NYSTAA
Annual Report
2017-2018
President’s Report

Submitted by: Kaylynn Iglesias, President
Robin Graff, President-Elect
Carol Costell Corbin, Immediate Past President

Overview of the Year

This is our 25th year as an organization! What an accomplishment of all the transfer professionals who founded the organization and for all those who continue the work! We could not have come this far without the dedication and volunteer leadership of those on the Board, the committees, and in the regions. We look forward to the next 25!

Successes

- **National Transfer Student Week** – This past year NYSTAA played a leadership role in the creation and promotion of the first annual National Transfer Student Week. We collaborated with New England Transfer Association (NETA) in calling upon the National Institute for the Study of Transfer Students (NISTS) for the creation and collaborated with them on the dates and promotion. The event was met with great success, with New York being one of the frontrunners across the country. Thank you to all the NYSTAA colleges who organized events/messages on your campus to celebrate the week! This annual event will now occur on the third week of October. Save the dates – October 15 -19, 2018.

- **Conference Direct** - We signed a contract with Conference Direct, a third party partner that has worked directly with our Conference Committee Chairs assisting with the planning of the annual conference and acting as a liaison between NYSTAA and the hotel as needed. Conference Direct is paid directly by the hotels in which they book with a commission, so there is no cost to NYSTAA. This has been a beneficial partnership. Conference Direct has the knowledge to ask the right questions while negotiating contracts and relieved some work of the Board and Conference Committee.

- **Roles and Responsibilities Manual** – Under the leadership of Robin Graff, we have started the process of updating and streamlining a roles and responsibilities manual for all officer positions and committees. Robin created and distributed a template
for all to use to document their work. This documentation of the specific responsibilities of those roles will greatly assist when there is transition of roles and committee chairs.

Challenges

- **Membership outreach and engagement.** As members take on additional work in their positions on their campuses, it becomes challenging for them to engage in the work of NYSTAA and take on leadership roles. It is the challenge and goal of the Executive Board and all committees to find manageable and meaningful ways for more members to engage in the work of NYSTAA.

- **Committee participation.** Participation on committees is also a concern. The Board endorsed the restructure and name change of two committees that are being voted on by membership as by-law changes: combining Technology and Newsletter Committee to the Marketing and Communications Committee; and renaming Retention and Research as Transfer Best Practices. We hope these changes will connect more members to the work of the committees.

Goals for Next Year

- **Continue developing the Roles & Responsibilities Manual** to clearly define what each role in NYSTAA entails in hopes that it will garner more membership involvement and encourage new members to become involved.

- Further explore the creation of a **Graduate Assistantship position** within NYSTAA. The vision is that a graduate student within a Higher Education Program at a NYSTAA institution would serve in the role with a stipend to assist with the work of membership promotion or conference details. This would also expose a student to field of transfer and serve in their own development.
Regional Coordinator

Submitted by:
Troy Cogburn

Overview of the Year

The 2017-18 year saw a re-commitment from the four regions to increase communication and transparency amongst members within the region and around the State. An effort to enhance usage of the NYSTAA website by all four regions was achieved.

Successes

All four region co-chairs are now successfully recording meeting minutes and making the information available to membership on nystaa.org. They are also re-thinking topics of discussions at regional meetings that will do a better job with attracting the maximum number of members to participate in NYSTAA at their local/regional level.

Challenges

While the western and downstate regions typically have a good number of participants during fall and spring meetings, the numbers have dwindled in both regions throughout the last few years. Additionally, the central and eastern regions (whose membership turnout for meetings tends to be on the lighter side due to distance, fewer NYSTAA institutions), have continued to struggle with re-gaining momentum amongst membership.

Goals for Next Year

Moving into 2018-19, it is the goal of the regional coordinator to continue working with the regional co-chairs to enhance the opportunities and visibility of the great work and discussions that take place at the regional level. As two and four-year institutions continue to make difficult decisions with regard to financial planning, NYSTAA, as an organization wants to lead the discussion regarding the importance of transfer students, administrators, and especially the necessity of our organization as the primary transfer think tank for transfer processes in higher education today.
Outreach Coordinator

Submitted by: Erin Rickman

Overview of the Year

This year was extremely low key as far as directed outreach to area organizations. The outreach coordinator is new and was “appointed” as a replacement for previous coordinator as she transitioned out of role.

Successes

Outreach secured a follow up to 2017 advertisement in TAAC’s 2018-conference booklet.

Challenges

It was a challenge to initiate/follow up with NYSTAA’s Outreach without clear goals/outcomes.

Goals for Next Year

Moving forward the Outreach Coordinator will work with E-Board member to create a specific list of desired goals/outcomes. In addition, an Outreach timeline or calendar should be established for the organization. The timeline should add in the creation and meeting of goals/outcomes.
Treasurer’s Report

Submitted by: Paul D Williams
Date submitted: April 30th 2018

Overview of the Year:
Holdings:

• Checking: $35,807.69
• Savings: $11,129.55
• Scholarship: $26,698.72
• Stripe/Paypal: $7,394.85

Successes

• Collected revenue in the amount of $13,050 (as of report date)
• A new treasurer has been able to successfully transition
• Addresses, insurances and finance access has been transferred

Challenges

• Over the past few years our organization has spent more money than we have collected. This is a practice that is not sustainable. With budgets being tightened across the state, and a decrease in our overall membership in our organization, we also will need to adjust our budget and spending.
• With overspending this year we may end up utilizing some of our savings to help with our budget shortcomings. As a non-profit organization we should not need to have a large savings account, but we do need to be cautious.
• Utilizing Stripe/Paypal to accept credit card payments has made the payment easier, but with each transaction we are paying a 3% transaction fee

Goals for Next Year:

• Reevaluate our budget to make it accurately portray our allocations as an organization
• To have the 2018-2019 budget submitted and approved by July 1, 2018.
• As a reminder, we have a “Payment Request Form.” Anyone requesting funds is asked to complete the form and submit it to the treasurer.
NYSTAA Historian

Submitted by: Christopher Hockey

Overview of the Year

There were no major changes or developments this year as NYSTAA Historian. The year was spent maintaining records and archives.

Successes

Nothing specific to report here.

Challenges

The biggest challenge continues to be the use of Dropbox to store all of the work of the organization. There are still committees/individuals that are not depositing the important documents that we've agreed we'd like to have. I don't know if this is a result of the documents themselves not being created (ie. meeting minutes) or a result of those documents just not being saved in the appropriate organizational folder.

In addition, space continues to be an issue for some members. This seems to be an issue primarily for the Presidential trio as they have access to all organizational folders.

Goals for Next Year

I would encourage the next Historian to reaffirm with the entire organization, what documents should be created and stored for the organization. In addition, there should be an emphasis on starting to move all the documents from recent years into an archived folder.
Awards Committee

Submitted by: Lindsay Gerhardt (PD Grants) and Jessica McCaffery (Awards) Co-Chair’s Awards

Committee Members: All past recipients of NYSTAA’s Joan Austin Distinguished Service Award who are current members of NYSTAA which includes: Rebecca Mack, Bart Grachan, Jessica McCaffery, Alexander Ott, Kristin Aust, Tara Gates, and Lindsay Gerhardt.

Kandi Geibel was not included this year in the selection because she applied for a PDG.

Professional Development – Lindsay Gerhardt

Overview of the Year

The professional development committee comprised of former award recipients received a total of eleven grant applications. Five were for the Meg Pearson (NYSTAA member less than 3 years) Memorial Award and six were for the Peter Lindsay (NYSTAA member more than 3 years) Memorial Award. The budget allocated covered the cost of seven grants. Due to an increase in applications, the committee asked for additional funding. As a result, the executive board voted to increase the budget for PDG and the committee was able to award a total of eleven grants for 2018.

Successes
- Successful communication about grant availability through NYSTAA website, email, and newsletter
- Increase in applications based on previous years
- Eleven qualified applicants
- Applicants and recipients were “mostly” different from previous years

Challenges
- Funding - If applications continue to increase, are we able to continue to fund more PDG opportunities?

Goals for Next Year
- Continue to promote availability of awards to increase applicants
- Search for additional ways to fund grant opportunities
Service Awards – Jessica McCaffery

Overview of the Year

The awards committee, comprised of former award recipients solicited nominations for deserving NYSTAA member in each of our three award categories. The Joan Austin Distinguished Service Award was established to recognize members with more than three years of NYSTAA involvement who have made long-term commitments of time and energy to NYSTAA. The New Professional Award recognizes the contributions of members with fewer than three years of NYSTAA involvement. The Emeritus Award is a symbol of respect and affection for NYSTAA members who have made long-term contributions to the organization but who have retired or moved on to positions outside of the realm of transfer. Award winners will be announced at the Awards Dinner on the evening of Wednesday May 23.

Successes
- Great communication and discussion amongst committee members
- Thoughtful nominations highlight the important work of NYSTAA members

Challenges
- Collecting more nominations for each category
- Ensuring we are capturing potential Emeritus category nominees

Goals for Next Year
- Increase awareness of awards, resulting in an increase in nominees in each category
NYSTAA Bylaws Committee

Submitted by: Christopher Hockey, Chair

Overview of the Year

The Bylaws Committee was relatively quiet this year. There were two proposals for changes to the bylaws, both committee changes that are on the ballot for vote. There were no active conversations about other aspects of the bylaws.

Successes

No specific successes to report.

Challenges

No challenges to report.

Goals for Next Year

A goal for next year would be do conduct a thorough review of the existing bylaws and identify other areas of the bylaws that may need updating or areas of the bylaws that no longer support the organization.
Conference Committee

Submitted by: Tara Gates & Brittany Morawiec

Members:

- Tara Gates
- Brittany Morawiec
- George Muchita
- Jeff Gates
- Erin Rickman
- Deb Birkins
- Kristen Aust
- Michele LaRocque
- Melissa Weekes
- Donna Distefano
- Tynisha Waters
- Troy Cogburn

Overview of the Year

- Conference Committee had one in person meeting at the conference, two site visits and had 3 conference calls. The committee met with the hotel twice in person and have had several conference calls.
- Overall we had a good sized group in terms of membership numbers but we couldn’t have asked for better members.
- Communication was excellent amongst the sub groups.
- Delegation of Responsibilities:
  - Co-Chairs- Brittany and Tara
  - First Timers- George Muchita
  - Vendors- Jeffrey Gates
  - Registration- Erin Rickman, Deb Birkins
  - Night Programming- Tynisha Waters and Troy Cogburn
  - Excursions- Donna Distefano, Michele LaRocque, Kristen Aust, and Terry Kelly-Wallace
  - Gifts- Melissa Weekes
This year we incorporated new ideas for excursions, Tuesday night bowling, and DJ Kenny the promo guy for the awards dinner.

**Successes**

- Incorporation the bowling and dancing options on the first and second night.
- Increased communication and collaboration with the issues committee.
- Implementation of an additional speaker to the conference lineup.
- Strong relationship with conference site.
- Increased support from the executive board

**Challenges**

- Late getting registration live
- Low RSVPs impacting budget concerns and hotel attrition.
- Determining the cost of the conference for members/non-members/emeritus/commuters
- Balancing the desire for a high quality conference while being cognizant of the budget restraints.
- Lower attendance due to late registration and overall budgetary concerns at the member institutions

**Goals for Next Year**

- More in person meetings
- Increased sponsorship
- More multi-committee meetings
- Increase/yield more membership
NYSTAA Issues Committee

Submitted by: Christopher Hockey, Co-Chair
Misty Fields, Co-Chair
Jill Brinkman
Theresa Hammonds
Joan Hurley
Kim Lourinia
Casey Kohler
Maria Campanella
Robin Graff
Justine Rumbel
Amy Stier

Overview of the Year

Issues Committee had another successful year of recruiting excellent speakers for the conference and quality workshop sessions. The timeline for getting workshop sessions was pushed up, allowing for more time to solicit presentations. As the co-chairs had not worked together before, there were times that the communication between co-chairs was not as strong and may have resulted in miscommunication and a lack of progress on committee tasks. In the end, the Issues Committee was able to meet all of its assigned tasks.

Successes

Aside from the success of being able to solicit quality speakers and workshop presentations, our other accomplishment was successfully implementing and launching a new online workshop proposal form. This is the first time the organization has used SurveyMonkey to solicit the workshop proposals and it was helpful to receive everything electronically, allowing for easier distribution of submitted proposals to committee members as well as the ability to search and filter the information provided.

The Issues Committee also opted to go with electronic workshop evaluations and utilization of Guidebook as the electronic conference program.
Challenges

The biggest challenge the Issues Committee faced this year was two very busy co-chairs. Both co-chairs had challenging schedules that made it difficult to connect on a regular basis and communicate effectively. I think the committee also struggled with getting workshop proposals by the original deadline that was set. We had to extend the proposal submission time a few times in order to make sure we had enough submissions to cover the conference.

Goals for Next Year

I think a goal for the next Issues Committee should be to work to proactively recruit workshop proposals by reaching out to individuals that have presented in the past or who have attended previous conferences but have not yet presented at a conference. In addition, I think a positive goal for the next Issues Committee is to establish a different platform for communication other than email such as Blackboard to be able to share and communicate more frequently.
Membership Committee

Submitted by:

Michael Henningsen, Membership Chair

Overview of the Year

This was somewhat of a challenging year in terms of technology and membership. The renewing of memberships did not go quite as smooth as originally planned. We had several hiccups with members attempting to renew that were unable to although they were following the same procedures as others who were able to successfully. Chris Kull, our webmaster extraordinaire and I were able to figure out every issue at hand, although some took quite a bit of time and lots of experimenting. I sincerely thank each and every member that had an issue for their patience and understanding!

As of the due date of this annual report:

Compared to last year, we increased the total number of institutional memberships by 2 institutions, however decreased individual membership by 11 members.
Successes

- Any issue that a member had in terms of renewing their membership, or attempting to register for the first time was solved in somewhat of a timely manner. Some delays did occur due to outside factors and troubleshooting the database.

- With special thanks to President-Elect Robin Graff, we did an outreach to schools that were not utilizing their individual membership spots that they paid for. We primarily focused on schools that had 3 or more available spots within their institutional membership. This resulted in an increase of 20 individual memberships.

- Although some may not necessarily see this as a success, but there is a little bit better of an understanding with the inner workings of the website and membership database. We have been a “learn as you go” committee for the past two years and both Chris Kull and I have developed a good sense of how to fix things as needed.

- We have decided to make things easier going into the 2017-2018 Membership Year by completely starting each membership year going forward with a clean slate. Basically, we are going to wipe the membership database clean each year moving forward to cut down on all the “renewing” issues.

Challenges

- Many of the challenges we faced this mainly dealt with technology and trying to figure out why certain members were having issues and others were not.

- Once again, a true membership committee could not be created to aid in the membership drive.

Goals for Next Year

- With the addition of a co-chair, we will finally be able to get a focus on the actual recruitment portion of the membership committee. The focus will be to attempt to get our individual membership numbers back to where they were in 2015-2016 (465).
• Working with the new Marketing and Communications Committee, we hope to reestablish a NUSTAA membership postcard that can be sent to institutions, and possibly have present at Transfer Fairs across the state.

**NYSTAA 3-Yr Membership Comparison (2015-2018)**

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<th>Region 15-16</th>
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Newsletter Committee

No report available
Nominations and Elections Committee

Submitted by: Carol Costell Corbin, Immediate Past President

Overview of the Year

- The call for nominations for the open positions on the 2018-2019 NYSTAA Executive Board were sent out to the membership on February 26, with a follow-up email March 14, and a final call for nominations on the March 26 deadline. We were able to secure at least one person for every available position except for one two-year Representative. This position may need to be filled by a special one-year appointment.

- During the nominations process I called upon current members of the Executive Board to reach out individually and encourage members they felt would be successful in a role to accept a nomination. I am convinced that engaging next year's leadership is the entire Executive Board's responsibility – if not the responsibility of the entire membership. Most individuals who stepped into NYSTAA leadership roles did so at the encouragement of another NYSTAA member.

Successes

- Worked with Chris Kull, Web Administrator, to build election platform in NYSTAA website behind member login to ensure only members vote
- Collaborated with By-Laws Committee to link by-laws votes with election process so members could vote at same time for leadership and by-law changes.

Challenges

- It is getting tougher to find volunteers willing to run for a NYSTAA position. Many members are being tasked with additional responsibilities on their home campuses and feel strapped for time. However, many hands make light work! And without volunteers willing to help guide the organization, we will not to survive.
- While we were able to secure nominees for most roles, none of the races this year are competitive.

Goals for Next Year

- Review need for change in by-laws to reduce voting time from one month to a two-week timeframe. This would provide more flexibility, and since the voting is electronic, one month time is not necessary.
Retention and Research Committee

Submitted by: Roza Makhmudova and Corie Kohlbach

Overview of the Year

The Retention and Research Committee met 4 times by phone and email. This year, the Committee continued the Best Practices Survey. After providing an incentive ($50 gift card raffle) the participation has increased and the Committee will present the findings at the Conference.

Successes

The Best Practices Survey was conducted. The findings will be presented in a workshop session at the conference.

The proposal to change the name and responsibilities of the Committee were submitted to and supported by the E-Board. We proposed to change the name to Transfer Best Practices, and outlined the following responsibilities:

a. Collection and dissemination of data related to the retention of transfer students.

b. Research of best practices as it relates to the retention of transfer students.

c. Research of topics, related to transfer student issues, deemed by the Executive Board as needing further study.

d. Presentation of findings to the Executive Board, other standing committees, and NYSTAA as a whole. The means of presentations include, but are not limited to: annual conference posters and oral presentations, collaboration with Marketing and Communications Committee.

Challenges

Membership participation continues to be a challenge. This year, only the co-chairs were meeting on a regular basis.

Goals for Next Year

We are aiming to increase interest and participation in the committee as a result of the name change. The areas for work are to be determined by new members’ ideas and by the topics covered at the annual conference.
Scholarship Committee

Submitted by: Darlene Poirier

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Overview of the Year

Between a co-chair leaving in the fall and my health issues, the scholarship committee got off to a slow start. However, we have been very active since January and have selected our winners for this year's scholarships. We are working hard to get donations for the silent auction and we look forward to conference!

Successes

At last year's conference we raised $3,318.72 for scholarships!

Greg revolutionized the application process for scholarship applications by making an online form. We also allowed unofficial transcripts to be submitted as a part of the process which was a huge win for students financially.

We received over 80 applicants and chose 4 winners and 4 alternates.
Challenges

As mentioned earlier, my co-chair left mid-year and I experienced several health issues so I feel like we got a late start to everything. However, with the addition of Greg as co-chair, things seemed to go smoothly.

It is difficult to count on silent auction items when no one emails saying they have items to donate. I wish there was more communication regarding this. The lack of people emailing me saying that have donations makes me very anxious. I fear we will not have items for the conference. I am told this happened last year too and all went well, but it is causing me much anxiety.

I also think the documents everyone is working on to help prepare future chairs and eboard members is much needed. Both Greg and I are new to the co-chair position and it was a lot of trial and error for us.

Goals for Next Year

More communication earlier in the year regarding donations. I feel like everyone waits until the last minute to get donations. If people solicited throughout the year, we might get more items at the conference and raise more money. I would like to organize a conference call with committee members in the fall to get everyone working on donations sooner.

The application being online was a huge success so we plan to do that again next year. We might want to rethink what we use to sort and review application materials.
Technology Committee

Submitted by: Carol Costell Corbin, chair

Overview of the Year

The Technology Committee has struggled over the last several years to attract and maintain membership. And for those who have shown interest, there has not been much work of the committee to keep members engaged. The committee has worked with the Newsletter Committee on a proposal to combine our committees into the Marketing and Communications Committee. I think this will give new life to the committee, engage more members, and add a new focus.

Successes

- Technology Chair was given access to edit website. Made minor text edits throughout the year without need to contact Web Administrator.
- Worked with Chris Kull, Web Administrator, on larger web updates – including creating the new National Transfer Student Week page and adding/removing banners from the home page or uploading new files, as needed.
- Worked throughout the year on a Timeline of Web-related Processes and annual target dates to keep track of dates for items to upload to the web in addition to larger processes (membership, conference registration).
- Purchased tech items for presenters at annual conference - 4 presentation clickers, HDMI cables, VGA to HDMI cables (to assist connecting new laptops with old projectors).

Challenges

- While NYSTAA had a robust social media presence around National Transfer Student Week, we struggled to maintain a consistent social media presence.

Goals for Next Year

As the new Marketing and Communications Committee, we are looking forward to new projects, such as:

- Working with membership committee to design and mail a postcard to admissions/transfer offices to all New York State colleges to promote NYSTAA
- Work with new Transfer Best Practices committee to design website that lists best practices in various areas of transfer
- Re-envision how and how often we communicate with members
- Keep consistent social media presence; explore how HootSuite may be able to assist in scheduling social media messages to a variety of platforms
Central Region- Emily Quinlan and Craig Green/Co-Chairs

Submitted by: Emily Quinlan

**Overview of the Year:**
The 2017-2018 year was quite successful.

Summer 2017 meeting was held on July 21 at the Ithaca Brewery and attendees had the opportunity to share updates and enjoy lunch with colleagues.

Fall 2017 meeting was held at SUNY Cortland with approximately 30 attendees. Kim Slater, Associate Director, Financial Aid (SUNY Cortland) provided a depth of information regarding the Excelsior Scholarship followed by Q&A. The remainder of the meeting was spent discussing transfer credit posting practices and how Excelsior is impacting credit policies and procedures. An optional tour of the Student Life Center concluded the meeting.

Spring 2018 meeting was hosted by Syracuse University. There were approximately 30 in attendance. Topics included a continuation of credit posting procedures, sharing of National Transfer Student Week ideas and how campuses celebrated the inaugural event, and concluded with a lively discussion on admissions and recruiting best practices and how to make the best use of time during travel, fairs, and different events attended.

**Successes:**
This year's Central Region meetings were very well attended and discussions, presentations, and topics were very beneficial. The host locations were fantastic and we were happy to have been able to also hold a 2017 summer meeting.

**Challenges:**
Topics that relate enough to everyone’s work since membership in the Central Region includes transfer professionals in a number of different roles and offices including Registrar’s, advisement, transfer credit services, transfer student support, and admissions, and recruiting.

**Goals for Next Year:**
Upcoming Central Region Meetings (Subject to change) **
- Summer 2018: Beak and Skiff, Lafayette
- Fall 2018: SUNY Oswego
- Spring 2019: Coltivare, Ithaca NY

Professional development opportunities/workshops during meetings
Engaging speakers, webinars
Downstate Region

Submitted by: Tracey L. Iorio

Overview of the Year:

This year we have had two successful meetings. Our fall meeting was held at Iona College and our spring meeting was just held at Adelphi University. Both were well attended.

Successes:

Our fall meeting was sponsored by Iona College, hosted by Brother Jason Ford. The meeting was well attended. We discussed the book Whistling Vivaldi and watched a youtube video of the author, Claude Steele, speak about his book and research. We also had an interactive presentation by an Iona faculty member.

The spring meeting was sponsored by Adelphi University, hosted by Linn Cartegna. The meeting was well attended. The topic of the day was the LGTBQ community. We had a diverse panel give us a lesson about words, language and the community as a whole. We also discussed how to bring more awareness, and community building to our campus.

Our summer meeting will be held at SUNY, Old Westbury or Westchester Community College. The fall meeting will be held at NYIT Old Westbury campus.

Challenges:

Our membership has not grown as much as I would like it to in the past year. It should be a priority for the upcoming year.

Goals:

A Membership initiative of some form should be undertaken for the next year. Continue to find speakers and guests who value transfer students and want to continue to move our mission forward.
Eastern Region

Submitted by: Jill Brinkman, SUNY Cobleskill and Casey Kohler, University at Albany

Overview of the Year

The 2017-2018 academic year proved to be a bit challenging for the Eastern Region. We had an interim Co-chair, Darlene Poirier who filled in for Casey Kohler who was on maternity leave. Darlene was a great help to the Eastern Region! Casey returned as Co-chair in January 2018, but due to changes in her job duties will be stepping down from her Co-chair position. We were able to host a fall regional meeting, but our Spring 2018 meeting was a challenge.

Summary of Fall 2017 Regional Meeting: Our Fall meeting was held on November 1, 2017 at SUNY Cobleskill. We welcomed Josh Sager, Associate Vice Chancellor for Finance and Business. We had great conversations and learned about the budget process as well as information concerning Cuomo’s Tuition Plan. Our meeting concluded with lunch and a brainstorming discussion for future regional and conference topics.

Summary of Spring 2018 Regional Meeting: The Spring meeting was a challenge as both Jill and Casey were not available in the month of April. A tentative date was set for March 30, however, that was Good Friday and most institutions were not open. A call was put out to locate another institution that may be willing to host. Unfortunately, it did not work out. Jill will be working on a Summer Regional meeting.

Successes

Jill and Darlene held a lively and engaging meeting in the fall. The Q & A part of our meeting went exceedingly well. Josh was able to answer most of our questions. Those that he could not answer at the meeting, he sent later in an e-mail, which was then shared with attendees.
Challenges

The Eastern Region has been facing many challenges.

- Participation in Regional Meetings
- Day/time for meetings
- Topics of interest
- Hosts for meetings
- Response from Eastern Region members

Goals for Next Year

- New Co-chair
- Brainstorm for topics and professional development for Regional Meetings
- Day/time for meetings
- Include activities to strengthen team work
- Call in option for meetings
- More outreach to Eastern Region members to encourage their attendance and participation.
Western Region
No report available