	500.00
<b>Total Other Expenses</b>	<b>\$500.00</b>
<b>NET OTHER INCOME</b>	
	<b>\$55,065.24</b>
<b>NET INCOME</b>	
	<b>\$226,712.75</b>

# 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 the Marylu McEwen Dissertation of the Year Award, the Diamond Honoree Campaign, and research grants.

