

**College Student Personnel Association of New York 2003-2005**

**GOAL 3: To have active and complete leadership positions on the Board**

<b>Objective</b>	<b>Action Plan</b>	<b>Responsible Person(s)</b>	<b>Anticipated Completion Date</b>	<b>Costs</b>	<b>Resources Person(s)</b>
1. To have all leadership positions filled with invested, dedicated and committed people	To have the present position holders nominate at least 2 people for the following years nomination and election process	all Board members	Ongoing	none	Past President, RCs
2. To define each position more clearly	Create and revise job descriptions with input from current position holder	President	Ongoing	none	Past President Historian
3. To create a system of accountability for positions	To review and discuss job description with each member, elected or appointed position in June.	President	June 2002 and of each year following	none	Secretary
4. To have effective communication within the membership	To have timely information shared with the membership about recruitment for positions and vacancies as they arise through e-mails and newsletter	President, Past President Pres. Elect	Feb. 2002 and as needed	mailings	President, Newsletter Editor, Membership Chair & Comm.
5. To have a 30% response rate for elections	To have timely and regular communication with the membership about the election process in a variety of different media: i.e., e-mail ,web site, mailings, newsletter, etc	Past President	completed and Ongoing	mailings	Historian

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6. To recruit future Board members that represent greater diversity	To visit student affairs division staff meetings to recruit new leaders from different areas of student affairs as appropriate	All	Every Year	none	RCs, Historian
	To actively recruit people from underrepresented Groups to become leaders	ACPA Committee Liaisons	Every Year	none	RCs
7. To have more effective and efficient meetings	To have better advanced communication via e-mail prior to the meetings about agenda and discussion items	President	2 weeks prior to each meeting	none	Meeting host
	To have professional development topic/s As appropriate to our work	VP Elect for Professional Development	as needed;	none	President
8. To have a plan for the training of leaders who enter after the June training	To establish a mentor/mentee program for new board members to better communicate job expectations and organizational culture	President, Pres. Elect, VPs for PD	June 2004	none	Past Board members & Crystal Circle
9. To create a plan to grow our own future leaders	To create a concrete plan for purposefully cultivating from our membership the next generation of CSPA leaders	all 3 Presidents	June 2005	none	Historian