



COLLEGE STUDENT
PERSONNEL ASSOCIATION
—{OF}—
NEW YORK STATE, INC.

Summer 2023 Elections Candidate Statements

Candidate Name: Joshua Bishop
Position: President-Elect

Why are you interested in assuming the role of President, the most significant leadership role within the Association for a three-year commitment?

CSPA-NYS has been my professional home for a number of years now, ever since I first got involved at the Annual Conference in Rochester. I was new to living and working in New York State and the Association gave me support and connections when I otherwise was starting over from scratch. Without the professional development I've received, or the connections that I have made over the years, I can confidently say that I would not be where I am today in my career or personally. I would love the opportunity to serve as the next Association President and ensure that the next generation of CSPA-NYS members have a similar experience as what I had. Beyond this, I think that the leadership positions that I have held within CSPA leave me uniquely qualified to serve in this new position. I would be looking forward to the new challenges this opportunity would provide and for the opportunity to learn from the President and Past-President while assisting the Association in my role as well.

The elected candidate will serve one year as President Elect, one year as President, and one year as Past-President. How have you prepared to make this three-year commitment?

I am not new to serving on the CSPA-NYS Executive Board and am used to the competing demands of work, home, and serving in a professional organization. Professionally, I am at a good place in my job to take on additional outside responsibilities. My supervisor and campus leadership have always supported my involvement in CSPA-NYS and I know that I have their support to continue serving the Association in any role that I would seek out. Furthermore, I also have the support of my family to take on this new role and all of the additional work that it

would entail. I believe between these two facets of support and my own personal emphasis on communication, organization, and time management, that I am well suited to make this commitment of three years to CSPA-NYS in hopes of repaying everything the Association has done for me to this point.

What experience do you have with CSPA-NYS that demonstrates leadership?

On top of staying active in events, I have served in a number of leadership roles within CSPA-NYS. In 2021, I served as the Social Events Chairperson for our Annual Conference. This position helped me learn a lot about how Conference comes together and how the teams function independently to reach a common goal. During the 2021-2022 election cycle, I was elected to serve as one of our (then) three Member's-at-Large (MAL). When I was a MAL, I was assigned to work with the Membership Team and was able to learn so much from then-VPs Katie and Courtney about how we recruit and maintain our most important resource: members. In December of 2021, I was appointed to serve as the Association's first Vice President of Educational and Strategic Relationships-Elect with DJ Schier. DJ helped teach me a lot about how important our educational partners to our Association and Conference. Because of the lessons that I was able to learn from DJ, I was able to lead one of the most successful financial giving efforts from the Association during the 2022-2023 year. I was able to juggle serving as both the Social Events Chairperson and Membership MAL at the same time, while also serving as the Membership MAL and VP-Elect of Educational Relationships concurrently. I think each of these dual roles has helped me balance competing priorities and would lend itself towards helping me in the role of president. It also means that I have served in a leadership role with CSPA from early 2021 to the present as I have stayed on the board to help out in the absence of a new elected VP of Educational Relationships. This tenure would help provide some history and experience to the Executive Board after a period of transition and change. Outside of CSPA-NYS, I have served as a volunteer firefighter and EMT since 2011 and have held a number of roles within the fire service including Secretary, Board of Directors Member, Truck Sergeant, and Chaplain; each with its own unique set of challenges and skills that would help me move on to an elevated position in any organization.

Managing the Executive Board, a large team of volunteers, is one of the President's primary responsibilities. What is your management style and what experience do you have with managing a team with multiple priorities?

I would describe my management style as adaptable and collaborative. When I am in a leadership role, my job is to help you make sure that you have the tools you need to succeed, and not just what I think you need. I try to adapt myself to the supervision and management style of the individuals that I am working with. There are items associated with tasks that I will always place a strong emphasis on like communication, organization, and timeliness, however, those

don't all look the same to everyone. As President, I would want to sit down with the functional areas to see what support they need (and how they prefer to receive that) and then continuously reassess as the individuals who fulfill those roles change over time. The nature of a volunteer organization is that change is inevitable in staffing so all work to assess and promote collaboration and synergy is never complete.

The President is responsible for setting strategic direction for the Board and Association. What experience do you have overseeing administrative projects or with strategic planning, assessment, etc.?

In both CSPA and my professional role, I have undertaken a number of projects to try and better the environment that I work in for myself, my colleagues, and those we serve. Some of these items have been very successful, like implementing a grants project for prospective and returning CSPA-NYS members out of our Day of Giving Budget. This was a large undertaking that involved working with most functional areas of CSPA-NYS and led to the recruitment of a number of new members to the Association, some of whom are on the Executive Board today! This project involved a lot of planning, stakeholder conversation, time, and effort to complete. We had to continuously assess how the project was going to make sure that we were not wasting Association time or resources. Not only have I seen some great success with CSPA projects, but I've also seen the other end of the spectrum. I once attempted to create a resume resource guide for members that ultimately did not pan out. Through ongoing assessment, I was able to take a step back and realize that this was an effort that wasn't going to work out and we needed to back off in order to better support the Association. I think I learned more about task management from this failure than any successful project that I have completed to date.

CSPA-NYS recently crafted an Equity and Inclusion Statement; if elected for this position, how would you support and actualize these aims during your first year?

CSPA-NYS has long been a statewide leader in promoting Diversity, Equity, Inclusion, and Belonging. Within my first year in the Presidential role, I would want to promote the idea from our Commitment to Equity and Inclusion statement of "developing and supporting the multiple dimensions of identities" to promote that there isn't one only one or two answers to "what is diversity?". I would want to better understand who currently makes up our diverse membership and work with different stakeholders both within and external to the Executive Board to ensure we are offering events and professional development opportunities that support all of our existing members while welcoming in prospective new members.

Are there any additional goals or areas of growth that you would actively support in this Role?

I would want to work to improve communication between the Executive Board and the general membership. There is a lot that happens for members and a lot of effort from the Executive Board for our members that goes unnoticed and should be celebrated. On the flip side, members need a better and regular way to communicate with the Executive Board to express concerns or ideas other than happening along a Board member at an event. By opening dialogue both ways, we ensure that all members are satisfied with their Association. Regardless of election to the position of President, I would also want to work with the incoming Vice President of Educational Relationships as they will be joining our team at a time where they will be responsible for two major events within four months of joining the Executive Board. It will be important for continuity of services from Educational Relationships to support this individual, which I would be beyond happy to do.

Candidate Name: Ashlee Downing-Duke

Position: Vice President for Educational and Strategic Relationships

1. Why are you interested in serving in this role?

I am looking to serve as the Vice President for Educational and Strategic Relationships so I can return to the CSPANYS board and help this organization make a positive impact in higher education and to expand its mission and vision through strong partnerships.

2. What experiences do you have that are relevant to the responsibilities of this role?

I served as the VP of Membership for the CSPA board and worked at recruiting and marketing the organization to expand CSPA reach within NYS. In addition, for the annual conference of 2022 I was the Auctions committee chair. In this role, I reached out to organizations and individuals to get donations to help enhance the conference experience and help bring in some funds for the conference.

3. Based on the job description, how do you envision meeting the responsibilities of this role?

I plan to meet the responsibilities of this role by blocking of specific time of the week each week to dedicate to the role. I would take time to understand the current partnerships we have established and focus on enhancing them and helping them to grow. Finally, I would like to think outside the box and possibly connect with different organizations that have similar values and goals of CSPA.

4. CSPA-NYS recently crafted an Equity and Inclusion Statement; if elected for this position, how would you support and actualize these aims during your first year?

In this role, I believe the best way to support the equity and inclusion statement is to be intentional about what relationships we are establishing and making sure to cultivate partnerships with people, organizations and institutions that advance equity to all. I would also work with the VP of Professional Development to organize and implement events that focus on social justice issues and utilize partnerships we already have established.

5. Are there any additional goals or areas of growth that you would actively support in this role?

I believe mentorship in higher education is extremely important and can often be challenging to find folks to connect with and to serve in this role. If elected to this position, I would like to focus on connecting with senior staff administrators and finding networking opportunities both in person and virtual to facilitate some connections.

Candidate Name: Jason Francey
Position: Vice President for Communications

1. Why are you interested in serving in this role?

CSPA-NYS has been my professional home since early on in my professional career and I want to give back to the organization that has done so much for me.

2. What experiences do you have that are relevant to the responsibilities of this role?

In my current role I am responsible for sending numerous campus wide communications. In previous roles I was responsible for the social media pages for my institution's mascot.

3. Based on the job description, how do you envision meeting the responsibilities of this role?

I see collaboration as key to meeting the responsibilities of the VP of Communications. Working together with the current Primary and the communication committee to ensure the membership receives updates in a timely manner and the social media stays up to date with engaging content.

4. CSPA-NYS recently crafted an Equity and Inclusion Statement; if elected for this position, how would you support and actualize these aims during your first year?

I would create a new social media series where we highlight CSPA-NYS members and the work they are doing around diversity, equity, and inclusion. It would help to affirm our culture of celebrating those who are modeling our commitment at their home institutions.

5. Are there any additional goals or areas of growth that you would actively support in this role?

A main focus of mine would be to help grow our social media presence. In addition to our posts alerting the membership to any events going on we would expand into other content such as tips & tricks and other knowledge sharing posts.