



## BOARD OF DIRECTORS 2017 YEAR-END REPORT FORM

Section/Focus Group/Committee: Students & New Professionals (S/NP) Leadership Council

Chair: Kimi Crossman

### I. MAJOR ACTIVITIES/ACCOMPLISHMENTS

- We welcomed Bethany Cox as the new S/NP Leadership Council Liaison to the NCFR staff. Bethany has been integral in providing feedback and support to the S/NP Leadership Council throughout the year.
- A committee was formed for the NCFR Student Award in 2017. We received 4 applications for the award this year. Rachel Arocho from the Ohio State University was selected as the award recipient.
- A committee was formed for the Cindy Winter Award in 2017. We received 6 applications for the award this year. Megan Haselschwerdt from the University of Tennessee Knoxville was selected as the award recipient.
- S/NP Board Representative, Kimi Crossman, participated in monthly board conference calls, in-person board meetings (November & May), and assisted with board subcommittee work.
- S/NP Board Representative, Kimi Crossman, led the S/NP Leadership Council in regular conference call meetings. These meetings primarily focused on: discussing ideas around the development of a formal mentoring program within NCFR to support students and new professionals; researching and sharing information about other organizations' mentorship programs/opportunities to consider possible structures, funding sources, and implementation strategies; development and review of a survey for members regarding membership; and the sharing/review of S/NP sessions for the 2017 Annual Conference in Orlando as planned by the S/NP Program Representatives, Jessica Fish and Katie Barrow. Incoming S/NP Board Representative-elect, Andrea Roach, took minutes for S/NP Leadership Council conference calls.
- A subcommittee of the S/NP Leadership Council (Andrea Roach, Ray Petren, Hoa Nguyen, and Vanja Lazarevic) developed a survey to distribute to members to gather data regarding mentorship needs and interests (to be discussed/revisited after the 2017 conference and mentoring town hall).
- S/NP Program Representatives, Jessica Fish and Katie Barrow, developed a number of meaningful, engaging sessions that address S/NP needs and interests for the 2017 Annual Conference in Orlando.
- S/NP Program Representatives, Jessica Fish and Katie Barrow, and S/NP Board Representative, Kimi Crossman, developed plans for the S/NP Mentoring Town Hall for the 2017 NCFR Conference. They co-authored a piece for the NCFR Report (Fall 2017 issue) describing and encouraging attendance at the S/NP Mentoring Town Hall. The S/NP Leadership Council assisted by sharing ideas and feedback and inviting members to attend.

## II. COMMITTEE MEMBERS/OFFICERS, ETC.

### S/NP Steering Committee:

Kimi Crossman (SNP Board Representative), Jessica Fish and Katie Barrow (SNP Program Representatives), Lyndal Khaw (Student Affiliate Adviser Representative), Vanja Lazarevic (SNP IDC Representative)

### The S/NP Leadership Council consists of the S/NP Steering Committee (listed above), the S/NP Section Representatives (listed below) and 25+ Student Affiliate Presidents

Ray Petren (AFS), Kale Monk (E & E), Henry Gonzalez (EM), Antoinette Landor (EM), Brianna Routh (F & H), Erin Lavender-Stott (FFS), Andrea Roach (FFS), Anthony Ferraro (FP), Hoa Nguyen (FT), Gizem Erdem (IN), Kayla Anderson (R & T), Ashlie Lester (RS & F)

## III. WHAT HAS THE SECTION/FOCUS GROUP/COMMITTEE DONE DURING THE PAST YEAR TO FURTHER NCFR'S INCLUSION AND DIVERSITY INITIATIVES?

- Vanja Lazarevic, the S/NP IDC Representative, has kept the S/NP Leadership Council informed of any inclusion and diversity issues or activities relevant to S/NPs. She also has encouraged attendance at key conference sessions related to inclusion and diversity.
- The S/NP Leadership Council has been intentionally inclusive in its activities and discussions related to developing a mentoring program and seeking input from members on mentoring needs/interests.

## IV. CONCERNS/QUESTIONS/SUGGESTIONS

- **S/NP Leadership Council Engagement:** The S/NP Leadership Council would like to thank the NCFR staff for supporting our conference call meetings with Zoom video conferencing. Meeting face-to-face digitally has been both enjoyable and productive, fostering a sense of connectedness among S/NP Leaders. Holding regular S/NP Leadership Council meetings has helped to increase participation and engagement of S/NP leaders in planning for the conference, working together, and discussing S/NP needs/issues.
- **S/NP Resources:** NCFR is taking great strides in increasingly offering a variety of resources to its diverse membership. The ongoing development of the Resource Library and NCFR Webinars and the more recent creation of the Family.Science website are some great examples. That S/NP needs continue to be considered in the development of these resources is appreciated.
- **S/NP Mentoring and Engagement within NCFR:**
  - A continuing concern for NCFR (as noted in the 2016 year-end report) is “encouraging S/NPs to make NCFR a professional home, particularly those with a terminal Bachelors or Masters degree, or those who are not necessarily interested in a typical academic career path.”
  - The S/NP Leadership Council believes that a formalized mentoring program inclusive of all S/NPs may be one avenue for retaining S/NP members’ interests in the organization while actively supporting their professional development across varying career pathways and interests. Mentoring sessions at NCFR conference tend to be well-attended, and over the

## Appendix A

years S/NPs have shared (via sections and the S/NP Leadership Council) that opportunities for mentorship are valued and needed. Current members of the S/NP Leadership Council have observed organizations in related disciplines be successful in offering formal mentorship to members through a variety of structures. Those with internal knowledge have shared that these programs have been rewarding for both mentors and trainees alike while increasing members' investment in the organization. We believe that developing such a program within NCFR has many benefits but needs to be done carefully and thoughtfully with *our* members' needs and *our* organization's structure/capacities in mind.

- The S/NP Leadership Council has much work to do to get a program (or pilot program) up and running. There remain some areas of uncertainty. Who will coordinate or run the mentoring program? How will the program be sustained as S/NP leadership changes? What level of financial support will be necessary to implement/sustain a program, and can/should that be sought externally or internally? What do members want to gain from an NCFR mentorship program, and how much member "buy-in" can we expect? The S/NP Leadership Council hopes to gain clarity on some of these areas by hearing from members via the Town Hall and potentially a member survey, but consultation with the NCFR Staff and/or Board may be necessary and certainly helpful as we move forward. Many of these questions cannot be answered until we have a general structure in mind to move forward with, but these are some of the areas of concern or uncertainty we have discussed that may require guidance from NCFR.

**Reporting Date: October 15, 2017 (Prior to the Annual Conference)**

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