



# **Fulfilling Visions**

**Second Edition**

**April 2011**

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## **An Update of Fulfilling Visions: ACPA's Leadership**

This volume updates a 1991 publication by Vernon Lee Sheeley who sought to capture the history of ACPA through its presidential leaders. The first edition of *Fulfilling Visions* traced the history of the association and highlights the role of each president through the first 67 years of ACPA. This edition picks up where Sheeley left off, adding bios of ACPA presidents from 1991 through 2010, capturing two decades of history and change in ACPA.

## Brief History of ACPA

ACPA traces its beginnings to May L. Cheney who organized a teacher placement office at the University of California, Berkeley, and who became the first president of ACPA's predecessor, the National Association of Appointment Secretaries (NAAS), in 1924. Called "Appointment Secretaries" because they helped graduating students find appropriate positions, nine of them established NAAS in Chicago at the organizational meeting held during the annual educators' convention. They came as guests of the National Association of Deans of Women (NADW) to this convention sponsored by the Department of Superintendence of the National Education Association (NEA). Each paid annual dues of \$2.00 in 1924–25 and agreed to a common purpose to promote and develop the work of appointment offices throughout the country, emphasizing cooperation, research and service.

By 1929, forty-six NAAS members registered for the sixth annual convention and they produced a booklet entitled the "Cleveland Meetings on Personnel, Guidance, and Placement." Then President Francis F. Bradshaw stressed the importance of the coordination of efforts of organizations interested in these areas. He stated that the name NAAS no longer covered the work responsibilities of its members and suggested the word "personnel" be substituted because it was more comprehensive. NAAS became the National Association of Personnel and Placement Officers (NAPPO). Two years later, in 1931, the name American College Personnel Association (ACPA) was adopted. Two important organizational purposes were formulated: to establish "sections within the national organization that would deal with different kinds of personnel work" and to focus "on the promotion and development by various means of people engaged in personnel responsibilities at the college level." Under the leadership of Jack E. Walters, membership grew to 128. Several of the early ACPA presidents were also leaders in the emerging field of "college personnel," including, Esther Lloyd-Jones, E.G. Williamson and C. Gilbert Wrenn.

Association communication consisted of one Newsletter mailed in 1937–38, followed by the Personnel-O-Gram and then the Journal for Educational and Psychological Measurement (EPM) in 1943. In 1952, the Personnel and Guidance Journal (P-O-G) replaced EPM as ACPA's official journal. Charles Lewis, the P-O-G associate editor, was named the first editor of the Journal of College Student Personnel in 1959. In January 1988, it was renamed the Journal of College Student Development. Other ACPA presidents who formerly served as Journal editors were Robert Callis, Robert D. Brown and Laurine E. Fitzgerald.

The founding relationship between NAAS and NADW continued at annual conventions of NEA groups through 1942 when the conventions were discontinued due to World War II. In 1947, when these conventions were reconvened, ACPA and NADW were two of five or six major guidance organizations no longer connected with NEA. Then ACPA President, Daniel D. Feder's recommendations for more formal unification efforts led to the formation of the American Personnel and Guidance Association

(APGA). NADW voted to remain autonomous but ACPA members approved the plan to form APGA and became Division #1 on July 1, 1952.

During the next thirty years, ACPA flourished under the presidential leadership of outstanding student affairs practitioners and academic preparation program faculty members such as Catherine N. Northrup, Melvane D. Hardee, Elizabeth A. Greenleaf, Paul A. Bloland, Theodore K. Miller, Anne S. Pruitt, Don G. Creamer, Phyllis Mable, Cynthia S. Johnson, David T. Borland, Susan R. Komives, Margaret J. Barr, William A. Bryan, Dennis C. Roberts, and Marvalene Hughes, among many other dedicated presidents. Membership numbered 1,000 in 1952 when ACPA became a division of APGA and it increased steadily during the 50's, 60's and into the 70's. At the close of 1976, membership totaled 9,384, an all-time high. At the 1995 Boston Convention, which attracted 3,800 attendees, total ACPA membership was 6,500. Today, membership averages 8,500 individual and 500 institutional members.

Several coordinated national conventions were held: in Cleveland in 1973—ACPA and NAWDC (name changed in 1956 from NADW); in Chicago in 1974—ACPA, NAWDAC (name changed from NAWDC in 1973) and the National Association of Student Personnel Administrators (NASPA, established in 1918 as the National Association of Deans and Advisors of Men, NADAM). In 1987, ACPA and NASPA met again in Chicago to celebrate the golden anniversary of *The Student Personnel Point of View* statement developed under the auspices of the American Council on Education (ACE) in 1937 with involvement of leaders from all three student affairs organizations. ACPA and NASPA held another joint conference in Chicago in 1997 and again in Orlando in 2007.

In 1983, ACPA was incorporated under the District of Columbia Non-Profit Act, under the leadership of Susan R. Komives, Margaret J. Barr, and William A. Bryan. In the spring of 1991, after forty years, ACPA leaders and members voted to disaffiliate from AACD (previously APGA), later renamed the American Counseling Association (ACA). This separation became effective on September 30, 1992. ACPA moved into new office space at the National Center for Higher Education at One Dupont Circle, NW in Washington, D. C. Presidents Leila V. Moore, Terry E. Williams, Charles C. Schroeder, Barbara Anderson and Harold E. Cheatham were all involved in this tremendous undertaking. Since then, the association has focused on developing new paradigms to improve and increase student learning.

ACPA continues to be recognized for its leadership in addressing issues and trends in student affairs within the context of higher education. Its mission, defined in its new strategic plan, is to support and foster college student learning through the generation and dissemination of knowledge, which informs policies, practices, and programs for student affairs professionals and the higher education community. Its core values remain:

- Education and development of the total student;
- Diversity, multi-cultural competency and human dignity;
- Inclusiveness in and access to association-wide involvement and decision-making;
- Free and open exchanges of ideas in a content of mutual respect;
- The advancement and dissemination of knowledge;
- The continuous professional development and personal growth of student affairs educators; and

- A sustained program of outreach and advocacy on behalf of students.

In July, 2007 a new governance structure was implemented to carry out strategic plan initiatives.

ACPA celebrated its Diamond Anniversary Convention in Atlanta on March 20-24, 1999 with over 3,800 attendees. Highlights included the Senior Scholars Future Trends for Higher Education, the Practice Agenda Project and the ACPA Foundation's Diamond Honoree Campaign.

In 2000, ACPA's largest convention was held in Washington DC with its theme "2000 and Beyond: Capitalizing on Leadership, Scholarship and Citizenship". Over 4,600 attendees enjoyed the capital city and program excellence.

The 77<sup>th</sup> Annual Convention was held in 2001 in the midst of the largest Nor'easter to hit Boston in decades. Fortunately, it arrived after most of the 4,600 registrants were already on site. Thirty-six inches of snow had been hauled away by the time Keynote Carlos Cortez closed this memorable convention. It was an excellent setting to discuss and exhibit "Complex Issues and Courageous Actions" and networking opportunities were never better.

In 2002, 3,400 attendees shared in the theme "Voices of Wisdom: Stories of Inclusion, Practice, and Scholarship" in beautiful Long Beach, California. This conference was uplifting and inspirational despite the fact that fewer could come in the aftermath of the devastating events of September 11, 2001. Those who experienced Anna Deavere Smith's dramatic opening, the R. M. S. Queen Mary reception, the two-year college programs, and shared their stories about campus events in this fateful year were professionally and personally renewed.

ACPA embarked on a strategic planning process to carry the Association forward after achieving the goals it set for itself at the time of its disaffiliation in 1992. A decade as an independent association witnessed ACPA's recognition as a member of the Higher Education Secretariat, a consortium of over fifty higher education organizations that meet monthly to share ideas and impact Congressional action in Washington, D. C.; the initiation of institutional dues to discount individual dues for campus members and help them maintain their professional development through ACPA's excellent publications, new workshops and continuing institutes. These benefits also include the Mid-Level Management Institute; SSAO Institute, the launching of *About Campus* in 1996; the practitioner magazine that has become as renowned as ACPA's scholarly *Journal of College Student Development*, the premier journal of the profession. ACPA's individual memberships had grown to over 8,000 and its reserves to over \$1M. There has been the development of Professional Competencies and Assessment Skills and Knowledge documents.

In 2002, Carmen Neuberger announced her retirement as Executive Director, effective June 30, 2003. The Executive Committee of the Council interviewed candidates in Spring 2003 and named Gregory Roberts, Executive Director and Senior Operating Officer effective September 1, 2003.

Since 2003, ACPA has continued to grow and develop as an organization. The past six years have been transformational for the organization. With the expansion of the state and international divisions

within the Association, ACPA added a tagline to better reflect its purpose and membership to ACPA-College Student Educators International. Additionally, the international office staffing has grown to meet the expanding needs of members. With new membership types (undergraduate and graduate), commissions, standing committees, state divisions, and international divisions, ACPA continues to serve student affairs educators around the world.

In addition to the growth of staff and in membership, ACPA entered the 21<sup>st</sup> century with cutting-edge technology and outstanding new professional development resources. In partnership with NASPA, ACPA published *Learning Reconsidered* and *Learning Reconsidered 2* as resources for campuses developing learning outcomes. *Assessment Skills and Knowledge (ASK) Standards* were published in 2007 and the *Professional Competencies* in 2009. Furthermore, ACPA's commitment to educators is evident with the success of many new professional development opportunities such as; the Mid Level Management Institute, Residence Curriculum Institute, the Leadership Educators Institute, the Institute on Sustainability, the conference on Multiracial and Multiple Identities, and the Senior Student Affairs Officers Symposium.

One of the most significant changes in the past five years is the creation and implementation of a new governance structure. During President Jeanne S. Steffes' first term in 2004-2005, the Governance Task Force, chaired by Patricia Perillo, began a three-year process of researching, creating, and implementing a new governance structure. The new Governing Board convened July, 2007 and the Assembly met at the Summer Leadership Meeting, moving ACPA into its next phase as an organization.

In 2009, ACPA celebrated its 85<sup>th</sup> Anniversary in Metro-DC at the Gaylord National Harbor. At that same convention the Journal of College Student Development celebrated its 50<sup>th</sup> year of publication, and the ACPA Foundation was recognized for 15 years of fundraising to support research, scholarship, professional development and leadership initiatives. The Council on the Advancement of Standards in Higher Education was recognized for 30 years of improving professional practice.

ACPA's ability to adapt, grow, and change throughout its 85 year history is a testament to its commitment to serving student affairs educators and will continue as ACPA enters the next phase as an association.

Portions adapted from: *Fulfilling Visions: Emerging Leaders of ACPA* by Vernon Lee Sheeley, 1990

## **ACPA's Mission and Vision**

### **Mission:**

The mission of ACPA-College Student Educators International is to support and foster college student learning through the generation and dissemination of knowledge, which informs policies, practices, and programs for student affairs professionals and the higher education community.

### **Vision:**

ACPA-College Student Educators International leads the student affairs profession and the higher education community in providing outreach, advocacy, research, and professional development to foster college student learning.

### **Core Values:**

The mission of ACPA is founded on, and implements the following core values:

1. Education and development of the total student
2. Diversity, multicultural competence and human dignity
3. Inclusiveness in and access to association-wide involvement and decision-making
4. Free and open exchange of ideas in a context of mutual respect
5. Advancement and dissemination of knowledge relevant to college students and their learning, and to the effectiveness of student affairs professionals and their institutions
6. Continuous professional development and personal growth of student affairs professionals
7. Outreach and advocacy on issues of concern to students, student affairs professionals and the higher education community, including affirmative action and other policy issues

### **Core Functions:**

The Association seeks to fulfill this mission by directing its resources and efforts to the effective achievement of the following core activities:

1. Professional development and education.
2. Services for Association members and constituents.
3. Generation and dissemination of knowledge.
4. Outreach and advocacy on behalf of students and student affairs professionals.
5. Identification of, and effective response to, issues faced by the student affairs profession, and the higher education community.



## Past ACPA Conventions

1923 – 1924	Association organized in Chicago		
February 1925	Cincinnati	the war years when no conference was held, 1943-1945.	
February 1926	Washington, DC		
February 1927	New York		
February 1928	Boston	March 1950	Atlantic City
February 1929	Cleveland	March 1951	Chicago
February 1930	Atlantic City	March 1952	Los Angeles
February 1931	Detroit	March 1953	Chicago
February 1932	Washington, DC	March 1954	Buffalo
February 1933	Minneapolis	March 1955	Chicago
February 1934	Cleveland	March 1956	Washington, DC
February 1935	Atlantic City	April 1957	Detroit
February 1936	St. Louis	March-April 1958	St. Louis
February 1937	New Orleans	March 1959	Cleveland
February 1938	Atlantic City	April 1960	Philadelphia
February 1939	Cleveland	March 1961	Denver
February 1940	St. Louis	April 1962	Chicago
February 1941	Atlantic City	April 1963	Boston
February 1942	San Francisco	March 1964	San Francisco
		April 1965	Minneapolis
		April 1966	Washington, DC
Gap in records from 1943 – 1949.		March 1967	Dallas
Personnel-O-Gram was established as newsletter to keep members informed during		April 1968	Detroit

March-April 1969	Las Vegas	March 1992	San Francisco
March 1970	St. Louis	March 1993	Kansas City
April 1971	Atlantic City	March 1994	Indianapolis
March 1972	Chicago	March 1995	Boston
April 1973	Cleveland	March 1996	Baltimore
April 1974	Chicago	March 1997	Chicago
March 1975	Atlanta	March 1998	St. Louis
April 1976	Chicago	March 1999	Atlanta
March 1977	Denver	March 2000	Washington, DC
March 1978	Detroit	March 2001	Boston
March 1979	Los Angeles	March 2002	Long Beach
April 1980	Boston	March 2003	Minneapolis
March 1981	Cincinnati	March 2004	Philadelphia
March 1982	Detroit	April 2005	Nashville
March 1983	Houston	March 2006	Indianapolis
April 1984	Baltimore	March-April 2007	Orlando - Joint
March 1985	Boston	Mtg.	
April 1986	New Orleans	March 2008	Atlanta
March 1987	Chicago	March-April 2009	Metro DC
March 1988	Miami	March 2010	Boston, MA
March-April 1989	Washington, DC	March 2011	Baltimore, MD
April 1990	St. Louis		
March 1991	Atlanta	2012 – Louisville, KY	
		2013 – Las Vegas, NV	

## List of ACPA Presidents

1924-1925 May L. Cheney

University of California, Berkeley

1925-1927 Margaret Cameron

University of Michigan

1927-1928 Robert K. Speer

Columbia University

1928-1930 Francis F. Bradshaw

University of North Carolina

1930-1933 Jack E. Walters

Purdue University

1933-1935 Karl M. Cowdery

Stanford University

1935-1937 Esther L. Lloyd-Jones

Columbia University

1937-1939 A. J. Brumbaugh

University of Chicago

1939-1941 Helen Voorhees

Mount Holyoke College

1941-1945 E.G. Williamson

University of Minnesota

1945-1947 Daniel G. Feder

United States Navy and Illinois State Civil  
Service Commission

1947-1949 C. Gilbert Wrenn

University of Minnesota

1949-1950 Thelma Mills

University of Missouri

1950-1953 Everett H. Hopkins

Washington State College (now University)

1953-1955 Gordon V. Anderson

University of Texas at Austin

1955-1956 Harold B. Pepinsky

The Ohio State University

1956-1957 Willard W. Blaesser

University of Utah

1957-1958 Robert Kamm

Texas A & M

1958-1959 Catherine N. Northrup

Washington State University

1959-1960 Robert Callis

University of Missouri

1960-1961 Kathryn Hopwood

Hunter College of the City University of New York

1961-1962 William Craig

Stanford University

1962-1963 Melvene D. Hardee

Florida State University

1963-1964 Dennis L. Trueblood

Southern Illinois University

1964-1965 Barbara A. Kirk

University of California, Berkeley

1965-1966 Ralph F. Berdie

University of Minnesota

1966-1967 Bernard R. Black

Ohio University

1967-1968 Elizabeth A. Greenleaf

Indiana University

1968-1969 Donald P. Hoyt

University of Iowa (Iowa City)

1969-1970 Charles L. Lewis

The Pennsylvania State University

1970-1971 Paul A. Bloland

University of Southern California

1971-1972 William R. Butler

University of Miami

1972-1973 G. Robert Ross	University of California, Irvine
Board of Regents in the University of Nebraska System at Lincoln	
	1981-1982 David T. Borland
	North Texas State University
1973-1974 Merrill C. Beyerl	
Ball State University	
	1982-1983 Susan R. Komives
	Stephens College
1974-1975 W. Harold Grant	
Auburn University	
	1983-1984 Margaret J. Barr
	Northern Illinois University
1975-1976 Theodore K. Miller	
The University of Georgia	
	1984-1985 William A. Bryan
	University of North Carolina, Wilmington
1976-1977 Anne S. Pruitt	
Case Western Reserve University	
	1985-1986 Dennis Roberts
	Southern Methodist University
1977-1978 Mary T. Howard	
Hostos Community College in Bronx, NY	
	1986-1987 Charles C. Schroeder
	St. Louis University
1978-1979 Don Creamer	
Virginia Tech University	
	1987-1988 Marvalene Hughes
	University of Toledo
1979-1980 Phyllis Mable	
Virginia Commonwealth University	
	1988-1989 Patricia Kearney
1980-1981 Cynthia S. Jonson	University of California, Davis

1989-1990 Robert D. Brown  
University of Nebraska-Lincoln

1990-1991 Laurine Fitzgerald  
The Ohio State University

1991-1992 Leila V. Moore  
The Pennsylvania State University

1992-1993 Terry E. Williams  
Loyola University, Chicago

1993-1994 Charles C. Schroeder  
University of Missouri

1994-1995 Barbara Anderson  
Southern Polytechnic State University

1995-1996 Harold E. Cheatham  
The Pennsylvania State University

1996-1997 Paul M. Oliaro  
West Chester University

1997-1998 Lynn H. Willett  
Bridgewater State College

1998-1999 Jean Paratore  
Southern Illinois University

1999-2000 Gregory Roberts  
University of St. Thomas

2000-2001 Jill E. Carnaghi  
Washington University, St. Louis

2001-2002 Nancy Evans  
Iowa State University

2002-2003 Paul Shang  
Colorado State University

2003-2004 Myra F. Morgan  
University of Florida

2004-2005 Jeanne S. Steffes  
University of Maryland

2005-2006 Gregory S. Blimling

Rutgers University

2006-2007 Jeanne S. Steffes

Syracuse University

2007-2008 Vasti Torres

Indiana University

2008-2009 Patricia A. Perillo

Davidson College

2009-2010 Tom Jackson, Jr.

University of Louisville

2010-2011 Susan Salvador

Monroe Community College

2011-2012 Heidi Levine

Cornell College

2012-2013 Keith Humphrey

University of Arizona





**Leila V. Moore**  
**Fifty-Second President**  
**1991-1992**

Leila V. Moore became a member of APGA/ACPA in 1964 while working at Syracuse University. Her earliest involvements were through the New York State Personnel and Guidance Association, where she did some volunteering for the state conference. She did not become very active in ACPA at the national level until she completed her doctorate in 1975. After earning her doctorate, Moore was as an Assistant Professor of Counseling and Personnel Services at SUNY-Albany, which was a one-year appointment. This was the start of her full-time teaching career, and was also the start of her involvement in ACPA. Moore joined Commission 12, now the Commission for Professional Preparation, and in 1979 Moore was elected to the Directorate Body of that commission. Moore was actively involved in ACPA from 1979 through the present holding roles such as the Director of two Core Councils, on the Editorial Board of the *Journal of College Student Development*, as the Vice President of Commissions, President of the association, and President of the ACPA Foundation.

A significant turning point in Moore's involvement with ACPA included participating in her first mid-year leadership meeting in October, 1981, when Phyllis Mable, Dick Stimson, Jim Kubik and Moore presented a white paper: *Philosophical/practical rationale for the American College Personnel Association (1) continuing a relationship with the American Personnel and Guidance Association, and (2) becoming a separate association*. This report was only one of the many times when ACPA gave serious consideration to becoming a separate organization.

After that presentation, Moore knew that her focus as a professional would be within ACPA. She was already enjoying the leadership roles in ACPA, and had already formed lifelong friendships with many others in the field. Each new opportunity within ACPA was challenging and exciting, and Moore felt deeply involved and of course, deeply loyal to the association.

Moore attended nearly every Annual Convention since becoming active in Commission 12 in the late seventies. She has been on nearly half a dozen convention planning teams and has been a volunteer at registration and the placement center on numerous occasions. Moore has presented at nearly every ACPA convention and often at state division conferences or for professional development meetings at her institution between 1976 and 1993. During those years Moore concentrated on leadership development, multicultural competencies, conflict management, cross cultural communication, professional competencies for student affairs practitioners, organizational development, career mobility of student affairs professionals, and adult student needs and learning styles. After becoming President, Moore's presentations tended to be keynote addresses or other speaking engagements rather than workshops.

Shortly after Moore learned of her election as President-Elect, she learned that the vote to disaffiliate from ACA would be put to the ACPA membership for the seventh time in history. Soon after that, the results of the vote were announced, and ACPA would disaffiliate. Therefore, Moore's presidency (as were the presidencies of Bob Brown and Betty Fitzgerald before and Terry Williams, Barbara Anderson and Harold Cheatham after) was marked by the activities of separating from the American Counseling Association. Terry Williams and Moore made an agreement that they would serve as co-presidents in terms of making decisions about the separation, so that the membership would not feel any bumps as Moore finished her term and Williams began his. So, on Moore's watch, ACPA celebrated the separation from ACA in San Francisco at the annual conference by announcing the appointment of ACPA's first

Executive Director, Malcolm van Deursen. The search, selection and contract negotiations process for Malcolm took place just before the convention. Also during Moore's presidency ACPA identified the need to have an office at One Dupont Circle, and began negotiations with the American Association of Higher Education (AAHE) to sublet space from them. The ribbon cutting for the new space took place under Terry William's presidency. The terms and conditions of ACPA's separation from ACA were developed on Moore's watch and finalized after Williams began his term. With wonderful assistance from a good colleague, Audrey Remley, ACPA was able to complete the separation of financial records and recover copies of our journals from the ACA warehouse. All of our "stuff" traveled from the ACA office to Moore's basement or to the newly opened office at One Dupont Circle.

Moore is proud of the fact that ACPA was able to complete our separation from ACA without rancor. With Audrey Remley and others, we met with the leadership and Executive Director of ACA to finalize the separation and agree on the financial separation in particular. We also made a graceful exit from the ACA Governing Board. Moore recalls going to the ACA Governing Board meeting during their convention to announce the separation and to formally withdraw our organization from the Governing Board. Good colleagues such as Cynthia Johnson had helped to pave the way for the smooth transition. Moore recalls standing up to leave the Governing Board meeting after bidding farewell, and found that she was looking back at a room full of colleagues who took the time to wish ACPA well. It was a moment in time she'll never forget.

Another unforgettable moment for Moore was presiding at the ACPA business meeting at the San Francisco Annual Convention, and fielding more and more questions about our separation from ACA. Many were just beginning to realize the implications of the decision, and there were a number of people who were still concerned that we would be giving up our identity

as counselors. Many of the leaders of the Executive Council were responding to questions from members and calming fears that we would be losing our core identity. Everyone was getting tired, and the meeting had gone overtime. A member stood to ask her question, which went something like this: “With all the changes we’re going through now as an independent organization, isn’t it time to think about changing our name?” Moore responded immediately: “Not on my watch!” The meeting ended shortly after that, with those in the room standing to give the Executive Council a round of applause. It was a good moment.

Disaffiliation and becoming an independent organization was the marker of Moore’s presidency. Related issues included what the organizational governance should look like, getting used to being financially independent, getting used to sharing authority and responsibility for leading the Association with the first Executive Director, and resisting the temptation to change our name. There were many naysayers who believed that ACPA could not survive as an independent organization, and they were proven wrong.

**Terry E. Williams**  
**Fifty-Third President**  
**1992-1993**

Born and raised in small farming communities in Indiana and Illinois, Terry E. Williams began his formal post-secondary education at Illinois State University where he graduated with a degree in Business Administration and Mathematics along with earning an Illinois Teaching Certificate. While he had a tentative plan to begin a high school teaching career this was superseded by a deeper desire and calling to work instead in higher education. Upon graduation in 1970, however, and with a special 'invitation' from the U.S. Government, Williams served in the United States Army which included a tour of duty in Vietnam as a combat infantry soldier. Immediately following his military service, he enrolled at Indiana University Bloomington and in 1974 earned a master's degree in College Student Personnel Administration under the mentorship of Professor Betty Greenleaf. Williams will always remember nervously preparing for his admission interview with Greenleaf at the time he was finishing up his military tour (with short cropped hair!). She was very welcoming and supportive at a time when many recent Vietnam veterans were not always treated with such open arms.

Following graduation, Williams served as a hall director and campus activities advisor at Illinois Wesleyan University before deciding to earn his Ph.D. in Higher Education from The Florida State University in Tallahassee. While at FSU, Williams was mentored by Professor

Melvane D. Hardee. Much to his surprise, his dissertation research received the NASPA Outstanding Dissertation of the Year Award in 1980, an award later renamed to honor Professor Hardee. Following FSU, he served as an Assistant Dean of Students at the Illinois Institute of Technology in Chicago before ultimately joining the faculty at Loyola University Chicago in 1980.

Williams joined ACPA in 1974 while completing his Master's program at IU. His first formal experience with the Association was serving on a panel at the 1974 ACPA Convention in Chicago at the invitation of Professor Betty Greenleaf to discuss his experiences and professional development during a full-year's administrative internship in the Dean of Students Office at the University of Evansville (IN) which was arranged by Dr. Greenleaf. Williams continued to attend annual ACPA conventions over the next few years. In 1980, he participated in a meeting of Commission 12, now the Commission for Professional Preparation, looking for support, guidance and advice from other faculty members as he began his own teaching career. An influential group of faculty members, in particular Leila Moore, Gerald L. Saddlemire, Nancy Evans, Bob Young, Ted Miller, and Carney Strange, was extremely welcoming and provided encouragement and support. This initial formative and very positive experience set the stage for a long-standing relationship between Williams and ACPA.

Williams was invited to contribute to Commission 12 committee work and from 1983-1987 he served on the commission directorate. In 1986 he was elected the Commission's Vice Chair. During this time, Williams was also heavily involved in the Illinois College Personnel Association where he served as President in 1985-1986. He transitioned into an ACPA Executive Board position in 1987 when he was elected for a two-year role as Vice-President Elect for State Divisions (1987-1989) which later led into the role of Vice President for State Divisions (1989-1991). Williams found his work with the state-level leaders to be very

collaborative, enjoyable, and extremely rewarding and this work led him to consider other opportunities within the ACPA leadership. In spring 1991, he was elected to and served in the position of ACPA President-Elect during the historic 1991-1992 Association year.

As President-Elect Williams worked very closely with ACPA President Leila Moore and Immediate Past President Betty Fitzgerald and other ACPA leaders in implementing ACPA members' decision to legally disaffiliate from the American Counseling Association. This was an extremely busy, yet exciting, year working closely (almost as 'co-presidents') with Leila Moore as she carefully and thoughtfully guided the Association from its legal affiliation with ACA to a fully independent higher education association in the midst of much angst over predictions about ACPA's survival. In his keynote presidential address to ACPA in March 1992 in San Francisco, Williams placed heavy emphasis on ACPA's independence and the need for student affairs professionals to emphasize their campus role as professional educators. The address emphasized the need for ACPA members to educate and empower students to address key social justice issues facing U.S. society and to consider a call to serve others who are in great need. Additionally, emphasis was placed on a call for the Association to reach out to other national higher education associations with whom we share core values around education and student development.

In July 1992, Williams assumed the role of President of ACPA. This was an exciting and historic time for the association as many diverse challenges associated with the legal separation from the American Counseling Association continued to be addressed. In fact, legal 'closing' documents which finalized the separation of ACPA from ACA were signed by Williams at his home on December 2, 1992. Williams saw as his major task the continuation of the outstanding work of Leila Moore and the ACPA Executive Council to bring to reality the carefully laid plans to establish ACPA as a newly independent higher education voice for students and student affairs

educators. Significant 'start-up' challenges faced the new organization on many fronts including finding the resources needed for membership recruitment and retention; opening of ACPA's first national headquarters office at One Dupont Circle in Washington, D.C.; and providing leadership and support for the association's first Executive Director and his staff. Along with Leila Moore and President-Elect Charles Schroeder, Williams established task forces to study and draft strategic initiatives on membership, multiculturalism, fiscal affairs, and professional development and continued the task force on governance.

Williams was also part of the leadership team for the 1993 ACPA Convention in Kansas City that addressed the theme '*Educating for the Common Good: An Uncommon Agenda.*' He and his convention chair, Dr. Betty Glick, had the unique responsibility of organizing the first post-ACA disaffiliation ACPA convention. Although very serious concerns about convention attendance and its potential impact on Association finances were always a topic of conversation during the planning phases, the convention team met and exceeded its goal in terms of convention registrations and funding support returned to the Association. As part of the overall theme involving a call to service, the Kansas City convention for the first time initiated a program that promoted member volunteerism and service with a variety of underserved communities within Kansas City.

Williams' participation in ACPA continued following the conclusion of his presidency. For two years, he also served as Chair of the Executive Director Personnel Committee. Since first joining ACPA in 1974, Williams has been a frequent presenter at annual conventions. In 2002, he was invited by ACPA President and Professor Nancy Evans to chair ACPA's *The Next Generation Conference* and served on the Convention Planning Team for the Long Beach, CA annual convention. Most recently, he has served as a Trustee for the Educational Leadership Foundation from 2006 to 2009.



Williams continues his work at Loyola University Chicago and has recently completed 30 years as Director of the Higher Education Program within the School of Education. In addition to his Chicago-based teaching, research and service roles, Williams has spent part of each summer from 2006 through the present teaching at Loyola's campus in Rome, Italy. His current research interests focus on international higher education and particularly on the experiences of students of color who participate in education abroad programs. He has been invited by his institution to participate in planning groups related to his institution's strategic global initiatives.

Williams has been married to Patricia Jean Maroder since 1972 and together they have one son, Ryan, who now works in higher education. Williams and his wife enjoy travel, especially visiting U.S. national parks, all across the nation.

**Charles C. Schroeder**  
**Fifty-Fourth President**  
**1993-1994**

Charles C. Schroeder initially became involved in ACPA in 1973 when he was asked to serve as Chair and Program Chair of the 1975 ACPA Convention in Atlanta, GA. He also became a member and eventual leader in Commission III, now the Commission for Housing and Residential Life. Schroeder's ACPA involvement included two tenures as ACPA president (once in 1986 and again in 1993), founder and president of the ACPA Foundation, 1975 Annual Convention Chair, and By-Laws Committee Chair. As Convention and Program Chair for the 1975 ACPA Annual Convention in Atlanta, Schroeder is proud that convention generated the highest net revenue to date. Further, in role as president in 1986, he assisted with the planning of the joint ACPA/NASPA meeting in 1987.

Throughout Schroeder's career, he presented 55 featured and keynote presentations from 1976-2005. Additionally, he co-created with George Kuh, the *Student Learning Imperative: Implications for Student Affairs (SLI)*, and, as a result, dramatically changed the professional orientation of the both ACPA and student affairs to become more learning-centered. Connected to a passion for learning and education, Schroeder co-created with Liz Whitt and Greg Blimling, *Principles of Good Practices in Student Affairs*. As a further contribution to student affairs,

Schroeder created *About Campus* and served as the first executive co-editor with Pat King in 1995.

Schroeder began his second tenure as president in 1993 and had been involved in securing space for ACPA in One Dupont Circle with his predecessors, Leila Moore and Terry Williams. During Schroeder's second presidency, he aided in refocusing the field and ACPA on enhancing the undergraduate experience by emphasizing student learning as the core responsibility of student affairs professionals. Further, Schroeder developed strategic alliances with other professional associations including NASPA and AAHE in order to influence and shape the broader higher education agenda at the national, regional and state levels. Additionally, Schroeder established an independent, non-profit foundation, the ACPA Educational Leadership Foundation, to advance and support the role of student affairs in higher education. In keeping with the goal of advancing the field, Schroeder continued to build the membership base to become less dependent on convention revenue to cover ACPA's general operating expenses.

Schroeder spent 11 great years at the University of Missouri-Columbia (MU) as Vice Chancellor and Professor of Higher Education during and after his term as ACPA president. He provided leadership for the transformation of the MU undergraduate experience by creating a nationally acclaimed learning community program. Schroeder left MU in 2004 to serve as a senior executive for Noel-Levitz specializing in assisting a range of institutions improve the quality of student life and learning for their undergraduates. Currently, Schroeder is doing part-time consulting for Noel-Levitz as well as a considerable amount of speaking at professional meetings. He served as a researcher on two national initiatives: Project DEEP (*Documenting Effective Educational Practices*) sponsored by the National Survey of Student Engagement and Institutions of Excellence in the First Year of College sponsored by the Policy Center on the

First Year of College. Schroeder contributed to *Student Success in College: Creating Conditions that Matter* with George Kuh and co-authored with John Gardner and others, *Achieving and Sustaining Institutional Excellence for the First-Year of College*, both published by Jossey-Bass in 2005. Without a doubt, these were the most exciting and fulfilling experiences of his professional career.

Avocationally, Schroeder is an avid outdoorsman and he relishes almost every form of outdoor adventure oriented activities. He has climbed four, 20,000 foot mountains in Peru and Ecuador, ice climbed in Ouray, Colorado and still skis in Colorado every year. Each summer he backpacks in Montana and Wyoming and spends three weeks annually in Western Alaska floating and fishing some of the most remote rivers in North America.

Schroeder and his wife, Barbara, are doing a considerable amount of traveling including trips to Scotland, Ireland, Hawaii, and the Western Mediterranean. They are learning as much as they can about foreign cultures and geography. Most importantly, however, they spend considerable quality time with their five grandchildren and find their greatest fulfillment from watching them grow and develop.

**Barbara Anderson**  
**Fifty-Fifth President**  
**1994-1995**

Barbara Anderson initially became involved with ACPA through Georgia College Personnel Association (GCPA). She moved from primary and secondary education to the college level in 1980 as Director of Counseling. Several of the College and University counselors, with whom she had previously worked, encouraged her to get involved with GCPA. Anderson's first involvement with GCPA entailed working on a directory for student affairs professionals in every university, college, and technical school (both public and private) in the state of Georgia. Since there were several thousand student affairs professionals in the state—this was an awesome task. This occurred when everything was done on a typewriter with carbon paper and whiteout. She guessed this was her “initiation”. It was a particularly hard task, since Anderson had no clerical help and was wearing many different “hats” at work. Following her directory involvement, she became very active at the state level; holding several positions including—secretary; state convention chair; president-elect, vice president, president, and past president. Anderson served on several committees and did many presentations throughout the state. She also attended ACPA national conventions and began doing presentations at GCPA and ACPA.

Anderson became directly involved in the ACPA governing board as GCPA vice president-elect; GCPA vice president; and GCPA president. She began attending the annual

leadership training meetings at a convent in St. Louis (I have forgotten the name), and meetings at the Executive Council at the national conventions. Anderson often told colleagues that both GCPA and ACPA were wonderful outlets from the day-to-day battles she fought on her campus for students. It kept her in the profession and passionate about the work she did on a daily basis.

Anderson served ACPA in a variety of ways, including serving on the executive committee, engaging in extensive work with state divisions, presenting at Annual Conventions, assisting with open membership meetings on issues of separation, helping establish the new headquarters, hiring of executive director, providing guidance and insight into the new governance structure, helping with the ethics code, and providing insight into the CAS Standards. Anderson also served on the ACPA Convention Committee for the Atlanta Annual Convention and gave her president-elect speech at the 1994 Convention. Additionally, she coordinated all aspects of the 1995 Boston Convention, which was the year of her presidency by helping to obtain major speakers and working with the State Division Fair and the Commissions and Standing Committee Carnival.

Anderson served ACPA during a time of great change. She spent a total of nine years on the Executive Board (Committee) and was involved in the push from state divisions to become more involved in the decision-making of the organization, thus eventually leading to disaffiliation, the establishment of the new headquarters at One Dupont Circle, and the hiring of our first executive director, thus becoming an independent organization with a national and international presence. Further, she helped create a new mission, set of goals and priorities after ACPA became independent from APGA. She personally led the effort of developing the organization's first strategic plan and was also involved in the dismissal of the first executive director and in the replacement of the second director. Anderson worked with the first executive

director in membership retention and recruitment and in taking the first steps to bringing the ACPA into the age of technology.

After several very tumultuous years in the association Anderson feels one of her greatest gifts was to be a listener and to bring different coalitions together in accepting the changes in the new governance structure and to provide hope and healing. She brought factions of the association together in working on the strategic plan and developed more structure to the Leadership mid- year meeting by moving it to the summer and using this as a forum to break down artificial barriers between different components of the governance structure. The meeting provided opportunities for input into the strategic plan and initiatives. It also provided opportunities for the leadership team members to get to know each other on both a personal and professional level and provided an outlet for discussing issues involving higher education and developing students prepared to lead in the next century.

Other initiatives which characterized Anderson's leadership included: meeting the needs of community colleges and non-residential students at our colleges and universities and refocusing the roles of student affairs professionals by collaborating with academic affairs in the education of students. Thus, the title of the 1995 ACPA Convention "Transforming the Academy: New perspectives and Practices in Higher Education," reflected Anderson's experience and passion for more accountability for the work done by student affairs professionals.

While Anderson experienced much success during her presidency, there were issues that she needed to overcome. Those included the implementation of the new governance structure, which required her to be a cheerleader, a healer, and an advocate for change. Additionally, the separation from APGA created the opportunity for a refocus on the mission of

ACPA and the implementation of a new five-year strategic plan. Further, Anderson worked to move the organization from an inward orientation to forging ahead with a critical look on the broader issues facing students and institutions at the close of the twentieth century and in response to the changing demographics on campuses and in the United States in general. Anderson also provided a better understanding of the political issues faced by student affairs professionals and responded to an urgent need for student affairs professionals to develop learning outcomes for their students and programs and a means to assess their importance to the overall goals of their institutions.

After Anderson's presidency, she assumed a new position at Southern Polytechnic State University. She became Director of Strategic Planning, Assessment, and Institutional Research, which was the office that did all of the institutional planning and evaluation for all academic programs and all other services at the University. The most challenging work of the division was the coordination of a million dollar grant from IBM to incorporate the principles of Total Quality Management into the curriculum of engineering and business schools. This grant was shared with Clark Atlanta University. A million dollar grant was also awarded to Penn State University; University of Oregon; University of Maryland; RIT; Georgia Tech; and University of Houston. A requirement of the grant was that the recipients of the grants had to attend meetings three times a year with top IBM officials and other CEOs of Fortune Five Hundred Companies. Anderson is grateful for the opportunity to work with Deans and Department Chairs of some of the most prestigious colleges of Business and Engineering Schools throughout the nation, as well as interacting with the CEOs of many of the nation's Fortune Five Hundred Companies.

Anderson's last position was Dean of Students with Lake City Community College in Lake City, Florida. She worked in the position for six years and was responsible for all student



affairs areas. The following areas reported to her: academic advising; athletics; residence life; admissions; recruiting; financial aid; orientation; student life; student activities; student government; student disability services; and testing. It certainly was the most challenging position in her career, but also the most rewarding. Anderson was able to use all her professional experience and knowledge in a hands on approach. Since community college students come from all walks of life and have enormous hardships to overcome, they were the most courageous students she had ever had the pleasure to help.

After 38 years in education: working as an elementary and middle school teacher; working as a middle school counselor; conducting faculty development from the county office; working at the college and university level as director of counseling, retention, faculty and staff development, academic advisement, Freshmen 101 programs, working with strategic planning, academic assessment, accreditation and grant administration, and as Dean of Students at a community college, she and her husband, Rick, have now retired. Rick retired as the Chief Financial Officer for the City of Atlanta. They celebrated 41 years of marriage in 2009 and are now living in Gainesville, Florida, where she and her husband met on a blind date while attending the University of Florida, and where Rick grew up. Those who have worked with Anderson, know that she is an avid Gator fan. Currently, she volunteers with the University of Florida's School of Education and has been working with the University's Foundation. She is also a member of the university's campaign to get more women involved in philanthropy. Rick is involved with his many hobbies, as he fights a courageous battle against ALS "Lou Gehrig's disease," they try to make every day matter and are both grateful to have each other.

## **Harold E. Cheatham**

### **Fifty-Sixth President**

**1995-1996**

The election of Harold E. Cheatham as the fifty-sixth president of ACPA, made him the first African American male to be so honored. He joined the Association in 1970 when, as a doctoral student and graduate assistant to Anne S. Pruitt, then ACPA secretary and later our thirty-seventh president, he was immersed in the historic Executive Council and Business meetings of 1971- 1973.

Cheatham is a native of New Kensington, PA, an Allegheny River town and home to the formerly thriving steel and iron industry and once home to Aluminum Company of America (ALCOA). Graduating from high school in 1954 amid an economic recession, he had to forego options for college matriculation and instead, following his guidance counselor's advice, joined the US Navy expecting subsequently to attend college under the provisions of Public Law 550 – “the GI Bill.” His initial military training as a hospital corpsman led him away from his previously identified vocation as a pharmacist and toward an undergraduate major in psychology, when he qualified for “Class A” training as a neuropsychiatric technician. While in the Navy, Cheatham began psychology coursework at the extension campus of the University of Delaware.

Cheatham completed his enlistment, received an honorable discharge in November 1957, and enrolled at Geneva College, Beaver Falls, PA for spring semester 1958. He

transferred to the Pennsylvania State University that fall and graduated in summer, 1961 with a BS degree in psychology and history. While working from 1961-1968 as a junior-high and high-school teacher of social studies and de facto, “collateral duty,” guidance counselor and confidant to students, he re-discovered the option that his psychology degree provided for changing tracks and becoming a “real” guidance counselor.

An heir of the cataclysmic, modern civil rights movement and, more specifically, of the national enlightenment that followed in part from the tragic April 1968 assassination of Martin Luther King, Jr., Cheatham, among the legions of suddenly “qualified” Black Americans, witnessed the historic availability of numerous, new career options in the public and private sectors and within institutions of higher education. Geography and family commitments dictated that the best among these was the offer of a fully paid, graduate assistantship at Colgate University. The apparent, negotiated engagement was for the master’s degree in exchange for service as a graduate residential advisor. Having entered college as a military veteran and with no college residence hall experience, Cheatham welcomed this offer as an ultimate deal. The less apparent but career-critical aspect of the assistantship was that it was part of, if not a precursor to, the “find and hire, home-grow your own” employment strategy.

He credited his unintended shift of career trajectory to the efforts of several Colgate faculty and administrators to convert him from a graduate student to full time staff as an assistant dean. Respecting their unsought counsel, he abandoned a planned return to secondary school counseling and initiated a search for an appointment in higher education. A master’s degree, a master’s equivalent in history and political science, and permanent certification had opened even more doors. The one chosen was that of the recently (1967) federated Case Western Reserve University (CWRU), with an appointment as coordinator of university counseling and the opportunity to pursue the doctorate. Cheatham’s principal task as

“coordinator” (1969-1974) was to draw the disparate, predecessor, undergraduate counseling offices and centers, and the collaborating university psychiatric services into a coherent, accessible, university counseling center. At the end of five years Cheatham had succeeded in establishing a functioning center for student development comprising counseling, academic assistance programs, tutoring, career planning and placement, and the office of international students. Moreover, without missing a beat, he had earned the doctorate. Although he did not realize it at the time, his dissertation titled “The Status of Counseling in Traditionally Black Colleges and Universities of the South” was a precursor to his career interest and record in equity issues. With a tenure at CWRU that spanned the Cambodian “Incursion,” the Kent State Massacre, unprecedented student activism, and the terms of two vice presidents of student affairs, he sensed an emerging case of “burnout” (probably the clinical variety, he added!)

Abandoning wistful notions of career advancements that might lead ultimately to an appointment as vice president for student affairs, and hoping to not host a full-blown burnout, in late summer, 1974 Cheatham abruptly sought refuge in the classroom and accepted appointment as associate professor of psychology at the US Coast Guard Academy (USCGA), New London, CT. A short-lived refuge it proved to be, as anti-military sentiment that was openly expressed, and sometimes acted upon in US society, were no less prevalent toward the Academy and its minions. And there was internal dissension borne of the Academy, much like the larger society, having suddenly and belatedly opened the gates to “qualified” African American males. That is, it had moved from a total of 4 Black upperclassmen in the corps of cadets (~900) to an unprecedented 20 in the 1974 entering class. For US military, academic institutions, addressing policy and procedures and reviewing and adjusting existing policy and procedures specific to facilitating the integrating or accommodating of such a dramatic influx of “the other” proved to be a challenge.

The turbulence was to be particularized and further amplified with the passing of Public Law 94-106 signed by President Gerald Ford on Oct. 7, 1975. The law, passed the House by a vote of 303 to 96 and the Senate by voice vote after divisive argument within Congress, obligated US military service academies to admit women in 1976\*1. Neither military leaders nor their subordinates missed or misread the mood and divisiveness of the US Congress as it inked the Defense Appropriations Act. With the passing of that law, the Norwegian Merchant Ship ditty, "Why is a Ship a She?" enjoyed life anew at the USCGA. Curiously, a shift of focus to women in the academy provided Cheatham a like but different platform from which to champion equity. Academy colleagues who previously petitioned him to lower his voice and shoulders regarding racial inequality and related matters somehow seemed to respond with a lesser sense of offense to his voice raised about sexism. ["Perhaps," Cheatham mused, "that is owed to the fact that all of them had a mother, and some had sisters and other female relatives"].

The anti-military sentiment had a discernible base in the profession and occasionally it found expression. Still, Harold Cheatham enjoyed immense comfort and grounding among ACPA peers. The classroom proved to be a sanctuary and the more judicious time demands than those generally experienced by practicing student affairs colleagues, together with the

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1 \*The interested reader is referred to:

Cheatham, H. E. (1984). Integration of Women into the U. S. Military. *Sex Roles: A Journal of Research*, Vol. 11(1/2), 141-153.

Cheatham, H. E. (1982). Report of an evaluation of a program of recruitment of Black and minority students. *Journal of College Student Personnel*, 23, 29-32.

Cheatham, H. E. (1978). Attitudes toward Women in the Military: Implications for Counselors. In R. Slimak (Ed.), *Proceedings of the Second Service Academy Counseling Conference* (pp. 16-29). New London, CT.

turbulence in society made for broadened opportunity to engage in writing and research. His accumulating record of writing and research on women and African Americans in the academy occasioned an invitation to join the counselor education faculty at Penn State. In this appointment he was tasked to develop the multicultural counseling courses that would contribute to APA accreditation of the program in counseling psychology. Cheatham's academic record together with his leadership, and service to the Association, including an appointment as program chair of the 1977 Denver Convention, resulted in appointment to the editorial board of the *Journal* during the Cincinnati Convention.

Cheatham served JCSP/D from 1981-1987. Given the notable influence of "political correctness," he was called upon by the Media Publications board to produce a manuscript addressing the role of student affairs professionals in assisting our higher education institutions' in addressing and responding appropriately to cultural diversity issues on campus. Cheatham, with selected colleagues, responded with the 1991 publication of *Cultural Pluralism on Campus*, a publication addressed to personnel responsible for campus programming "... that ensure the creation and preservation of *culturally plural* – as contrasted with a culturally diverse – environment." Cheatham was appointed editor and chair of the Media Board Publications (1991-1994), overseeing acquisition and development of manuscripts and negotiating a new contract for production and distribution of a number of monographs including the second edition of *Student Affairs: The Profession's Heritage* (Rentz, 1994) and *Beyond Tolerance* (Evans and Wall, 1991), which remains among Media Board's all time best sellers.

Through Association leadership roles and service as convention program chair, convention planning committee member, JCSP/D editorial board, Media Board chair and editor, and membership on ACPA/NASPA Task Force, ACPA Theory and Research Board, Fund Management Group, and Association Personnel Committee, Cheatham inspired some

members' confidence that he should be a candidate for Association president in 1993. These were the heady days immediately following "disaffiliation" and our chartering as an independent student affairs professional association. Our Dupont Circle, national office had been established under the leadership of the first executive director and there was strong sentiment that among our most critical priorities was gaining of recognition by and inclusion among professional education association leaders in Washington.

A sentiment widespread within the membership was that the Association had strayed from its mission as it struggled to address pressing organization status issues of the early 1990s. The turbulence brought from reorganization resulted in a plunge in membership from a high of about 9000 to approximately 5000. Accompanying turbulence included financial stability, governance structure, and professional identity, and "inclusion," referring specifically to ensuring gender and racial equity in Association affairs and in the profession. An unofficial pact among several successive presidents to function as co-presidents was a vital and functional strategy for managing the turbulence, for bringing Association out of disaffiliation. The unofficial watchwords among those Association leaders were: recovery, stability, and growth. The order of the day was assuaging and managing real and imagined injury.

Not having previously served in elected office in the Association, Cheatham entered the 1993 election cycle and was elected 1996 president. In his Goal Statement, he noted:

The new ACPA remains at a historical crossroad. To claim our destiny, we must elect and support those who will selflessly contribute to the development and implementation of a coherent five-to-ten year plan. The primary task of elected leadership is critical review of existing goals to

identify those that remain in the best interest of ACPA. In broad consultation with the membership, the leaders must set priorities and derive structures and vehicles to ensure attainment of the identified goals during the next several years. Principal among my goals as president would be to secure ACPA's enunciated values as an inclusive and multi-cultural organization, and an organization that takes seriously its role in higher education.

Cheatham's goal statement or platform had four planks: "1. Effecting the Association's Image within Higher Education, 2. Effecting the Revised Governance Structure, 3. Assuring Association Financial Stability, and 4. Legitimizing and Stabilizing ACPA Headquarters Operations" (*Developments*, 21(1), November, 1993). His vision statement addressed the Association's obligation to respond to cultural diversity/multiculturalism, and enrollment trends, together with current issues and problems faced by individual members of ACPA.

Cheatham credited any success of his term of office to having had close, mutually respectful working relationships with his immediate predecessors who, among the many challenges, each had made seminal contributions. He noted specifically the principal leadership role of Leila Moore, in guiding us through "disaffiliation," of Terry Williams, in overseeing the establishment of ACPA "Headquarters," and of Barbara Anderson, in whose home and city we spent countless hours during several weekends, in leading the crafting of the Association's Strategic Plan. Noted also among the several others serving at the time was Charles Schroeder, whose energies were critical in the formation of *About Campus* and the ACPA Educational



Leadership Foundation, and Paul Oliaro who labored intently with Fund Management and financial stability issues.

It was a wonderful time to be in a leadership role as the reservoir of goodwill and optimism and commitment to our future trumped the pool of the timid and the naysayers. The Association's most senior and most junior members expressed and demonstrated confidence in Cheatham's goals and leadership. Cheatham wrote to the membership that he would follow, both as the text and title of his plan for leadership, the counsel provided by a senior member: "Don't try to make everything happen during your year at the wheel" rather, "steer." "Steer" he did. The planned and hoped-for healing and for "*Making Our Way*," the theme for the March 6 – 10, 1996 Annual Convention in Baltimore, was emergent, as the 1995 convention held in Boston posted one of the largest attendance records in Association history. And the captured cadence was increased as the Leadership Summer meetings were held July 14-17, 1995 at Johns Hopkins University, Baltimore. The meetings provided broad opportunity for all of the Association's constituent groups, State Divisions, Commission – all 18 of them – and Standing Committees to share plans and activities "that ensure the successful implementation of our new governance structure."

And it was during the 1995 Leadership Summer Meetings that a new phase in the life of the association was announced. The recommendation of the executive director search and screen committee, chaired by Gregory Roberts, had at the end of June reported completion of its work. In a conference held on July 11, 1995, the Executive Council voted unanimously to confirm the recommendation that Dr. Carmen Guevara Neuberger, "who brings most impressive higher education credentials and experience," be named ACPA executive director, with tenure to begin August 1, 1995. The hiatus that had existed between the resignation of the first executive director and Neuberger's appointment had been effectively managed by the

executive council authorizing Cheatham to travel to the national office bi-weekly to supervise the professional staff and ensure continuity of the affairs of the Association. Dr. Neuberger, was introduced to the leadership during the Summer Leadership Meeting and subsequently introduced herself to the general membership in *ACPA Developments* (2(4), August, 1995). With a new and steady hand now on the tiller, to share the joy and palpable confidence about the Association's future, Cheatham wrote to the membership: "From here, a bright green sign continues to mark the horizon!"

Cheatham's tenure as ACPA president was fulfilled through collaboration with executive director Carmen Neuberger, who needed no actual supervision, in reviewing and solidifying the publications contracts, and particularly that with Jossey-Bass for our new publication *About Campus*, co-edited by Charles Schroeder and Patricia King, and launched in 1996. A critical focus was planning, with Association leaders, for implementation of the new governance structure, and ensuring that the forthcoming convention in Baltimore sustained the success that had been achieved in Boston in 1995. Among his last official duties as president, Cheatham delivered, a state of the association address: *Making Our Way* (*Journal of College Student Development*, 1995, 36(4), 307-313), and in keeping with the Camden Yards theme of the ACPA Carnival at the Baltimore Convention, threw out the first pitch to president-elect, Paul Oliaro.

During his ACPA presidency, Cheatham became the first African American, academic dean in Clemson University history when he was named founding dean of the university's College of Health, Education, and Human Development. He served in this post from 1996 until retiring in 2001. A 1990-91 Senior Fulbright Scholar to India, Dr. Cheatham is a distinguished member of the National Society of Collegiate Scholars, and a member of Skull and Bones Society, Sigma Pi Phi, and Alpha Phi Alpha Fraternities. Cheatham is a life member of Phi

Kappa Phi, and the Fulbright Scholars Association. Additional to his ACPA publications service, he has served on the editorial boards of the *Career Development Quarterly*, *Western Journal of Black Studies*, *Journal of Black Psychology*, and the *Journal of College Student Development*.

His writing and research addressed multicultural counseling theory and practice, cultural pluralism, and psychosocial development of African Americans in US higher education. A 1990-1991 Senior Fulbright Scholar to India, Cheatham is author of numerous professional papers. He is editor of a special issue of the *Journal of College Student Personnel* (1987-1988) titled "Blacks in US Higher Education," co-editor (with J.B. Stewart) of *Black Families: Interdisciplinary Perspectives*, Transaction Press, Rutgers University (1990), editor of *Cultural Pluralism on Campus* (1991), and co-editor (with J.S. Mio et al.) of *Keywords in Multicultural Interventions, A Dictionary*, Greenwood Press (1999), and *A Documentary History of the US Civil Rights Movement* (with R.P. Green), Manchester University Press (2009).

Dr. Cheatham was recognized as a pioneer in multicultural counseling and development by the American Psychological Association, Division 17 (*The Counseling Psychologist*, July, 1997). In 1993, ACPA honored Cheatham with the Contribution to Knowledge Award and induction as a Senior Scholar. In 1999 Dr. Cheatham received the Esther Lloyd Jones Professional Service Award. He also received the Pennsylvania College Personnel Association Award (1994) and The American Counseling Association, Association for Multicultural Counseling and Development Research Award (1995). A recipient of the Pennsylvania State University, Howard B. Palmer Faculty Mentoring Award (1995) and the Clemson University Board of Trustees Award for Faculty Excellence in 1998, 2000, and 2001, he also received the Grazella Shepherd Award for Excellence in Education (2000) from Case Western Reserve Alumni Society and Educators Forum.

Dean emeritus and professor emeritus of counseling and education leadership at Clemson University, Cheatham continues in community and church service, having chaired the City of Clemson Planning Commission through five years of a ten year appointment; he serves on the advisory boards of AnMed Foundation and Wachovia Bank. He was a gubernatorial appointee to the South Carolina Mental Health Commission (2004-2009) and is a member of the Fort Hill Presbyterian Church (Clemson, SC) Medical Mission Team, and of the Foothills Presbytery Unity and Community, and Investigative committees. He has served also as education leader and as a student of mental health service delivery in the Soviet Union and China, and as medical missionary to Zambia, Ghana, and Vietnam. Cheatham chairs the national advisory committee to the Office of Educational Equity, Pennsylvania State University.

Cheatham's 1999 Diamond Honoree bio reads in part: "A strong presence within ACPA, his contribution ... are best summarized by this tribute in a 1999 Penn State dissertation: 'he has played an irreplaceable role as mentor, teacher, advisor, colleague and friend. He has provided endless respect, reassurance, challenge, humor, vocabulary, and validation of my world view.'"

With two dozen former doctoral advisees and two hundred former master's advisees in various aspects of human service practice, Harold and his wife Arlene, also a retired college counselor with a following of her own, enjoy the wonderful relationships, frequent contact, and occasional visits that are emblematic of their life work. Visits with their sons Mark and Brian, who reside in California, and frequent international travel with Arlene, the love of his life, are savored as the fruit of successful professional careers and as "the bright green signs that mark the horizon!" In honor of their careers, as they mark their forthcoming 50<sup>th</sup> wedding anniversary, they have endowed The Harold E. and V. Arlene Cheatham Educational Equity Scholarship, at the Pennsylvania State University.



**Paul M. Oliaro**  
**Fifty-Seventh President**  
**1996-1997**

Paul Oliaro served as ACPA president while also working as the Vice President for Student Affairs at West Chester University in Pennsylvania. Oliaro's early involvement with ACPA came through Commission III, now the Commission for Housing and Residential Life, in which he served on the directorate and presented at the Annual Convention. Additionally, Oliaro was involved in the Michigan College Personnel Association while studying and working at Michigan State University. He has been an active ACPA member before, during, and after his presidency serving the association in such roles as major speakers chair for several Annual Conventions, member-at-large on the Executive Council, Fund Management Group chair, and most recently, trustee, vice president, and president of the ACPA Foundation Board.

Similar to many other colleagues who have served as ACPA president, Oliaro tried to avoid a nomination to run for the presidency on several occasions before finally agreeing to being nominated. It was Jean Paratore and Lynn Willett who eventually persuaded him to run; however, he did so only with the understanding that they, as ACPA leaders who had also given much to the Association and had earned the respect of their colleagues, would also be willing to run in subsequent years - if, in fact, Oliaro was elected. Much to everyone's surprise, Oliaro did receive the honor of being elected as President of ACPA for the 1996-97 year. Subsequently,

both Jean Paratore and Lynn Willett fulfilled their promise to run and they were also elected by the membership to serve as Presidents in 1997-1998 and 1998-1999 respectively.

The purpose in that agreement was to create some continuity and extended support for moving the Association forward in a manner consistent with ACPA's goals and strategic plan. In fact, Oliaro's presidential address was highlighted by a theme that suggested that he was not going to introduce any "new goals" or any "new ideas". Although it was in part tongue-in-cheek, he felt that continuity would be important because the Association had just hired a new Executive Director, was in the early stages of implementing our strategic plan, and was getting ready for the decennial joint conference with NASPA colleagues.

Oliaro's platform was that he did not intend to establish new goals that were unique to his personal agenda or personal ambition to make a mark on the Association. Rather, he wanted to build on the legacy of esteemed predecessors who had served as presidents of ACPA. He wanted to continue the work of implementing the strategic plan and help ACPA become a more "learning oriented" organization as we tried to live the philosophy of the Student Learning Imperative that was introduced in 1994. Oliaro also wanted to put students more in the forefront of ACPA. That is why he asked a student to introduce him when he gave his incoming Presidential Address in Baltimore at the 1996 convention. This was the first time a student had been asked to do this.

Oliaro would like to think that one of the highlights of his presidency was also a very functional and collaborative Executive Council that functioned to serve constituents effectively and in a financially responsible way with a balanced budget.

Oliaro worked collaboratively with Suzanne Gordon, President of NASPA, and together, put together an outstanding 1997 Convention Planning Team that was headed by Jill Carnaghi

and Susie Batchelor. It was a group that lived up to the charge to ensure that the convention served our profession first and not just the individual associations. The convention was held in Chicago and attendance was the most of any convention up to that point – over 7,200. It was well-run, positively evaluated by participants, and financially rewarding for both associations.

In keeping with his “student focus”, this was the first ACPA convention that invited students to participate as a special cohort. They were sponsored by Oliaro and other colleagues and were the guest speakers at a panel presentation during the convention. In that panel presentation, they shared their observations about “our colleagues observations about students” that were offered in the convention sessions that they attended. This pilot project led the way for the “Next Generation” student project which has become a fixture in ACPA conventions.

Another highlight of his presidency and the convention was the introduction of the “Principles of Good Practice for Student Affairs” document. This was a product of a joint charge given by Suzanne Gordon and Oliaro to a committee of NASPA and ACPA professionals, headed by Greg Blimling and Elizabeth Whitt. This document was unveiled at the convention and was subsequently made into a book. In addition, an inventory was developed by a separate group made up of Greg Roberts, Karl Beeler, Susan Salvador, and Oliaro. The inventory was distributed along with the “Principles of Good Practice for Student Affairs” document. The inventory served as a checklist for practitioners to implement the document on their campuses.

Subsequent to his presidency, Oliaro accepted an appointment to the ACPA Foundation Board. He served as Vice President of the Board for 2 years and as President for 2 years. During that time, the Foundation introduced the ACPA Foundation Grant Program, continued the Diamond Honoree Program, and worked hard to develop improved corporate relationships



with business partners. This subsequently led to increased participation by partners as trustees on the Foundation Board, a practice that continues today.

Oliaro continued to serve as Vice President for Student Affairs at West Chester University until 2002. Since that time, he has served as Vice President for Student Affairs at California State University, Fresno. It has been a rich and rewarding experience and afforded him the opportunity to serve in multiple roles at different times over the past decade, to include supervisor of Information Technology Services, a stint as Athletics Director, and most recently, to serve as Chair of the 10-year NCAA Certification Process to reaccredit the Division I Athletics Program at his institution.

Oliaro is truly grateful for the contributions that ACPA has made to his professional development, and to his insight and understanding of students and the Student Affairs profession. ACPA has been the source of many extraordinary professional experiences that he has been able to enjoy throughout his 39 year career for which Oliaro write, "I will always be indebted."

**Lynn H. Willett**  
**Fifty-Eighth President**  
**1997-1998**



Lynn Willett was elected the fifty-eighth president of ACPA in 1996 in an agreement with Paul Oliaro and Jean Paratore. At the time, Lynn was the Vice President for Student Affairs at Bridgewater State College in Massachusetts. Willett's involvement with ACPA began in graduate school at Bowling Green State University, when in 1971 she asked Gerry Saddlemire what professional association she should join. The options were seemingly endless and very confusing. He didn't hesitate, but advised me to join ACPA. . . because, according to Gerry, that's the only professional association she'd ever need! Willett didn't question his advice and has never looked back. During the 70's, she was a member of several commissions and thoroughly enjoyed the work and the colleagues she met.

Pat Kearney asked Willett to chair the 1989 convention in Washington, DC. Through that experience, she really learned how the association worked and met hundreds of wonderful people. That chairperson role gave Willett the visibility to run for national office. After serving as the 1989 convention chair, she was elected treasurer and served on the Executive Council for several years. When she completed her term as treasurer, she was elected President.

Willett writes, "I'm very proud of ACPA's work during my presidency with AAHE and NASPA that produced the document, Powerful Partnerships – A Shared Responsibility for

Learning.” This was a major publication that not only had a huge influence on the association, but the profession as a whole.

Four years before Willett’s presidency, ACPA disaffiliated from AACD. So, during her term of office, there were many organizational issues in our national office as a result of that disaffiliation. Much of Willett’s presidency was spent sorting through the responsibilities that were previously handled by volunteers. Some of the responsibilities needed to be transferred to paid staff members without damaging the strong connection between members and the work of the organization. The work that was accomplished during that period provided a foundation for the strong, independent association that exists today.

When Willett’s term of office was completed, she returned to her vice president responsibilities at Bridgewater. Her president and staff (as well as her husband!) were incredibly supportive of the time she devoted to ACPA, but it was good to finish her term and devote her full attention, again, to her campus. Willett accepted an invitation to join the ACPA Foundation and has served as chair of the Grants Committee that awards Foundation funds to ACPA members for research projects. Also, she served on the ACPA Governance Task Force that reviewed the association’s governance structure and made recommendations for the future of the association.

In 2003, Willett moved to a new VPSA position at Coastal Carolina University in Myrtle Beach, SC and served in that role for five years. Further, Willett served an additional term as ACPA Past-President when in 2006 Jeanne Steffes was elected to serve a second term as ACPA President. Following the by-laws, a past president could be appointed to serve the role of past president so Steffes could complete her duties as president-elect. Presently, she is working in a new role in Academic Affairs that will transition her into retirement. Willett reflected,

“I have been so fortunate to have had a career of wonderful colleagues and exciting, fulfilling work experiences. My “career” in ACPA has been an added bonus for which I will always be grateful.”



**Jean Paratore**  
**Fifty-Ninth President**  
**1998-1999**



Jean Paratore was the associate vice chancellor for student affairs and dean of students at Southern Illinois-Carbondale (SIUC) when she was elected to be the fifty-ninth president of ACPA. Early in her career, after she moved to the office of the VPSA as assistant to the vice president for student affairs, the SIUC dean of student life at the time suggested that she attend an ACPA convention. Paratore went and immediately became involved with Commission I, now the Commission for Administrative Leadership. After that first convention she was asked to be on the commission directorate body and shortly thereafter became chair of the commission's research committee. The commission was awarded the award for research at the Annual Convention while Paratore served in that role. She was then elected chair of the Commission for Administrative Leadership, and then Director of Commissions. Further, Paratore chaired the 1994 convention in Atlanta, GA and also served as advisor to the 1998 St. Louis convention planning team.

During Paratore's presidency, several initiatives gained momentum and achieved success. Those included many firsts for the 1999 Annual Convention such as: Next Generation conference, Cyber Café, and the Speaker Ready Room. Each of these firsts were a huge

success and continue to be incorporated into the Annual Convention. Additionally, Paratore worked with the Senior Scholars to create the Emerging Scholars Program and provided support to Cynthia Johnson and the Senior Scholars in the creation of a research agenda for student success. This included a Trends Analysis Meeting in which the Senior Scholars conducted research to determine the research trends for the 21<sup>st</sup> century and published the result of their work in *Higher Education Trends for the Next Century: A Research Agenda for Student Success*.

Following the success of the work of the Trends Analysis Meeting, Paratore offered the first, and only, listserv dialogue to discuss the Practice Agenda. This was intended to be a review and analysis of how the trends delineated by the Senior Scholars work might impact the day to day practice of student affairs professionals. The computer listserv approach to these discussions enabled over 300 individuals to enter into the discussion generated around three sets of questions without leaving home. The Practice Agenda Project reports were published by ACPA during her Presidency and this computer discussion was a first for ACPA. Additionally, Paratore managed the relationship between ACPA and the ACPA Foundation during her presidency.

Following her tenure as ACPA President, Paratore transitioned to being an active member of the ACPA Foundation. She coordinated the Diamond Honoree program and served as Foundation President. Paratore remained at SIUC until her retirement on January 1, 2004. She has not completely retired, however, as she continues to work for SIUC on a part-time basis. She has been involved in helping to create and coordinate a fundraising program for SIUC known as *Inspiring Women*. The program is designed to annually provide scholarships for incoming freshman students and to honor four inspirational women from southern Illinois. In just 5 years, the program has been able to offer over \$80,000 in scholarships and establish an

endowment of approximately \$200,000 through just one event – ***The Inspiring Women Gala***.

Paratore continues to coordinate this 6<sup>th</sup> year of the ***Gala***.

In addition, she has traveled a great deal. Over the past 5 years she has cruised to Alaska, to the Mediterranean and Greek Isles, and to the North Sea (visiting the England, Norway, Finland, Sweden, Denmark, Estonia, Lithuania, and St. Petersburg, Russia). She has also spent one week on the Amalfi Coast of Italy and one week in the Tuscany area of that country.

**Gregory Roberts**  
**Sixtieth President**  
**1999-2000**



Gregory Roberts was elected ACPA president when he served as the vice president for student affairs at the University of St. Thomas in Minnesota. His involvement in ACPA began through the Commission III, now the Commission for Housing and Residential Life. Not only was Roberts significantly involved with the Commission, but he also served as the treasurer for the Kansas City Convention in 1993, which occurred in the midst of ACPA's disaffiliation from the American Counseling Association. Additionally, Roberts served ACPA as association treasurer on the Executive Council, co-chaired the Blue Ribbon Task Force, and was active with the Standing Committee for Multicultural Affairs and the Standing Committee for Men.

Roberts presidency led to the development of signature professional development institutes and experiences, including the Mid-Level Manager's Institute and the Institute on Spirituality and Faith hosted at California State University, Long Beach. Further, Roberts oversaw the selection and hiring of three professional staff members in the ACPA Headquarters and acquired corporate funding for awards and research. Although much success occurred during Roberts presidency, including a successful convention in Washington, DC, there were



several challenges which were overcome. Those included state divisions and their affiliation within ACPA, corporate giving, and the growth of the ACPA Foundation.

Since completing his term as ACPA president, Roberts has remained actively involved in ACPA, joining the International Office staff as Executive Director in 2004. In his role as Executive Director, Roberts has advanced the association in many ways. In addition to his many professional accomplishments, Roberts celebrates 29 years of marriage to his wife, Beverly.



**Jill E. Carnaghi**  
**Sixty-First President**  
**2000-2001**

When Jill Carnaghi was elected ACPA President, she was serving as the Assistant Vice Chancellor for Students/Director of Campus Life at Washington University in St. Louis. Carnaghi became involved with ACPA during graduate school at Michigan State University. Following the lead of her advisor, Lou Stamatakos, she joined ACPA. Pat Kearney was her supervisor at UC Davis, and she was ACPA President and was supportive of involvement in the association. Carnaghi became involved in Commission III, now the Commission for Housing and Residential Life, when she was at the University of Vermont and was their newsletter editor. She went on to various leadership roles within the Commission and that's where her real involvement with ACPA began. That significant involvement included co-chairing the 1997 Decennial Convention (ACPA & NASPA) in Chicago; serving as the Major Speakers Chair for the Nashville Convention; and co-chairing the 2007 joint meeting with NASPA in Orlando.

In addition to her work with the Commission for Housing and Residential Life and the Annual Convention, Carnaghi is also a Senior Scholar, the recipient of the esteemed 2008 Esther Lloyd-Jones Professional Service Award, a member of the Senior Student Affairs

Practitioner Program from 2004-2008, and treasurer for the ACPA Foundation. Further, Carnaghi has served as faculty for the Mid-Level Managers Institute, a member of the 2002-2003 ACPA/NASPA Blue Ribbon Task Force, a member of the Blueprint for the 21<sup>st</sup> Century Task Force, and consulted with the planning team for a possible New Professionals Institute. Earlier in Carnaghi's career she served as Vice President for Commissions, a member of ACPA's Media Board, and helped revise the ACPA Ethics Statement in the late eighties.

Carnaghi was able to move forward various initiatives for ACPA during her presidency, including a major update of the association's technology software to better serve its members. Additionally, the 2001 Annual Convention in Boston is best remembered for the horrible snowstorm that closed the airport and parts of the city. Despite the unforeseen inclement weather, Carnaghi and Myra Morgan, the Boston Annual Convention Chair, were able to have a great meeting and return revenue to the association. Additionally, the beginning of the 21<sup>st</sup> century was a time for the association to clarify its mission and ability to plan strategically for the future.

Since Carnaghi's presidency, she writes that her life has been "full to overflowing with great experiences both personally and professionally: a great family consisting of an incredibly supportive husband, Paul and two teenagers (yikes)—Sarah & Michael---only 16 months apart with plenty of interests ranging from dance, horseback riding, piano, sports, performing...on and off the stage. It's never dull, and I wouldn't have it any other way. I'm incredibly grateful for family, friends and all that my life entails." In addition, Carnaghi has co-authored *Job One* with Peter Magolda and is a member of the ACPA Baltimore 2011 Annual Convention Planning Team.

**Nancy Evans**  
**Sixty-Second President**  
**2001-2002**



While a professor at Iowa State University, Nancy Evans was elected the sixty-second president of ACPA. She first learned about ACPA her doctoral advisor, Dick Caple, and became involved through his mentorship. Her first involvement was with the Commission on Professional Preparation since she aspired to be a faculty member. Evans held a number of positions on the Directorate of the Commission and her first major ACPA office was as chair of the Commission (1986-88). She was also involved in several ad hoc committees related to preparation standards and retention of student affairs professionals. Further, she has served on the JCSD Editorial Board for several terms starting in 1987. Evans has attended all but two Annual Conventions since 1979 and has presented at least one program at most of them. She was a featured speaker for the Scholar's Student at the ACPA Metro DC 2009 Annual Convention.

Evans has been involved in ACPA since 1972. In addition to her involvement with the Commission for Professional Preparation, she has also served the Commission on Assessment and Evaluation and the Commission for Housing and Residential Life through the 1985-1986 Task Force on Assessment and Evaluation in Residence Life. Further, Evans served as the Senior Trainer and Evaluation Coordinator for the Beyond Tolerance Roadshow from 1993-1995, was a Senior Scholar from 1998-2004, and coordinated the Emerging Scholars Program from 1999-2000. Additionally, Evans was on the Executive Director search committee in 2003.

The successful Long Beach convention is described by Evans as the “major accomplishment” of her presidency. There was a great deal of apprehension about holding a west coast convention since ACPA’s membership is traditionally not as strong in that part of the country. Under the direction of Vernon Wall, who served as convention chair, and an outstanding team made up of many west coast student affairs professionals, we planned and executed what many refer to as the best convention in terms of quality of program in recent memory and the attendance was above projections. Other activities during Evans’ presidency included the development of a new strategic plan that solidified the direction of the association for many years. Additionally, she also initiated important discussions on the role of research and scholarship in the association through the work of a task force headed by Heidi Levine. A significant issue that was faced at that time was clarifying the role of the National Office vis-à-vis the elected officers and finding ways to provide greater service to the membership, given financial and personnel constraints the association was facing.

Evans has continued to be involved in ACPA in a number of ways, most significantly as Editor of ACPA Books and Media for three years and as a member of the planning team and co-chair of the Next Generation conference at the 2009 convention. She also helped to plan and conduct a national seminar in 2008 on developing social justice allies and was a featured speaker at a national seminar on disability and student development in 2006. She served as an ACPA representative to the ACPA/NASPA task force that wrote the statement, *Learning Reconsidered: An Action Agenda* (2002-2004). At Iowa State, she has been instrumental in the development of a Higher Education doctoral concentration in Social Justice. Evans has continued to be an active scholar, publishing a number of books and articles, including a second edition of *Student Development in College*, which was published early in 2010.

**Paul Shang**  
**Sixty-Third President**  
**2002-2003**

As the sixty-third president of ACPA, Paul Shang was the Director of the HELP/Success Center at Colorado State University. He was encouraged to attend his first convention by Laura Macagno-Shang, Celerstine Johnson, and Ursula Delworth, which was the joint convention with NASPA in Chicago in 1984. Shang's early involvements with ACPA included serving in various standing committees especially the Standing Committee for Multicultural Affairs, participating in convention planning teams, and giving program presentations. He has attended and been an active participant at every ACPA Annual Convention since the 1984 joint convention with NASPA. Shang continues to be involved with ACPA as a member of the ACPA-College Student Educators International Books and Media Board and a member of the ACPA Ethics Committee. He is a 2005 Diamond Honoree recipient and was recognized with the *Annuity Coeptis* Senior Professional Award in 2004. Earlier in Shang's career, he served on the *Journal of College Student Development* Editorial Board and chaired the Affirmative Action Committee from 1993-1997.

During Shang's presidency, ACPA expanded in its inclusion of two-year, transfer, and proprietary institutions as part of the ACPA membership and emphasized the importance of recognition of these educational experiences at the Annual Conventions. Further, ACPA was encouraged to develop partnerships with other student affairs associations such as NODA, ASJA (now ASCA), and NACADA. Despite a difficult economic environment, the ACPA

convention in Minneapolis was very successful and an outstanding group of ACPA representatives was appointed to serve on the Blue Ribbon Committee to explore consolidation with NASPA, a topic which was initiated again during Shang's term.

Most recently, Shang co-edited with Dr. Kristen Renn, *Biracial and Multiracial College Students*, which was published in 2008 and is No. 123 of the Jossey-Bass New Directions in Student Services series. He also has a chapter in the publication entitled *An Introduction to Social and Historical Factors Affecting Multiracial College Students*. Shang continues to make presentations at ACPA conventions and looks for opportunities to be active professionally and to serve the Association. He has enjoyed a happy life shared with Laura Macagno-Shang, family especially grandchildren, parents, and wonderful colleagues. Additionally, Shang recently earned his black belt in Tae Kwon Do.

**Myra F. Morgan**  
**Sixty-Fourth President**  
**2003-2004**



Ms. Myra Morgan was born in Dublin, Ireland, but grew up in Indianapolis, Indiana. Morgan completed all of her formal education in Indiana, though she has lived and worked in Florida for the past 26 years. At the time of her ACPA presidency, Morgan was the Associate Director of the J. Wayne Reitz Student Union and Director of Student Activities at the University of Florida. While ACPA President, the University of Florida experienced some staff changes which Morgan managed in addition to her many responsibilities as ACPA president. Morgan is still at the University of Florida and now serves as the Director of External Relations.

Morgan's involvement in ACPA began through Commission IV, now the Commission for Student Involvement. As a graduate student, she accompanied Dick McKay, a mentor and colleague at Indiana University, to a Commission IV meeting. She immediately got involved and was welcomed to join the group as they addressed CAS standards for student unions. Morgan became very involved in the Commission and eventually served as the Commission IV chair.

Additionally, Morgan was active with several ACPA Annual Convention planning teams. She worked on the 1994 Indianapolis Annual Convention, one of the first after ACPA disaffiliated from AACD. Morgan then served as the Convention Chair for the 2001 convention in



Boston, Massachusetts and significantly exceeded revenue goals despite a snow-filled time. Since serving as ACPA president, Morgan served as the Local Arrangements and Volunteer Coordinator for the 2007 Joint Meeting in Orlando and has coordinated the Awards luncheon for the 2010, 2011, and 2012 annual conventions.

With her extensive experience and expertise working in student activities, Morgan was well-equipped for her presidency. After the 2003 annual convention in Minneapolis, Carmen Neuberger, ACPA's Executive Director retired. As a result, much of Morgan's presidency was spent searching for and hiring a new Executive Director. After an extensive search, Morgan and the Executive Committee hired Gregory Roberts, a former ACPA president and vice president for student affairs.

In addition to hiring a new Executive Director, Morgan's presidency was characterized by attention to rebuilding internal systems and creating infrastructure to make ACPA a more efficient organization. When AAHE closed its doors in 2003, Morgan worked with the National Center for Higher Education to procure the space and with Teri Bump and American Campus Communities to fund the creation of the ACC Library, which expanded ACPA's office space. Further, Morgan reigned in the ACPA budget and worked collaboratively with Mela Dutka to ensure that the 2004 Philadelphia Annual Convention was a financial and educational success.

These successes did not come without challenges and setbacks. Hiring the Executive Director meant Morgan had to travel to Washington, DC monthly. Through that work, she evaluated all of ACPA's services and helped the organization become a more efficient organization. Further, there was much leadership transition during Morgan's presidency, including the editorship of the *Journal of College Student Development* and *About Campus*. The rebranding of ACPA began during Morgan's presidency and the aftermath of the Blue

Ribbon Committee on the possible consolidation of ACPA and NASPA had been voted down just prior to Morgan's presidency. As in all of Morgan's work, she handled each of these challenges with professionalism and determination to leave a legacy of success.

Since finishing her term as ACPA president, Morgan has stayed very involved in ACPA and NASPA. She served on the Task Force on the Future of Student Affairs, a group that initially looked at the prospect of an ACPA/NASPA unification in 2008. Morgan applied her vast event planning knowledge to a sub-group on professional development for one, new association. She will serve on the NASPA 2012 Annual Conference committee and is a new 2011 ACPA Foundation Trustee. On top of her great dedication to the University of Florida, ACPA, and student affairs, Morgan continues to spend time with family and friends.

**Jeanne S. Steffes**  
**Sixty-Fifth President**  
**2004-2005**

Jeanne Steffes was serving as the Director of Beyond the Classroom in Undergraduate Studies at the University of Maryland, College Park when she was elected to her first term as ACPA president. Steffes got involved with ACPA right out of graduate school and when she was a Residence Hall Director at Cornell University she served on the conference committee for CSPA, NY State, Inc. In fact, her service began with state divisions as she was also a member of OCPA in Ohio when she was in graduate school at The Ohio State University. She has been involved on a volunteer board or committee during more than 90% of her professional career. Steffes think it is important to give back to the profession and to cultivate the next generation of leaders in student affairs. It seemed like she was always volunteering to do something for the Association or the State group where she lived. It was the best and easiest way to meet and learn about other people and the profession and was an honor. Additionally, Steffes served as president of Maryland College Personnel Association and treasurer and conference chair for the Massachusetts College Personnel Association. The Annual Convention was another place where Steffes dedicated much of her time volunteering with ACPA; she served as registration chair in 1995 in Boston, registration co-chair in 1996 in Baltimore, and program chair for the 2000 convention in Washington, DC. Further, she served as the convener of the Sustainability Task Force and Director of State and International Divisions.

During Steffes first term as president, *Learning Reconsidered 2* was created, written and distributed. Health and Wellness was the focus at the 2005 Nashville Annual Convention and in *Developments* and the ACPA Professional Ethics Standards were updated with a big campaign to advertise and get the word out. Additionally, ACPA adopted a Multicultural Competence model that was widely distributed. The Annual Convention was a tremendous success and featured Mitch Albom as the opening speaker in the Grand Old Opry in Nashville. Additionally, two commissions were chartered under Steffes' leadership—the Commission for Social Justice Educators and the Commission for Graduate and Professional Student Services. In an effort to bring the convention to placement, “PD Snapshots” were developed and were widely successful with candidates and convention attendees garnering excellent evaluations and attendance. Through partnerships with the Standing Committee for Graduate Students and New Professionals and a commitment to the future of student affairs, Steffes term was characterized by lots of opportunities for young staff to participate in the workings of the Association.

Though there were many accomplishments during Steffes' first term, there were also a few challenges that marked this era in ACPA's history. Conversations about a governance re-structure began under Steffes' leadership with the creation of the Governance Task Force. Steffes appointed Patty Perillo to serve in this capacity and to lead the Association through the initial conversations. Further, increasing membership number, serving the needs of members who could not attend the convention, and identifying new revenue streams were topics that garnered attention during Steffes presidency. Additionally, attention to SSAOs and their involvement in ACPA as well as leadership succession and the use of technology emerged as important points for ACPA leadership.

Since serving her first term as ACPA president, Steffes characterizes her life as filled with “great friends and connections and a job change since the first presidency to Syracuse

University as the Associate Vice President for Student Affairs and then to an Educational Consultant.” After her first Presidency she was voted back in to serve a second term, so she resigned her ACPA Past President position and then became the ACPA President-Elect again. After both presidencies, Steffes got really involved with sustainability and student affairs crucial role to work with our students to be social change agents.

**Gregory S. Blimling**  
**Sixty-Sixth President**  
**2005-2006**

As the new Vice President for Student Affairs at Rutgers University, Greg Blimling assumed the ACPA presidency in the midst of change. Blimling first joined ACPA in 1974 and has participated in every convention since. In addition to his role on the Executive Council, Blimling also served as the Editor of the *Journal of College Student Development* and as an ACPA Senior Scholar. He served as Co-Chair of the Principles of Good Practice Task Force and was a member of the NASPA/ACPA Consolidation Blue Ribbon Committee.

During Blimling's presidency, ACPA held a successful convention in Indianapolis. The ACPA Indianapolis 2006 Annual Convention featured Dr. John Merrow and Dr. Michael Lomax as the keynote speakers. Additionally, the Indianapolis convention was the first to offer Convention Symposiums to provide attendees with information on cutting-edge research from leading scholars. It was also at the 2006 convention that the Convention Carnival was renamed the Convention Showcase to better reflect its purpose as an opportunity for convention attendees to learn about all of what ACPA entities offer.

Not only was the convention under Blimling's leadership a success, but ACPA also continued its journey to a new governance structure during his presidency. The Governance Task Force, created during Jeanne Steffes' first term as president, continued into Blimling's

presidency. The Executive Council contributed to the information that the Governance Task Force used in creating the governance structure employed by ACPA in 2011.

Blimling continues in his role at Rutgers University. During his tenure, the University has undergone significant changes keeping him busy. Blimling lives in Hillsborough, NJ with his wife.

**Jeanne S. Steffes**  
**Sixty-Seventh President**  
**2006-2007**

One of only two ACPA presidents to serve two terms, Jeanne Steffes served a second-term as ACPA president in 2006. When the elected president could not fill his role in 2005, then Past President Steffes was elected by the Executive Council per ACPA bylaws to serve a second term. She stepped down as Past President in 2005 and was replaced by another ACPA Past President, Lynn Willet, to assume her new role as President-Elect.

The timing of Steffes' leadership meant she was able to finish some of the initiatives she began during her first presidency, particularly the voting and implementation of the new governance structure. In addition to the governance structure, Steffes also created the Sustainability Task Force, which led to the creation of the Institute on Sustainability. Further, the Sustainability Task Force made ACPA an early leader in higher education's sustainability movement, as a founding association in the Higher Education Associations Sustainability Consortium (HEASC).

The 2007 Joint Meeting brought together ACPA and NASPA in Orlando, Florida. There was some controversy surrounding this event as it was scheduled over major Christian and Jewish holidays. The leaders of ACPA and NASPA apologized for the error, and used the opportunity to promote dialogue and enhance understanding amongst participants. Additionally,



the Joint Meeting's large size meant that shuttle buses were required between venues. Many attendees remember the commute between hotels as an opportunity to catch up with friends!

After Steffes' presidencies, she became involved with Sustainability and Student Affairs. Steffes shared that sustainability plays a "crucial role to work with our students to be social change agents". Additionally, she has been working with the Sustainability Taskforce and with the ACPA Foundation. In Steffes personal life, she found hobbies through home renovation, jewelry-making, and crafting as well as outdoor activities.

**Vasti Torres**  
**Sixty-Eighth President**  
**2007-2008**

Vasti Torres assumed leadership as the 68<sup>th</sup> ACPA President while she was an Associate Professor at Indiana University, Bloomington. Torres first became involved in ACPA through the faculty in her master's program at the University of Georgia where she also completed her Ph.D. She was involved with the Standing Committee for Multicultural Affairs and the Latino Network. Additionally, Torres was an Emerging Scholar and was active with the Commission on Administrative Leadership before assuming her role as the first Latina president of ACPA.

During Torres' presidency, ACPA smoothly and successfully implemented a new governance structure. Additionally, the Governing Board created a strategic plan for the Association and Torres created the Joint Task Force on the Future of Student Affairs with NASPA. Amidst the challenge of implementing a new governance structure and overcoming a lack of trust among standing committees, Torres did an excellent job in re-centering ACPA on its values.

The ACPA Atlanta 2008 Annual Convention was marked by rain, which broke the drought Georgia had been experiencing that year. Further, ACPA landed in Atlanta just following a devastating tornado that destroyed much of downtown. Despite the inclement

weather, the Atlanta convention was a tremendous success. The pairing of Torres as president and Sue Saunders, another faculty member, as convention chair meant that there was an increased focus on learning and educational outcomes. In that vein, the 2008 convention was the first to use professional competencies as an organizing framework for convention programs. The educational caliber of the 2008 convention set the bar high for those that followed.

In addition to her many responsibilities as a faculty member and ACPA leader, Torres' book *Negotiating the Complexities of Qualitative Research* was published in 2006, she traveled to Italy and Costa Rica, and serves as an Associate Editor of the *Journal of College Student Development*. Since completing her term as ACPA president, Torres completed her third book and began on her fourth and received the NASPA Contribution to Literature and Research Award.

**Patricia A. Perillo**  
**Sixty-Ninth President**  
**2008-2009**



Patricia (Patty) Perillo assumed her ACPA presidency and became Associate Dean of Students at Davidson College at about the same time in 2008. Perillo became involved with ACPA through Commission XVIII, now known as the Commission on Alcohol and Other Drug Issues. This was an important starting point for Perillo since she had decided to focus her dissertation research on college student drinking behaviors and its impact on learning. Perillo knew colleagues in this Commission could teach her a great deal. And, they did! While being involved she got to know other ACPA leaders and was most impressed with their loyalty and commitment to the organization. During one Summer Leadership Meeting, Perillo got to know Jill Carnaghi, another ACPA Past President, who invited Perillo to serve on her convention planning team. There is no doubt that getting to know other colleagues on the team and coming to learn more about the association committed Perillo to continue to serve. In fact, she served on ACPA convention planning teams in 1999, 2000, and 2001, and served as the ACPA Baltimore 2011 Annual Convention Chair. Perillo has been an active member of ACPA for over 20 years and has been involved in many ways. Her most significant engagement has been through her service as ACPA President, ACPA Vice-President, Chair of the ACPA Governance

Review Task Force, Chair of the ACPA Governance Implementation Team, and Chair of the Commission for Alcohol and Other Drug Issues.

Perillo's presidency was a time when ACPA finalized and disseminated its new strategic plan for 2008-2013 and strengthened its partnership with the ACPA Foundation. Additionally, Perillo led the organization through an effective governance transition and, in partnership with NASPA, appointed the Task Force for the Future of the Profession. Other significant committees created by Perillo were the Placement Review Team, the Placement Implementation Team, the Convention Review Committee, and the Recruitment and Retention Committee. Perillo also supported and approved the acquisition of a digital blueprint to improve ACPA technologies, served as an effective and thoughtful financial steward during one of the most difficult economic times in the history of our country, and commissioned a benchmarking report for corporate sponsorships.

In order to accomplish so much during her presidency, Perillo communicated regularly and directly with all ACPA leaders, not just Board members, strengthened and clarified Board roles and responsibilities, and enhanced and improved training and orientation for all ACPA leaders. Additionally, she supported the creation of The Higher Education Mental Health Alliance and developed a member recruitment tool for conventions via a new Involvement Headquarters. Despite the many great successes Perillo accomplished, there were many pressures. She wrote,

there is no doubt that the single greatest pressure during my presidency was our world economy. Given the new governance structure, a new strategic plan, and a more oriented and trained ACPA leadership, our Board and Assembly Coordinators were positioned to move boldly into the future. Given the recession

and economic downturn, we had to temper every new initiative with financial realities.

**Tom Jackson, Jr.**  
**Seventieth President**  
**2009-2010**



Tom Jackson, Jr. assumed his presidency of ACPA while the Vice President for Student Affairs at the University of Louisville. He first joined ACPA in 1988 so he could attend the Miami Convention. Jackson joined ACPA on the advice of Dr. Charlie Fey who was then the Dean of Students at St. Mary's University in San Antonio, Texas. Fey hired Jackson out of graduate school the year before. Fey was very clear to Jackson at that formative time of his career. He said in so many words,

We are professionals in this field of student development. Certainly one of our roles is to serve students and to serve them well. Another equally important, if not more important obligation – a duty, is to also serve the profession. You do this by writing, presenting, mentoring, and giving back to the profession through your associations.

Jackson admits that he may have enhanced some of Fey's words a little because he has found himself saying exactly that for many years to his colleagues. Fey's message to Jackson was a very important one. It is one that still guides him today.

Fey was very active in the Commission for Administrative Leadership. He also took great pride in volunteering in the Placement Center each year. Jackson believes Fey volunteered 22

straight years before missing the opportunity. It was through the Commission for Administrative Leadership where Jackson met many people he had heard about or read about. Fey later brought him to the annual commission dinner where he was able to interact informally with several other practitioners. Before Jackson knew it, he was signed up to help on a couple of different projects. These projects kept him engaged in the commission and association, and as the years progressed, led to many other wonderful opportunities. That commission experience opened doors for Jackson. He was able to work on communication skills, newsletters, marketing, membership intake, and leadership. He recalls contributing to the beginnings of many things well established in ACPA now, including some efforts on middle management, senior management, and women's leadership. Interestingly Jackson was first a NASPA member, attending the 1987 Joint Conference in Chicago as a NASPA member and he has also remained a NASPA member ever since. Jackson's ACPA involvement has included serving as a Trustee with the ACPA Foundation, faculty for the Donna M. Bourassa Mid-Level Managers Institute, Commission for Administrative Leadership Chair, a member of the 2006 annual convention program team, and the 1999 annual convention exhibits co-chair.

Jackson's 2009-10 Presidential Initiatives focused on Internationalism, Veterans, Research, and Corporate Relations. He characterized his presidency and initiatives as forward thinking, vibrant, and a world leader in student development -- ACPA is uniquely positioned to impact and engage the profession. As one of the world's leaders in student development, ACPA will enthusiastically and actively inspire its membership, and the global profession, to advance knowledge and competencies, deliver professional and career development, and aggressively develop new and thoughtful strategies to serve the many different campuses and students.

Jackson's presidential priorities listed below sought to unify the association's strategic plan with his presidential vision:



### *Becoming Truly International and Global*

ACPA (and the profession) can broadly serve the international community and should discover ways now to not only have a presence internationally, but to more deliberately reach out to colleagues across the globe. Additionally, as campuses share resources and research, and students from abroad find their way to the United States, the Association must be open to the changing dynamic this may have on our campuses.

### *Serving Veterans*

This honorable group brings full scholarships to our nation's campuses. Best practices for recruiting veterans and active duty people to campus, as well as how campuses may have modified policy and services to best serve this at-risk group would be important. The influx of veterans may rival WWII. The impact that graduating veterans will have on the economy is very significant. Nationally we are at the infancy stage of this phenomenon, but it is moving fast and it will soon be beyond our grasp without deliberate action.

### *Focusing on Research*

ACPA's strength is inspiring new research, and one of the research needs is college mental health and veterans issues. Although not intended to be related, there is much discussion on college campuses about the mental health challenges of students. There is also growing research on the implications, yet the root causes of these challenges have not been revealed. Why is the profession facing increased mental health issues on campus? What has occurred in the past that is now contributing to these dynamics on our campus today? Discovering why these challenges exist (at the root) will enable the profession to demand change the formula so when students do arrive on campus they are in a healthier, more stable state of mind.

### *Developing a Sense of Giving*

Many practitioners are accustomed to the giving of one's time and intellect through scholarly work. That is a strength of this association and the profession. ACPA has the opportunity to envision how giving of other resources can contribute to the success of the association and its impact on student success. Cultivating relationships, an ACPA strength, is a requirement in the giving process. Identifying strategies to improve corporate relationships, establish innovative partnerships, or devise unique strategies to inspire giving in different ways is important if the association is to better serve the students at member campuses.

Although Jackson set forth an ambitious agenda for his ACPA presidency, he did serve the association during a turbulent economic downturn. The global economy suffered greatly throughout Jackson's presidency, presenting major challenges to achieving his goals. Further, the ACPA/NASPA Joint Task Force on the Future of Student Affairs took much time during his presidency. Since the end of Jackson's presidency, he has served the association as past president, coordinating the most recent association elections. Further, Jackson has enjoyed traveling the globe on behalf of the University of Louisville.