

## *Engaging and Inspiring Diverse NACADA Leaders*

### **2021 Annual Conference Handout**

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#### **General Information**

- ELP homepage: <http://www.nacada.ksu.edu/Events-Programs/Emerging-Leaders-Program.aspx>. Find links here to:
  - Webpages for each of the current and completed Classes – Meet those who have gone before!
  - Videos of ELPers sharing their experiences and articles ELPers have written about the program
  - Information specifically for Emerging Leaders and Mentors
  - Information about Emerging Leader accomplishments

#### **Program Purpose and Objectives**

In accord with the association's [Diversity Statement](#), the NACADA Emerging Leaders Program was created to:

- encourage members from diverse groups to get involved in leadership opportunities within the organization,
- outfit participants with the skills and tools necessary to pursue elected and appointed leadership positions,
- increase the number of leaders from diverse groups, and
- encourage and assist members of populations who are under-represented in the association's leadership to attend state, regional, or annual conferences.

A 2013 NACADA Leadership Task Force report stated that a leader or leadership is characterized by positions held and roles undertaken that advance NACADA's mission. They further defined a NACADA leader as "...any member who takes on a formal or informal role of influence to promote the field of advising in support of the strategic goals of the Association. Leadership includes elected and appointed positions, as well as informal roles including but not limited to (for example) influencing the field of writing for a NACADA publication, chairing a Region sub-committee, or serving as a faculty mentor at a NACADA institute."

Each year, 10 Emerging Leaders and 10 Mentors are selected for the two-year program in which the Leaders and Mentors work closely on connecting the Leaders to the areas of the association they are interested in and in developing a plan for continued involvement and growth in the association. The 2021-2023 Class, which was selected in April 2021, is the fifteenth class.

#### **Under-represented Populations as Self-Identified by Emerging Leader Applicants**

- Although available data regarding our membership/leadership ratios is referenced, areas of under-representation are not pre-determined by the Selection Committee, but rather are articulated by the Emerging Leader applicants.
- Areas of under-representation that have been self-identified by Emerging Leaders in their application materials thus far may be found in a wordcloud on the program landing page (link above).

#### **Funding**

- Emerging Leaders are awarded a stipend of \$2000 that may be used over the course of the two years of the program. Funds are NOT disbursed "up-front" to ELs. ELs may designate that their funds be used to pay for membership fees or conference registrations at the time of registration, or may request reimbursement for travel expenses following event attendance – see link on above webpage.
- There is no ELP funding supplied for mentors.

#### **Eligibility Requirements and Application Information for Emerging Leaders**

- At the time of application, must have been a [general member](#) of NACADA for at least TWO (2) years and must be a current NACADA member - NO EXCEPTIONS. (Student, Associate, Retiree, or Institutional membership does not count toward this.)
- Must be able to demonstrate active involvement in the association.
- Must be able to articulate goals for increasing involvement in NACADA leadership and how taking part in the program will support those goals.
- Must be able to articulate how their participation in the program will support the program goal of providing intentional leadership development to members of populations within the NACADA membership who are underrepresented in the association leadership.

- Must agree to a two-year mentorship period, and a total of 2 1/2 years with the program (which includes preparatory assignments over the summer prior to the leader-mentor pairing and program Orientation).
  - Must be willing and able to attend monthly online meetings in the Zoom environment during the four months (June, July, August, September) prior to the mentorship period to discuss preparatory assignments and become acquainted with potential mentors. (Date/times will be determined after the class is selected.)
  - Must be willing and able to attend an **Orientation session**, which is held prior to the start of Annual Conference. In 2020 and 2021, this was held virtually; format for 2022 has not yet been determined. This session serves as the kick-off to the 2-year mentorship period.
- Must agree to take part in personal and program evaluation and assessment.
- Application period is January 15-March 15. Selection is generally complete by mid-April.
- Link to Application is available at <http://www.nacada.ksu.edu/Events-Programs/Emerging-Leaders-Program/Emerging-Leader-Information.aspx>

### Eligibility Requirements and Application Information for Mentors

- At the time of application, must have been a [general member](#) of NACADA for at least two years and be a current member.
- Must secure institutional support to be a part of the program.
- Must be either a current or past NACADA Leader. This can be at the regional, national, and/or international level; in an elected or appointed position (chair of a committee, advisory board, task force, Region, Advising Community); and/or a leader in the research and/or publications arenas.
- Must be willing to provide guidance and support for assigned Emerging Leader in the creation of a written plan.
- Must agree to provide feedback on Emerging Leader's progress reports.
- Must agree to a two-year mentorship period, and a total of 2 1/2 years with the program (which includes preparatory assignments over the summer prior to the leader-mentor pairing and program Orientation).
  - Must be willing and able to attend monthly online meetings in the Zoom environment during the four months (June, July, August, September) prior to the mentorship period to discuss preparatory assignments and become acquainted with potential mentors. (Date/times will be determined after the class is selected.)
  - Must be willing and able to attend an **Orientation session**, which is held prior to the start of Annual Conference. In 2020 and 2021, this was held virtually; format for 2022 has not yet been determined. This session serves as the kick-off to the 2-year mentorship period.
- Must agree to conduct evaluation of Emerging Leader and program at the end of each year and report those evaluations to NACADA.
- Application period is January 15-March 15. Selection is generally complete by mid-April.
- Link to Application is available at <http://www.nacada.ksu.edu/Events-Programs/Emerging-Leaders-Program/Mentor-Information.aspx>

### Sequence of Events following Selection

- Selected Emerging Leaders and Mentors are notified in mid-late April. Notification letters are sent to designated administrators.
- Summer assignment information is sent to Emerging Leaders and Mentors in early May. These assignments are designed to encourage ELs and Mentors to begin getting acquainted – see <http://www.nacada.ksu.edu/Events-Programs/Emerging-Leaders-Program/ELP-Assignments.aspx> – Class members meet (following each assignment due date) via Zoom over summer to discuss.
- Emerging Leaders and Mentors turn in form with their preferences to Orientation Leaders. Orientation Leaders make pairing selection and inform the new pairs prior to the Orientation session.
- ELs and Mentors attend Orientation and begin to develop first-year goals and plans for how they will work together. First-year goals are due to the Program Coordinator by November 1<sup>st</sup> and are posted to the Class webpage.
- EL and Mentor work together on goals.
- Class meets periodically (about every two months) via Zoom throughout the year to share successes, seek input, and consider possible collaborative projects.
- Initial assessment assignment is due the following July.
- New goals are set for second year, and class continues to meet virtually throughout that year. (There may also be an opportunity to meet on-site at Annual Conference.)
- Final assessment assignment is due the following July.
- At the following (third) Annual Conference, for those who can attend, Mentors are presented Certificates of Appreciation and successful Emerging Leaders are awarded Certificates of Completion at the Awards Ceremony.

### Contact Information for additional Information

- Leigh Cunningham, NACADA Executive Office Liaison – [Leigh@ksu.edu](mailto:Leigh@ksu.edu)
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