



NACURH, Inc.

2021 Annual Business Meeting

Held Virtually
June 10-13, 2021

Presiding Officer:

Katie Westermeyer
NACURH Chairperson

Minutes Prepared By:

Jacob Durrance
NACURH Associate for Operations

Parliamentarian:

Daniel Rudy
Central Atlantic Affiliate Associate Director for Administration and Finance

Recording Secretaries:

Becca Franssen
Intermountain Affiliate Associate Director for Administration and Finance

Adam Coshal
Northeast Affiliate Regional Director

2020-2021 NACURH Board of Directors & NACURH NRHH Board

Central Atlantic Affiliate

Dan Laffin - Regional Director
Daniel Rudy - AD-AF
Breanna McGhee - AD-NRHH

South Atlantic Affiliate

Chloe O'Sullivan - Regional Director
Chris Desjarlais - AD-AF
Anna Pietrzak - AD-NRHH

Great Lakes Affiliate

Ryan Moore - Regional Director
Gabrielle Flynn - AD-AF
Theresa Dolasinski - AD-NRHH

Southwest Affiliate

Emily Gentry - Regional Director
Kyler Johnson - AD-AF
Dakota Steele - AD-NRHH

Intermountain Affiliate

Rae Gilmore - Regional Director
Becca Franssen - AD-AF
Jen Garcia - AD-NRHH

Annual Conference Staff

Zoie Hancock - Annual Conference Chair
Charles Sanders - NBD Liaison
Greyson Cox - Finance Chair

Midwest Affiliate

Payton Branson - Regional Director
Nathan Franz - AD-AF
Meredith Finley - AD-NRHH

NACURH Executive Committee

Katie Westermeyer - Chairperson
Jacob Durrance - Associate for Operations
Annemarie Thomas - Associate for NRHH
Noheli Serrano - Associate for Engagement
Mary Gallivan - NACURH Advisor
Jen O'Brien - NACURH NRHH Advisor
Christina Aichele - Conference Resource
Consultant

Northeast Affiliate

Adam Coshal - Regional Director
Sadia Ahmed - AD-AF
Robert Moss - AD-NRHH

Pacific Affiliate

Nahjah Culberson - Regional Director
Mitchell Prost - AD-AF
Hannah Edwards - AD-NRHH



Thursday, June 10, 2021

- I. Call to order at 12:30 PM EDT
- II. Roll Call
 - A. Present = x ; Absent = -
 - B.

	Director/Chair	ADAF/NBD Liaison	ADNRHH/Finance Chair
CAACURH	x	x	x
GLACURH	x	x	x
IACURH	x	x	x
MACURH	x	x	x
NEACURH	x	x	x
PACURH	-	x	x
SAACURH	x	-	x
SWACURH	x	x	x
Annual Conference	x	x	x

Chairperson	x	NACURH Advisor	x
NAO	x	NRHH Advisor	x
NAN	x	CRC	x
NAE	x	CRC-Elect	x

Quorum is reached

- III. Overview of the Day
 - A. Chair | The Pre-Conference schedule has been updated consistently since it was released. We may have to shift things around as we move, but I wanted to give folks as much context as I could for scheduling. The plan is to do expectation setting, Identity Network presentation, Bias presentations for elections, talking



specifically about elections, then some legislation, and take breaks at certain points. Once we come together in the evening, we will do award bid prep. The award bid written feedback sheet needs to be filled out by selection on Sunday. I can give us time tonight to work on that. The instruction portion won't take long, and I want to check in with COs who are leading the spaces. Have positional time tonight that will vary for each group. The 242 477 4622 is our main code, but you will jump on different codes for positional times. Tomorrow, we are doing legislation in the morning and then executive elections. It's a closed boardroom for elections, continue being on time.

IV. Roles

- A. Katie (Chairperson) - Chair
- B. Jacob (NAO) - Minutes
- C. Annemarie (NAN) - Technology/Waiting room
- D. Noheli (NAE) - Timing
- E. Dan Rudy (CA ADAF) - Parliamentarian
- F. Robert (NE ADNRRH) - NNB Parliamentarian
- G. Rae (IA Director) & Meredith (MA ADNRRH) - Wellness & Motivation Czars

V. Expectations

- A. Expectations from DAD's for DAD's
 - 1. [Snaps form](#)!! Please use it!!
 - 2. Don't be afraid to share your thoughts
 - 3. YTR!
 - 4. This is our group's last time doing business, so don't be afraid to be bold. Get all of your thoughts and ideas out there. Don't hold back!!
 - 5. Be respectful of the work that was put into all levels of NACURH (reps doing bids, people who prepared business)
 - 6. Be nice! Sometimes, we can take ourselves a bit too seriously in these spaces, so be nice to each other :)
 - 7. You will get into the space what you put into it
 - 8. Ask intentional questions; don't just speak to be heard
 - 9. Feel your feelings! These environments can get emotional, and we're approaching the end of our terms. Please embrace the feels, and don't be afraid to reach out to someone to process those!
- B. Expectations from DAD's to Executive Committee
 - 1. Provide context where you think it would be helpful
 - 2. Keep us moving
 - 3. Set clear boundaries with us about what is feasible that y'all can do. I know that you all put in a lot of work to serve us, but you are all just humans, so let us know what is in your realm of possibility



- C. Expectations from Executive Committee to DAD's
 - 1. Ask for what you need in this space, and we will work to provide it
 - 2. Please have fun!! This should be fun
 - 3. Be patient throughout this weekend. Again, doing another Pre-Conference through Zoom, technical difficulties are bound to happen, so please be patient
 - 4. Be respectful of the fact that everyone is at a different point in their journey-- emotions might hit at different times, be respectful of that as we all react differently to things
 - 5. When we have those 2 hour breaks in the middle of the day, take them!! Step away from your computers.
 - 6. Pay attention to presenters, don't enter snaps, respect the time and effort someone put into business
 - 7. Be ready to hear each other out. Folks in this space may have context that others may not have thought of previously

- D. Ground Rules

- 1. Chair | We will not be spending more than 1 hour on a piece of legislation. I feel that if we need more than an hour to discuss a piece, then we may not be ready for a vote on it. This will be within reason, pending how conversation has gone and such, but this should be the current expectation going into those sessions.

- VI. Bias Presentation | Rachel Jones | GL Advisor

- A. Questions

- 1. None

- B. Chair | Read the inclusion and equity statements in the [policy book](#). These are part of why we are here and how we should show up in these spaces. Put these statements somewhere for yourselves.

- VII. Executive Committee Election Prep

- A. Chair | Preview for tomorrow's Executive Elections. We will start with the Chairperson election. I will accept nominations for the 2 candidates, and we will hear the presentations in the order that they were nominated in. We cannot nominate from the floor. After we accept the nominations, our candidates will leave this space and hop into another Zoom code. We will, then, do set some expectations for what we're looking for from the candidates. We won't spend too much time on that in the process because we don't want the expectation setting to be this long list of buzzwords. We want the expectations to be a list of tangible objectives to find in the candidates. Enter those elections with an open mind! Logistically, there will be a separate minutes document that will be used for the Chairperson elections and the NAO election. We do not want the



candidates to have access to those minutes during their elections. We will bring each candidate in for a maximum of 15 minutes for their presentations. If they have a visual aid, I will upload those to the Pre-Conference website. After the presentations, we move into Q&A for the candidates; the NACURH Policy Book only states that there is a 5 minute minimum, no maximum, and I do not intend to set a maximum. In past years, candidates have been asked around 30 minutes of questions. We have talked about being efficient and intentional with your questions, meaning we don't need to take that typical 30 minutes, but I want to see substantial conversations. After every candidate leaves the space after Q&A, we will thank them, and then, we we will complete a Pro / Con for each candidate to lean on for Discussion, later. Any questions about this?

1. Questions

a) None

B. Chair | For legislation, you will use the chat box to vote. For executive bids, it will be done through email. Before votes, I am going to ask that you take the 30 second delay off of your email. Find time to do that so the process moves smoother, I will send reminders later on.

C. Questions

1. IA PPP | can we turn on Zoom captions moving forward?

a) Chair | They should be on now. Thank you

D. Chair | Let's talk about the vibes for tomorrow. Don't want to restrict your time, want you to feel comfortable with your vote. If we begin an election tomorrow, we are going to finish it. We will finish Chair if we start it tomorrow. It's going to be a waiting game and we will be adaptable. None of us can anticipate how it's going to go. If there is an hour left in the day and we are done with Chair election, I might use my discretion to hold on NAO until Saturday. Candidates are aware, want to be respectful to everybody. Want to remind you that these are three fabulous Student Leaders putting themselves in vulnerable positions saying they want to serve in such a huge capacity. Regardless of philosophical differences, they deserve your respect for showing up and sharing what they are passionate about. You've all been elected to roles, it's nerve wracking. We can think a lot of how to be friendly and how not to ask gotcha questions. Think critically about what you are asking and why you are asking it. NACURH is at a weird crossroads in a lot of ways, we withdrew from the ACUHO-I agreement. All the bids surround this topic, let's be careful what we ask of them to make sure it is feasible. All of them will have ideas, but none of their ideas have to be the concrete plan that happens. Talk with your entity about how much weight you put on plans in the future. Thin line of what you can hold someone to with so many unknowns on the topic. Want people to have ideas and plans, but these



individuals, if elected, are not going to be fully ready on Day 1. They have a transition, too.

- E. NAN | To add, please listen to what others are asking. We may come up with our own questions for a candidate that another region has already asked. While it is important to acquire answers to your own questions, you all should be listening to the questions that other regions are asking, in case the answers given can address your own questions and to avoid repeated questions.
 - F. Chair | Will be helpful to have the minutes so you know what has been asked. Hard to stay on top of things. If we need to pause in Q&A to regroup, I can entertain things like that. Also good for candidates to get a breather. Also, I know that many here have worked with these individuals in your own different capacities, and you may be really close with the individuals bidding. You may want to save your kind messages in the moment because they can have unintended impacts. The current Executives had this experience last year, and we were all affected by it differently. These candidates have selected their own bid sitters for when they have to leave these spaces during their respective election procedures.
 - G. NAO | Unsure if it was addressed yet. Recognizing that at the end of the day, only one person will be elected into the role. Respect the privacy of the person who may not be selected. Probably a stressful experience for them. Give them the time to take a moment.
 - H. Chair | Any questions?
 - 1. MA | Two questions: 1. When do we receive results?
 - a) Chair | Announce results right after elections to this space, but it stays in this space. After pre-con, send an email to current leadership and slowly start to add individuals to incoming GroupMes. Will announce and swear in those people at the end of the Annual Conference.
 - 2. MA | Second question: In regard to yielding votes, if we're yielding to another member of our DAD group, should we inform you?
 - a) Chair | Is this about Executive elections specifically?
 - (1) MA | Yeah
 - (2) Chair | Then, I will just ask before the votes take place for who is submitting the vote on behalf of each region to verify the point person.
 - I. NAN | Think of personal relationships and why you are saying something. If you are besties with someone and want them to win, you need to make sure you look at what's presented and look at what was prepared.
- VIII. Identity Network Update Presentation | Identity Networks Chairs



- A. Questions?
 - 1. None
- IX. [Approval of the 2021 NACURH Semi Annual Business Meeting Minutes](#)
 - A. CA | moves to approve.
 - 1. 2nd | GL
 - 2. Dissent | none
- X. [MM 21-05](#) | Incorporation
 - A. SA | moves to bring MM 21-05 to the floor
 - 1. 2nd | MA
 - B. Reading of the piece
 - 1. SW | Moves to waive the readings for the remainder of the weekend
 - a) CA | 2nd
 - b) Dissent | None
 - C. Proponent | NACURH Executive Committee
 - 1. NAO | Hello everyone. This piece is straightforward. NACURH as a corporation is based in Oklahoma, which is where our articles of incorporation was written which lasted for 50 years. Instead of 50 years, it will be perpetual and last forever.
 - D. Q&A
 - 1. NE | Moves to end Q&A
 - a) 2nd | IA
 - b) Dissent | none
 - E. Discussion
 - 1. PA | PACURH agrees with this piece of legislation as we see there is no point in putting a time period on the incorporation part of NACURH. Therefore, it makes sense to have a never-ending timeline.
 - 2. GL | calls the question
 - a) Dissent | none
 - F. Vote
 - 1. 08-00-00; the piece passes!
- XI. [MM 21-25](#) | Semis Wrap-up Report
 - A. MA | moves to bring MM 21-25 to the floor
 - 1. 2nd | SW
 - B. Proponent | Chairperson
 - 1. I wrote this piece because currently we have the Annual Conference team writing a separate wrap up report for the Semi-Annual Business Meeting. Speaking with the Executive Committee, it doesn't make sense for two separate reports, when we only have one consolidated report on



the regional level. The report wouldn't be utilized by the next team until they get the full report anyway.

C. Q&A

1. PA | wondering, since they will have one combined report, is there a checkin to make sure the first half isn't going to interfere with the second half when they have to do the whole report?
 - a) Chair | Yeah, that ties into support from the CRC and Chairperson checking in with the NBD Liaison to ensure that they are making progress in a way that works best for them and that the Annual Conference team is making progress and splitting the work most effectively among themselves.
2. CA | motion to end Q&A
 - a) 2nd | SA
 - b) Dissent | none

D. Discussion

1. IA | We support this piece as it puts our current practice into policy, and it respects the time and energy of the Annual Conference team.
2. NE | NE is fully in support of this piece, better to have one report that consolidates all the information in one spot. Better for everyone all around.
3. PA | We call the question
 - a) Dissent | none

E. Vote

1. 08-00-00; the piece passes!

XII. [MM 21-36](#) | Accountability for Past Executives

A. GL | moves to bring MM 21-36 to the floor

1. 2nd | IA

B. Proponent | NAE

1. After speaking with the Executive Committee throughout the year, this piece has been an ideation since the beginning of our terms. The intention behind this piece comes from the past few years that the transition from past Executives to incoming Executives always see some loose ends left as such. This makes the incoming Executives have to tie those up, pushing off their own work in their terms. This puts into policy some accountability for the past Executives for items such as the Annual Report, the Semi-Annual Report, etc. This piece furthers the accountability of the current 45-day submission policy for Executives, to ensure that the outgoing Executives are putting in a good faith effort to complete all of their tasks by the end of the 45 day deadline. If there is



no good faith effort to complete these tasks by the 45 day deadline, then the former Executives' host institution at the time of their term will be held accountable.

C. Q&A

1. IA | Has this been a recurring issue throughout exec transitions or was it something that was an issue last summer?
 - a) NAE | This has been a recurring issue for the past few years with the Executives. Though I wasn't on the Executive Committee three years ago, past emails and correspondence via the NACURH Website show a clear trend in what has been released and worked on in a viable timeframe. This helps us see what has been accomplished properly and what has not been.
 - b) Chair | Going to add on a bit. Yes to what Noheli said. We had the physical transference of technology that took several months once we entered our roles. This will be an issue this year too.
2. CA | How did you settle on the result of putting the host school in bad standing?
 - a) NAE | My idea behind that was most often past Executives, when they complete their term, are graduating. They do not return to this space as a student leader; they leave NACURH. By placing accountability on their host institution, the accountability isn't just on themselves. This shows that the consequences go beyond Executive-to-Executive accountability, and that the accountability will extend to a whole institution. This will also hopefully have the institutional advisors remain in contact with these outgoing Executives for further communication.
3. SW | We saw that the NCC at the execs host institution that was notified, what would happen if the school doesn't have an NCC at the time? What would the process look like then?
 - a) NAE | We left that appeal process a little vague, up to the discretion of the current Executives. If the institution's NCC is not elected by then, we will communicate with the institution's advisor. This will be on-record, so that notification will be sent to the NCC and the host institution advisor. If the communication isn't able to be relayed, the communication will be opened to the RHA / NRHH Chapter to ensure that someone will know that the accountability is in the works and of the appeals process, too.
4. MA | Wondering if this might serve as a barrier to support students running for the Executive Committee?



5. NAN | Time called
 - a) PA | We move to extend Q&A by 5 minutes
 - (1) 2nd | MA
 - (2) Dissent | none
 - b) NAE | Responding to MA. This accountability is to hold the outgoing Executives to what is already in the NACURH Policy Book, such as publishing Corporate Minutes, Annual Reports, etc. If the Executive isn't already aware that these deadlines are in policy during their term, then that's an even greater problem. This is just an extra level of accountability to ensure that the outgoing Executives will complete all of their mandatory assignments.
6. PA | The 45 day mark, is that when the school would be notified of bad standing? Or is it later?
 - a) NAE | To lay out the timeline, the outgoing Executives have 45 days after the close of the Annual Conference to complete their responsibilities. After the 45 day mark passes, so on day 46, if the incoming Executives haven't received communication or updates or completed assignments from the outgoing Executives, there will be communication with the outgoing Executives' host institutions to establish this accountability process.
 - b) Chair | Options will begin to be explored is language in the piece. We know the affiliation year is starting up and schools may not be affiliated yet.
7. GL | YTR
8. SA | We want to know more about what the appeals process will look like beyond what's proposed in policy, and what would warrant an appeal?
 - a) NAE | Let's say the host institution has shown a good faith effort that they contacted the past executive member and reminded them of deadlines. If that past executive still hasn't turned in their tasks and responsibilities, that institution has shown that they have done everything in their power to hold the executive accountable. Appeal process is vague just because we don't want to set a specific timeline for future groups since the annual conference will fall at different times.
9. NAN | Time called
 - a) SW | Moves to exhaust the speakers list with additions
 - (1) 2nd | CA
 - (2) Dissent | None



- b) NAE | Don't want a strict timeline for an appeals process. Leave the flexibility to the exec group and what the timeline looks like for each group. Once communication has gone out, and the school initiates the appeals process and then the executive decides from there.

10. IA | YTR

11. CA | Curious if and how the process would come into effect for an exec who resigns from their position.

- a) NAE | That is something that I did not consider during the drafting of this piece. Because we do not have a clear defined timeline following an Executive vacancy to begin with in the Policy Book, that adds to the grey area.
- b) NAO | Wanted to add that with resignations, there are pieces in policy that bound executives for if their terms end that they have to return technology and finish up loose ends. This piece provides support to current policy by adding accountability.
- c) Advisor | Usually when people leave mid-year, it's not a surprise. That is one of the topics of discussion when they talk about resigning and they include it in their resignation letter what they will work on so they leave how they are supposed to.

12. MA | The Midwest was wondering if you had considered that NACURH hold regional officers to the same expectation for completing/transferring materials, or if this is something that should only be utilized at the Executive-level because of the magnitude of the materials?

- a) NAE | That's a great point to make! I hadn't considered that perspective. I wanted to start with the Executive Committee because of the magnitude of post-term commitments and the amount of physical items and technology that needs to be transitioned on. I really wanted to focus on this one singular problem that has historically occurred on the NACURH-level. If regional officers want to pursue something similar to this, I would encourage regions to pursue regional legislation for it first.

D. Discussion

1. SW | We move to caucus for 8 minutes.

- a) 2nd | IA
- b) Dissent | NE: Would SW be amenable to 5 minutes
 - (1) SW | We accept the amendment for a 5 minute caucus
 - (a) 2nd | IA



(b) Dissent | None

2. CA | Opposes this piece for many reasons. Misplaces responsibility or blame on a school or individual who doesn't know the exec. Doesn't account to execs who might move to a new school or execs who may go to a school where the impacted people (like a Director hosted at the same school) wouldn't be able to be in their role anymore.
3. SA | We share similar concerns to the Central Atlantic. We believe that there needs to be accountability for outgoing officers, but we are concerned that this will penalize an institution and its constituents over the individual Executive.
4. IA | The intermountain shares similar views and we are not in support of this piece as we feel like penalizing schools for supporting individuals on the exec committee can be harmful as it is not the fault of a host school if an executive does not complete items. We feel as though this will create barriers in getting school host support as you're telling schools to support an individual at the risk of being in bad standing and it affecting all your student leaders. We feel as though we might be able to look at other alternative checkpoints and accountability measure to make sure information is being transitioned from year to year that is not in this format
5. PA | The Pacific appreciates this piece as this is a form of accountability towards Execs. Currently execs have little to no form of accountability and this is a stepping stone towards that. We as Leadership are held accountable with our voting rights being held from us. We believe that the appeal process gives the host institutions an opportunity to vouch on their behalf in case the Exec also falls through there. However, we hope that in the case an institution has a new NCC or Advisor, the Exec team will take proper action to communicate with the host institution. A host institution must sign a host acknowledgement form when they are hosting an executive member, similar to how conference teams need their host to acknowledge the responsibilities they will take on as they host the conference.
6. NE | NEACURH has reservations about this piece because institutions are not responsible for the actions of the leadership members that they are hosting. In the experiences of the Northeast we've seen host school acknowledgement forms utilized merely as a formality with little to no interaction or support regarding NEACURH or NACURH business. It seems unfair to the institutions when these individuals have left these institutional spaces as well. In the end institutions aren't the ones being



affected, it's the students that are being negatively harmed that we are committed to serve. It seems counterproductive to put more host institutions in bad standing when affiliation is at an all time low. We encourage NACURH to pursue different outlets to hold outgoing officers accountable such as adjusting the timeline for transitions and elections since this has been a recurring issue.

7. SW | The Southwest supports this piece because we feel it will help hold our NACURH Executive teams accountable to their responsibilities, while also asking individuals who hope to run to intentionally think about the responsibilities that an Exec holds throughout and beyond their terms. However, we would like to note that we do not support asking the NCC from an Exec's host institution to facilitate the appeals process, because we feel that student leaders at host institutions often don't have the context necessary to fulfill the needs of those appeals.
8. MA | We have concerns surrounding this piece because it puts more accountability on an institution over an Executive Committee member. We also feel that this puts a barrier in place for bidding for these positions. We agree with the Central Atlantic and the Northeast. We feel that there are other avenues to consider for accountability.
9. Time called
 - a) SW | motion to extend discussion by 5 minutes
 - (1) 2nd | SA
 - (2) Dissent | None
10. GL | GL wants to echo sentiments shared by MA & NE, we are concerned about an executive leaving their host institution and not having concerns about the standings of their former institution. Also concerns about barriers it places on host institutions, echoes NE alternative solutions to accountability. Hope other solutions could be used in the future.
11. PA | The Pacific is curious from other regions what would be another way to keep alumni accountable as a region who has experience within this year alone alumni holding hundreds of dollars of money and taking months or years and not receiving it, what would be another form of accountability other than reaching out to the host institution who knows them better than we do?
 - a) IA | In response to the question, we talked about implementing checkpoints for transition, like what they do with us.
 - b) IA | Something else that we talked about is the timing of business. We wait until Annual Pre-Conference to do Executive elections, which is tradition, but this may result in the frequent loose ends.



We also all face burn out, so if we adjust timelines and deadlines, we can spread the work out more to help peers in the future.

- c) NE | One of the things we talked about was that this piece comes with the assumption that people have relationships with their host schools. Most people don't engage with host advisors or NCCs. These positions hold a lot of responsibility and sidelines campus responsibility. Wondering how strong you think those relationships are to have actual accountability.

12. CA | We feel that most of us, if not all of us, agree that there is a lack of current accountability and a lack of a strong process to hold Executives accountable. We do feel that this is not the proper way to go about accountability. We believe that this is better suited for a lengthier conversation for next year.

- a) Time called

(1) NE | motion to exhaust with additions

(a) 2nd | SA

13. PA | To address the point of accountability from the NE point of relationships with host campus. What we practice is that the regional advisor has to check in with host advisors to make sure standards are good. Hoping that is the standard of the NACURH Advisors so if something happens it is not a surprise.

E. Vote

- 1. 02-06-00; the piece fails.

XIII. Chair | Time to move into more legislation. We have about an hour and a half until our next break.

XIV. MM 21-39 | Running for Exec

A. SA | Moves to bring to the floor

- 1. 2nd | SW
- 2. Dissent | None

B. Proponent | SW ADNRRH

- 1. This piece is putting into policy after this year about a practice that is common as long as I've been involved in the NACURH realm as a rep. With us being virtual this year, it has broadened the question of if COs can run if they attended semis? If COs attended semis as a DAD, could they run? Logic is that you have to be a sitting NNBD or NBD member to run unless it's expanded to include others. Add it into policy that it's a current sitting member of the Joint Boards.

C. Q&A



1. IA | I know that this has been done before, so I'm not sure if this is for the author or for whoever has more context. For the "currently sitting," if we were to think about an individual of a Director to CO, how would this impact them?
 - a) SW ADNRRH | Didn't think about a DAD moving down back to a CO role. The policy says they have to attend most recent semis unless the pool needs to be expanded. They would fall under if needs to be expanded.
 - b) NAO | POC | The most recent Semi's part is in the NACURH By-Laws.
2. NE | Can you talk about why you decided to add "sitting member of NBD and NNB" to the policy?
 - a) SW ADNRRH | I swapped to the Northeast last year as a CO, and one thing that I learned about was that the former Regional Director had attended Semi's for that affiliation year. This year, as a fully virtual year, CO's have been allowed to attend more of Semi's than before. I know from my conversations with a few CO's, they were under the impression that because they had attended Semi's then they could run for Executive positions, which is not the case.
3. IA | motion to end Q&A
 - a) 2nd | PA
 - b) Dissent | none

D. Discussion

1. NE POI | Jacob, since this in the Bylaws (about semis), does this mean the piece has to be passed in corporate.
 - a) NAO | any piece that impacts the Bylaws, it has to be held at corporate for NCCs to consider
2. NE | Appreciates the aim of this piece, but don't feel like it needs to be put into policy. The way the policy is right now offers open ended options if there is a special circumstance. The policy book is already lengthy so this adds to it.
3. PA | POI | Yield
4. SW | motion to caucus for 3 minutes
 - a) 2nd | MA
 - b) Dissent | None
5. Chair | Clarifying for minutes, we know we passed a piece to do the name change for NNB, but keep using NNB.



6. IA | We agree with NEACURH. We feel that it's open and available in policy already, so we can leave this to future Executives to determine who can bid for Executives.
7. Chair | This is strictly a Bylaws change and not a policy book change.
8. SW | The Southwest is in full support of this piece because it adds clarification to the eligibility pool for the Executive Committee. It also aligns practice and policy. Furthermore, we'd like to note that many policy changes will lengthen the NACURH governing documents and feel that this should not be considered when voting on business to better the corporation.
9. PA | POI | Since this is a By-Laws change, we will be voting on this at Corporate, correct?
 - a) Chair | Correct.
10. MA | The Midwest isn't necessarily sure where we are with this piece, and we would love to hear from some regions to decipher our vote!
11. PA | also very in the air right now because we appreciate the part about the requirement being waived, not in the way of COs running for exec but in the case of leadership members who took a year off.
12. PA | POI | In the case of the Chair vacancy and the then Executive Committee agrees to expand the pool, then the Executives can just do that?
 - a) Chair | Chair is a bad example, but any other role. Last year when NAO was vacant, the email sent went to current DADs and people from the past year.
13. Time Called
 - a) SW | Moves to extend Discussion by 5 minutes
 - (1) 2nd | GL
 - (2) Dissent | none
14. SW | We are curious to hear other regions' thoughts about their hesitations with the piece.
15. NE | A lot of instances where we align practice with policy and things change over time. Seeing the role of semis and COs expanding, so as we go down the line, we might need to revisit this again soon. We could take things in the moment with discretion.
16. CA | We lean toward supporting it. We feel that it does align practice to policy, but we also feel that by reducing the grey area to make things more rigid. This can open the door in the future to CO eligibility. When there is clearer guidelines to what is and isn't allowed, then this permits greater conversations on what should and should not be allowed.



17. SA | The south atlantic is hesitant to pass this piece as we believe it should be left vague, and if it is going to be defined it should outline all of the possibilities that would expand the pool
18. PA | PACURH feels like needing to attend the most current Semi-Annual Conference is already a set requirement where traditionally the members who attend are DADs. However, with the inclusion of this piece, it would restrict the future NACURH Execs from adopting the policy interpretation that COs could apply for Exec should they attend the current Semi-Annual conference.
19. GL | Kind of hesitant, leaning yes, but we would like to see more clarification about what expanding the candidate pool could look like. Not opposed to opening this up to COs, but we are not sure what the expansion looks like.
20. NAO | POC | I think there is confusion around who is eligible, and it is defined in the bylaws. Page 3 section 8, election of officers header. Wanted to provide that clarification.
21. MA | In light of new information, MA moves to caucus for 3 minutes
 - a) 2nd | SW
 - b) Dissent | none
22. IA moves to vote
 - a) 2nd | NE
 - b) Dissent | None

E. Vote

1. 01-07-00; the piece fails.

XV. [MM 21-14](#) | Identity Networks

A. SW | Moves to bring to the floor

1. 2nd | MA
2. Dissent | None

B. Proponent | Identity Network Chairs | PA Director, IA Director, GL Director

1. PA Director | From our presentation earlier today, we gave you as much context as possible on the Identity Networks. Here, we hope to see the fruits of our labor come into policy for future maintenance and expansion. We really want to point out our Structure section. The People of Color Identity Network is changing to the Black, Indigenous, People of Color Identity Network. The LGBT Identity Network is changing to the LGBTQIA+ Identity Network.
2. IA Director | Next section is on the Chair positions, responsibilities, and requirements to be in the role. Provide clarity to set Leadership up for success if they hold this role. Kept it open to COs and DADs.



Responsibilities are reflective of what we do in these positions. Also included transition materials since turnover happens every year. Have a brief selection timeline which was practiced by current Execs.

3. GL Director | Our final section, coming from our presentation's note on professional support, we propose to create the position of the Identity Networks Advisor. We outline their eligibility, requirements, responsibilities, and timelines. We wanted to formalize this for a consistent practice for future Identity Network Chairs to have consistency.

C. Q&A

1. NE | Might not be seeing it in the piece, wondering what the term for the Identity Network Advisor would look like.
 - a) IA Director | Same term as the chairs, at the beginning of the affiliation year to the end.
2. CA | Looking at the eligibility criteria for the identity network chairs, how did you come to the conclusion that they must hold that identity when the eligibility for the advisor is in recommendations. Was that a conversation that was had or how did you arrive at that line?
 - a) GL Director | Thinking about the specific identities of the Network Chairs, those are the folks with primary contact with the Identity Networks. We really want to work to make sure that the Identity Networks are comfortable with their leaders, which we feel can be best established by having someone directly of those identities serve those networks.
 - b) IA Director | since the advisor is supporting different identity groups, wanted to make it open. May not find someone who hold all identities, but instead the experience to support students from marginalized communities.
3. SW | YTR
4. PA | We were wondering in regard to the Identity Network Advisor, why a recommendation is only RHA/NRHH Advising experience and not NACURH advising experience?
 - a) IA Director | Reflected to ensure they were interacting directly with students on the campus level. Making sure they had student leadership advising experience.
 - b) PA Director | We also discussed that the advisor position would also understand, which is why it is just recommended.
5. SW | Would the Identity Network Advisor need to be a regional advisor or just an institutional advisor?



- a) IA Director | Talked about this a lot, left it open ended on purpose. Could be a regional advisor but it doesn't have to be so they can be considered equally.
- b) GL Director | Away from the recommendations, the single line that we have is that they have to be a full-time staff member at an affiliated institution, which can expand the pool to folks beyond direct advisors.

D. Discussion

- 1. SA | The South Atlantic is in full support of this piece and greatly appreciates the time and effort put into it by the Identity Chairs. We believe it will help provide structure to the Identity Networks.
- 2. PA | Pacific is also in full support of this piece. Appreciate the structure and think the proposed timeline will set chairs up for success. The list of responsibilities will guide the chairs while allowing them to create their own initiatives.
- 3. MA | We appreciate this piece and the work that the Identity Network Chairs have done to provide consistency and structure moving forward. We also appreciate the openness to eligibility for the Identity Network Chair roles.
- 4. NE | Motion to end discussion
 - a) 2nd | PA
 - b) Dissent | None

E. Vote

- 1. 08-00-00; the piece passes!

XVI. [MM 21-34](#) | Boardroom Risk Management

A. IA | Moves to bring to the floor

- 1. 2nd | SA
- 2. Dissent | none

B. Proponent | NAO

- 1. This piece has a couple different parts to it. The background behind this piece comes from standards regarding how long we are able to do business. This current varies from region to region. Right now for the Annual Conference, the business has to stop by midnight wherever the host institution is. NACURH policy states that all activities, outside of business, must stop at 1AM. Conversations within NACURH have discussed the viability of this. For in-person conferences, it would make it impossible for student leaders to get an adequate amount of rest with a 1AM-8AM stop time. The other portion to consider is the virtual aspect, which we've only encountered this year and last year. Further down into



the resolved statements, for Annual Conferences, the goal is to move the deadline for business to midnight in Eastern Time. For in-person meetings, no business meetings will be held prior to 8AM or prior to 9 hours after the conclusion of the prior's day business. This provides the opportunity for travel time and for those who choose to rest during the conference to be able to do so. Further down in the piece, we talk about regional conferences. For this section, I sought out feedback from the Pacific because they are more impacted by this piece. For in-person business, it's fairly straightforward, just as it is in the Annual Conference section. Since PACURH regularly interacts with 3 timezones, it's hard to establish strict timeframes for in-person meetings. Regions, then, need to keep business to a reasonable start time in the mornings. Previously, we have had schools from South Africa and Hong Kong, so this section would hopefully help manage the time zone balancing for the regions with multiple time zones.

C. Q&A

1. PA | if this would apply to swaps from other RBDs in different time zones?
 - a) NAO | No, since swap host states are not in the home region of the conference. This does not apply to swaps. If someone from Montana swapped to a PACURH conference, PACURH would not need to take into account the time zone from this swap because Montana is not in PACURH's charter.
2. IA | motion to end Q&A
 - a) 2nd | PA
 - b) Dissent | none

D. Discussion

1. PA | First we want to show our appreciation to Jacob for reaching out to us. As the region who has the most time zones to consider, The Pacific agrees with this piece of legislation as it will begin to take inconsideration those of us who have risked, aka our regional advisor, who have gotten up at 3 or 4 am to begin a conference day. When it comes to virtual conferences the pacific usually gets the short end of the stick and we appreciate the needs of our region for being considered.
2. CA | We are in support of this piece and appreciates the time and effort that Jacob has put into this piece to navigate restrictions while prioritizing sleep.
3. SW | Moves to caucus for 3 minutes
 - a) 2nd | PA
 - b) Dissent | none



4. GL | The Great Lakes appreciates the intentionality and foresight to this piece of legislation to consider the health of delegates at both in person and virtual conferences and will be voting in favor of this piece.
5. CA | calls the question
 - a) Dissent | none

E. Vote

1. 08-00-00, the piece passes!

XVII. [MM 21-33](#) | NACURH Investment Policy

A. SA | Motion

1. 2nd | CA
2. Dissent | None

B. Proponent | NAO

1. A couple months ago in April, it was discovered that we had an investment policy that was approved in 2015 by NBD 16-06. The investment policy's intention was to provide NACURH guidance on what you do with long-term investments. When it was passed, there was not a lot of guidance but a firmly established finance committee that reviews policy on an annual basis. The issue here is that since the policy is it's on document (which is still a valid document), it hasn't been transitioned in the past three-ish years after being revised in 2017. The Exec Committee and boards over that time have not been able to review the investment policy until we discovered it more recently. The parts that are yellow are from the independent document. In order to create a section for it in the policy books for the boards and committees for future years. The parts highlighted in blue in the procedures section and the bottom of the document are amendments. Not trying to make big changes right now. Small changes because the finance committee having independent governing authority contradicts NACURH Bylaws. In its place, the committee should still make recommendations for revisions and the boards can make changes as appropriate.

C. Q&A

1. PA | We are wondering if this is the only mention of the Finance Committee, and if there are any plans to expand the Finance Committee in the future?
 - a) NAO | I did not want to make too many significant changes to it because there wasn't time to consult all of the finance officers. Hope is to incorporate it into transition for next year's boards to see what needs to be updated on a larger scale.
2. PA | Moves to end Q&A



- a) 2nd | IA
- b) Dissent | none

D. Discussion

- 1. SW | The SW supports this piece in the fact that minimal changes are being made to simplify investment policy practices in terms of need and revisions.
- 2. CA | also in support of this piece. Appreciate that Jacob maintained the finance committee section and leaves authority with the NBD to make final approvals.
- 3. PA | We are fully in support of this piece as it places this into the policy book.
- 4. MA | Liked to reiterate points from others. Glad this can be picked up again moving forward.
- 5. NE | motion to end discussion
 - a) 2nd | MA
 - b) Dissent | None

E. Vote

- 1. 08-00-00

XVIII. [MM 21-26](#) | NACURH NRHH Advisor Duties

A. NE | Motion to bring piece to the floor

- 1. 2nd | IA
- 2. Dissent | none

B. Proponent | Chair & NAE

- 1. Chair | Policy does not list the Executive Committee correctly. For some selection committees we have Advisor selection, CRC, NRHH Advisor. Needed to clarify who was in that, even though committees should be composed of everyone in the executive committee. Added NRHH Advisor to those sections and made sure the gavel order made sense since the NRHH Advisor was above the CRC. For the CRC Process, the NRHH Advisor runs that process.

C. Q&A

- 1. PA | Moves to end Q&A
 - a) 2nd | SW
 - b) Dissent | none

D. Discussion

- 1. SW | Calls the question
 - a) Dissent | PA: Vote by acclamation
 - (1) SW | Accepts
 - (2) Dissent | None



- E. Vote by acclamation
 - 1. No dissent
 - 2. Piece passes
- XIX. [MM 21-35](#) | Markup Policy
 - A. MA | Moves to bring to the floor
 - 1. 2nd | SW
 - B. Proponent | NAO & MA ADAF
 - 1. NAO | Wanted to acknowledge that this was originally an idea from MA ADAF, he had a hand in talking this piece through. If he has thoughts, he may chime in. Original thought behind this piece was that a lot of regions have older inventory that they move around every year that was not selling. Our current mark up policies which ensure we make profits off of merch don't include older merchandise which has become a financial burden to transition. This provides a solution that after 2 full fiscal years of the items being purchased, then they can lower the price or do what they need to to get rid of the merchandise. So for regional cases, this is internal and sits with the Director and ADAF. NACURH is Chair and NAO. Last line on the bottom is for recording keeping.
 - 2. MA ADAF | The shipping piece was from some interpretation issues that I had with. We just wanted to clarify mark-up on shipping costs via the piece.
 - C. Q&A
 - 1. PA | motion to end Q&A
 - a) 2nd | GL
 - b) Dissent | CA | Sorry, we have a question!
 - (1) GL withdraws second
 - (2) PA withdraws motion
 - 2. CA | wondering how you settled on two years with things like conference merch that can become less relevant more quickly? Have you thought of that or other timelines?
 - a) NAO | In my own opinion, I feel that it's a good balance between waiting too long and waiting just one cycle. Most merchandise is good for at least a couple of years. There wasn't really any science behind it.
 - 3. SW | Thank you for presenting this. Will this be taken into effect immediately or after NACURH?
 - a) NAO | Since there is no clause stating otherwise, this piece will take effect immediately.
 - 4. IA | Moves to end Q&A



- a) 2nd | GL
- b) Dissent | None

D. Discussion

- 1. GL | We are in full support of this piece, especially as a region that has a lot of old merchandise. We will vote in favor.
- 2. IA | YTR
- 3. PA | The Pacific feels this piece is very financially sustainable and will benefit the regions and NACURH in the years to come
- 4. SA | Calls the question
 - a) Dissent | none
- 5. PA | vote by acclamation
 - a) NE POI | If it's finance related, can we vote by acclamation?
 - b) NAO | We are good here.

E. Vote by acclamation

- 1. No dissent
- 2. Piece passes

XX. Chair | Thank you all!! We will be going into our dinner break in a few minutes. I just wanted to provide some updates on what to do moving forward. I have been updating the schedule. We will start after the break with Award Bid Prep, and I highly encourage CO's to attend so that they are informed on how things roll on Sunday. There will be a brief period of time to unpack how those spaces will operate, and then we will shift into time to complete written award bid feedback in our spreadsheets. Any questions before we adjourn?

A. No questions!!

XXI. Recess until 7:00 PM EDT

XXII. Call to order at 7:00 PM EDT

XXIII. Roll Call

A. Present = x ; Absent = -

B.

	Director/Chair	ADAF/NBD Liaison	ADNRHH/Finance Chair
CAACURH	x	x	x
GLACURH	x	-	x
IACURH	x	x	x
MACURH	x	x	x
NEACURH	x	x	x



PACURH	x	x	x
SAACURH	x	-	x
SWACURH	x	x	x
Annual Conference	-	x	x

Chairperson	x	NACURH Advisor	x
NAO	x	NRHH Advisor	x
NAN	x	CRC	-
NAE	x	CRC-Elect	-

Quorum is reached

XXIV. Award Bid Selection Overview

- A. Chair | Welcome back! Right now, we will start talking about Award Bid Selection. We will, then, go into a working period. After the working period, we will go into legislation for 21-32 and 21-31. Lastly, we'll go into positional time for the night.
- B. Chair | If you haven't looked at the website / put this together yet, we split up the bid as they have been done in years past. CO's hear 3 bids, NBD hears 2, and NNB takes the remaining award bids that aren't heard by Executives. The 3 CO bids have been assigned, and they are on the Pre-Conference website. We will provide the codes on the website for your reference. To go through the general process of this, each space will have a chair; CO's have chairs that have been appointed. First, you must open the floor for nominations for that specific bid category, and then you must accept all of the bids for those categories. You go through Pro / Con for each bid in the order that they were nominated in. This will, then, allow you to engage in a discussion period. The voting forms for all of these categories already exist; they're Google Form votes. CO spaces, we can have Executives jump into your voting times whenever needed to help keep things on track if needed.
- C. Chair | Philosophically, all of these bids have come from your regions or maybe even your host institution. All of these bids have regional letters of support, because they were winners on the regional level. Do your best to separate yourselves, align yourselves with the policies on the awards, and work to select the best bid in the interest of your regional values -- not your region on its own.



It's hard to remember that in the heat of the moment, especially when you have more context on a specific bid. All of our affiliates worked hard on these bids, so it's important to honor our representatives in that. We collect the feedback to help provide those who submitted bids an idea of why they were either selected as the winner or why they weren't selected as the winner for a category.

D. Chair | Hopefully, you all have been doing the bid feedback as a team effort. This will help just in case someone has to substitute for someone else in these Award Bid Selection procedures.

E. Questions

1. PA | Curious about PA being represented in CO spaces and how that works because all of our COs are in finals week and $\frac{3}{4}$ of them are graduating this weekend. Worried about their voice being represented.
 - a) Chair | I wasn't informed about that prior from your CO's, but we can definitely chat about that later to work out how we can have PA representation in those CO spaces.
 - b) Chair | If you have responsibilities running the space, you can still speak on behalf of your region. Just balance it appropriately.
2. SW | For recording secretaries, are those minutes going to be in this full minutes document, or will there be a separate document that we work on?
 - a) Chair | Separate document that Jacob has already made. On the day of, we will share it in the chat box and you should have edit access.
3. MA | Is there a time limit on discussion?
 - a) Chair | Don't think we do unless Jacob put that in the minutes. Keep things rolling and use the time you need.
4. NAN | ADNRRH's will hear 2 bid categories Saturday evening and 2 bid categories on Sunday morning. Please be sure that you all are prepared for that! I just wanted to make sure that y'all are aware of that.

F. Chair | Pivoting to other relevant information. We also have to select the academic scholarship that NACURH offers. You don't have access yet because you had enough to prepare. Giving you time after pre-conference, and we are going to select on the 24th. Want you all to choose whoever you want to represent your entity in the space. I will pick a more specific time and you can send whomever. I will let Directors know the time and then one of you can show up.

1. X
2. X

XXV. [MM 21-32](#) | NACURH 360 Process



- A. CA | Moves to bring to the floor
 - 1. 2nd | PA
- B. Proponent | NAN
 - 1. This piece mostly focuses on a.) putting the 360 process into policy because there is currently nothing in the NACURH Policy Book regarding this, except for a brief positional responsibility under the NAN, and b.) something we get to in a bit. The 360 Evaluation Process is a very hefty process, which has been passed around to many Executives from year to year. Going through it this year, I feel that it is way too much for one person to be in charge of. It doesn't make sense to put this all on just one person's shoulders. One of the best ways to remedy this would be to move some of the responsibilities to the Regional Directors. Directors are already in charge of facilitating the post-evaluation meetings and drafting of the action plans with their teams. The NAN will still be responsible for facilitating the process: generating templates, organizing self-evaluations, etc. This will move some segments of 360 evaluations to the Directors.
- C. Q&A
 - 1. CA | can you explain what the template is?
 - a) NAN | That will really depend on whoever fills this position. The past couple of years have been mostly the same, editing a question or two here or there to make it more specific to the year. Regional Directors can also tailor their 360 forms to whatever information they want, such as implementing regional branding or asking RBD-specific questions.
 - 2. PA | Quick clarification, we know that 360s are usually a part of semis for voting rights. With directors holding that responsibility, would it still be a part of semis for the year?
 - a) NAN | Yeah, so if you look at Section 4: Accountability, there will still be a 360 folder that Executives will be responsible for, which will allow the Executives to hold Leadership and Directors accountable. This will need to be worked out more finely in the future, but this is the general idea of how we want to run this. And yes, this will still be a part of the voting rights process.
 - 3. IA | Can you elaborate on why the NAN was chosen to facilitate this process since it's shifted throughout the years?
 - a) NAN | This was a shift made last year during the Executive restructuring piece. That is because my position does a lot of the internal recognition for NACURH Leadership. This also allows for



- each Executive to manage a large project at the mid-way point for the affiliation year, so it aligns in work-wise with the other Executives.
- b) Chair | POC | guess this is an addition. When last year's Execs they made a spreadsheet of responsibilities and who did what responsibility. The context they had was who picked up what items. Last year, the NAN helped with 360 things.
4. SW | We were wondering what the rationale was behind not adding policy around the action plans that Directors facilitate?
- a) Time called
 - (1) SW | motion to extend Q&A by 5 minutes
 - (a) 2nd | MA
 - (b) Dissent | none
 - b) NAN | I didn't add the action plans because it didn't come to my mind, wasn't a thing I facilitated. Last year, it was more extensive than what it was this year. This doesn't impact voting rights, wanted to make sure you were discussing it. I didn't see it as something that needed to be regulated by policy. Want it to be a conversation and we can leave it at the discretion of the next NAN and Execs and how they want to see that.
5. SA | We were curious about the reasoning for sending this to Regional Directors alone, instead of looping the Regional Advisors and Regional Directors in on the process.
- a) NAN | The boards do have the option to keep it confidential and you already have access to responses. Advisors have the access as well so you can use your advisors. Made sense to keep it as directors since you do facilitate those conversations and look over that information. Didn't want to add it to advisors only, you can add them as you need them.
6. NE | Under section 2 where it talks about regional processes and NACURH processes, does that connect to NAN creating templates and directors editing them?
- a) NAN | Yes <3
7. GL | under section 3 subsection 1, the NAN will create the template for regional board members. Wondering what the process was for getting NACURH exec feedback to regional boards to fill it out.
- a) NAN | If you look under Section 3, subsection 4, NAN will coordinate regional board members to NACURH Executives, which will be done in a separate file.



8. IA | Have you considered different avenues for feedback, or why did you decide that 360 Evaluations would be the preferred way to provide feedback for the future?
 - a) NAN | Honestly no, hadn't thought about other feedback avenues. The process itself works, the problem is the responsibilities afterwards. Big believer in a process to give feedback so providing opportunities for every one to give feedback and have their voices heard is important. Very all encompassing in a way to do that. Main issues is that it is too much for one person to handle, exploring this avenue will allow for more success in the process. If we see we are still having issues, good opportunity to reevaluate the process
9. Time called

D. Discussion

1. SW | motion to caucus for 5 minutes
 - a) 2nd | IA
 - b) Dissent | none
2. IA | To explain our perspective, we have been in 360 processes for the past 3 affiliation years, so we feel that we have a pretty solid grasp on the practices and impacts. We believe that 360s have a very taxing effect on RBD's, especially at that time of the year. The feedback process also isn't very intentional because of the inability to give feedback to folks who you don't work so closely with. We also have an issue with giving the process over to Directors because of how busy they are during that time, and because we have seen historic failures on a few Directors of the past in regards to follow-up conversations.
3. PA | We is in favor of this piece because it cuts out the middle-man. We had some access issues with the forms this year. It would have been easier to go to the Director. We know how difficult it must be to organize almost 100 hundred forms and evaluations. We believe that the support can set up the Boards for the best success for the rest of their terms.
4. NE | Thank you for putting in this effort for this piece. Appreciate 360s getting more attention. We have concerns transferring this to directors. Agree with IA that directors have a lot on their plate. Feel that it would be a lot for directors to manage. Have a slight concern regarding some ethics in terms of having the director coordinate everything. Appreciate outsourcing evals to the executive committees when thinking about



board dynamics. Currently on the fence, leaning towards not being in favor. Snaps to you Annemarie.

5. Time called
 - a) SW | motion to extend discussion by 5 minutes
 - b) 2nd | MA
 - c) Dissent | None
6. SW | While the SW supports this piece's intent to make the NAN's life easier, the Southwest is not in support of this piece. First, we are concerned that the current Regional Directors were not consulted about the ideas presented in this piece. We feel that Directors already have several responsibilities leading up to the semi-annual conference, and including both the creation and facilitation of the 360 process would induce further burnout of our student leaders. Additionally, we'd like to note that Regional Directors are not equipped with the same skills to facilitate those processes as our Regional Advisors who are educated and trained to work with student leaders with the feedback found in the 360 process.
7. MA | We echo the same sentiments of the Southwest. We would like NACURH to seek other feedback processes outside of the 360 process. The current process and proposed process do not account for the vacancies that can come up throughout the year. We agree with IACURH that this process is too taxing for any individual involved.
8. PA | would like to express that the NAN is in charge of the template, so if it about what is inside, that can be feedback to be given and transitioned to the next NAN. Going to type the rest out
9. SA | The South Atlantic recognizes the significant time commitment of 360 processes and the need to change part of the process. However we are unsure if this is the best way to do to do it and if a change is made to the process, we agree with parts of what IA and MA said with looking at re-evaluating the 360s themselves
10. GL | We echo sentiments shared by SAACURH. We recognize that 360's may not be the most ideal process for NACURH; we also recognize that the current process is the healthiest or most feasible for the NAN. For the sake of next year's NAN, we will vote in favor of this, but we encourage future Executives to consider and pursue a different evaluation process.
11. NE | motion to end discussion
 - a) 2nd | SW
 - b) Dissent | PA | We have a point!
 - (1) SW retracts 2nd



(2) NE retracts motion

12. IA | POI | Are 360s in our policy books right now?

a) NAN | The only entry for 360s in any policy book is that it is run by the NAN.

13. PA | The pacific would like to express that is the NAN is in charge of creating the template and can work with the regional directors to see what is included. The regional already plays a viable part within the 360 process by reminding their boards, connecting with the execs and this can ultimately be a service and point of connection. It would be easier for nine minds together rather than one person receiving over 100 responses.

14. Time called

a) NE | Moves to end discussion

(1) 2nd | PA

(2) Dissent | None

E. Vote

1. 02-06-00, the piece fails.

XXVI. IA | PPP | Can we entertain a wellness break for a few minutes?

A. NAO | Yes! Let's aim for X:35pm in your time zone.

XXVII. [MM 21-31](#) | NRHH Policy Interpreter

A. SA | Moves to bring to the floor

1. 2nd | SW

B. Proponent | NAN & NAE

1. NAN | Main reason behind this is two things. It was the intention of the last exec committee to have this be the responsibility of the NAE. One of the main reasons we want to see this happen is because the NAE supports the NNB space. Doesn't make sense for the NAN to be the interpreter chairing the space. NAO is often the policy interpreter in NBD spaces. Another thing with the restructure was to build a partnership between the NAN and NAE. The NAE is responsible for updating any policies in the NRHH policy books. Makes sense to shift NRHH policy responsibilities to the NAE and leave NACURH policies and bylaws to the NAO

2. NAE | The last point made in the legislation, regarding the NAE having a difficult time interpreting NRHH policy, they do have the discretion to consult the NAO. This creates opportunities for collaboration between the NAO and NAE. This makes sense for the NAE, who is already in NNB spaces, to uphold the interpretation instead of the NAO.



3. NAN | also want to add an amendment to add the NAO to this for the articles of incorporation.

C. Q&A

1. MA | Just to clarify, the NAE is not required to be a member of NRHH, correct?
 - a) NAN | Believe that is correct. They still serve as the NNB recording secretary so they are in those spaces.
2. SW | Moves to end Q&A
 - a) 2nd | IA
 - b) Dissent | None

D. Discussion

1. SW | We are in full support of this piece as it is something that we wanted to receive clarification on earlier in the year. After much discussion, we enacted something similar to this in SWACURH.
2. MA | We are currently not in support of this piece because the NAE is not required to be in NRHH, but we support the intention of this piece.
3. CA | also not in support after a lengthy discussion. It is a convenience to have them in the spaces, still makes sense to have the NAO interpret governing documents as the top administrative role in the organization
4. IA | We move to caucus for 3 minutes
 - a) 2nd | SW
 - b) Dissent | None
5. IA | We would like to propose an amendment to this piece that would say that the NAE would hold discretion to consult with the NAN instead of the NAO.
 - a) 2nd | PA
 - b) Amendment proponent speech | IA ADAF & IA ADNRRH
 - (1) IA | We hear a lot of the concerns that are being said about an individual that isn't a part of the Honorary making policy decisions and interpretations. Therefore, we believe that consulting with the NAN, who is mandated to be a member of the Honorary, there could be more of a collaborative NNB effort. This allows the NAE to have more of a safeguard for NRHH.
 - (2) IA ADAF | We do policy interpretation pretty collaboratively in IACURH, and we usually let it rest with whoever knows policy best. By keeping it with the NAO, we can keep it siloed. We are not making policy accessible or up for discussion when these kinds of things occur



- (3) IA ADNRHH | If this piece doesn't pass, then the NAO is the only one interpreting policy. We believe that someone who is constantly in our spaces and consulting with someone in NRHH, that is the best team to interpret policy.
- c) Amendment Q&A
 - (1) SW | The NAE would solely interpret it but if they need help they would go to the NAN not the NAO, correct?
 - (a) Answer | Yes!
 - (2) NE | Moves to end Q&A
 - (a) 2nd | SW
 - (b) Dissent | None
 - d) Amendment Discussion
 - (1) PA | PACURH appreciates this amendment. We were considering referring the NAN to be the policy interpreter because of their NRHH requirements, but we feel comfortable with having this amendment with the NAE as the policy interpreter and referring to the NAN in cases that they need help.
 - (2) CA | Opposed the amendment because the same person should not be interpreting and enforcing a policy book.
 - (3) SW | We are in support of the amendment. While there have been concerns raised about someone not in NRHH interpreting the policy, we also need to remember that the NAO is the same. The consultation with the NAN keeps the things within NRHH to NRHH.
 - (4) MA | Conflicted, we agree with sharing policy interpretation. The NAO is the owner of governing docs and does a role in interpreting policies for NACURH.
 - (5) NE | We move to caucus for 3 minutes.
 - (a) 2nd | MA
 - (b) Dissent | None
 - (6) PA |
 - (7) IA | has been hearing people in the space, for us, what we see this as ensuring a member of the honorary is a part of the process. The NAE still holds all the power. Just saying if there is policy, consulting a member of the honorary to keep their values in tact is important.



- (8) NE | POI | Not speaking for board, the NAO is not currently required to be a part of NRHH. Spot I'm hung up on is removing NRHH from conversation. What difference does it make to move someone either way if they may not have NRHH experience?
- (a) NAN | POC | What's written is that NAO shall serve as interpreter of NACURH governing documents. This means that the NAO interprets all NACURH documents, including NRHH policy, but this piece pulls the NRHH policy away from the NAO and locates it under the NAE.
- (9) Time Called
- (a) SW | Moves to extend discussion by 5 minutes
 - (i) 2nd | MA
 - (ii) Dissent | none
- (10) SA | We are a bit torn right now. We appreciate the idea of having someone in the Honorary interpret NRHH policy, but we agree with the Central Atlantic in terms of having the chair of a space, the enforcer of policy, be a potential interpreter of that space.
- (11) MA | We would like to enter this conversation because we are hearing many mixed signals. We echo sentiments of the Central Atlantic. Currently in policy, the NAO is the interpreter of all governing documents. We appreciate the sentiments of including someone in the Honorary as an interpreter of NRHH policy.
- (12) PA | what we do is allow the ADNRRH to be the interpreter of the policy book because I am the only one who is in NRHH. We don't see a problem with the NAN having little say or just consulting, not to be the official interpreter but to give the NRHH perspective.
- (13) SW | We want to recognize all of the points about the NAE being the NRHH policy interpreter v. the NAO. We want to revisit a point made before the amendment. Now that we do have someone else in our region interpreting NRHH policy instead of our ADAF, we have seen a great relief for our ADAF and our NRHH folks. If there is a huge policy interpretation in SWACURH, we still ask for a lot of clarification from those who have been in policy longer.



We also encourage asking outside for more context, so consulting the NAO wouldn't be impossible.

(14) Time called

(a) SW | motion to exhaust the speakers list with additions

(i) 2nd | IA

(ii) Dissent | None

(15) IA | Listening to everyone in this space and the concerns, we want to reiterate the need for trust in the Executives. We believe in setting up structures for support and accountability, but we do trust that our Executives will act in the best interest of the Honorary. It is not uncommon in IACURH for the ADNRRH to be consulted on NRHH policy, and they know how to navigate the delicacy of the situations with grave bias.

(16) CA | We believe that it is fundamentally dangerous for a policy enforcer to also be the policy interpreter. This goes to any extent of the policy interpreting process.

(17)X

(18)X

e) Vote

(1) 03-04-01

6. Chair | POI | heads-up, since we are sticking to the hour rule, this piece has 20 minutes remaining

E. Discussion

1. PA | We believe that there should be an interpreter of policy in NNB spaces, and the NAE is responsible for updating the NRHH Policy Book. We are in favor of this piece.

2. SW | YTR

3. SA | YTR

4. NE | Moves to caucus for 5 minutes

a) 2nd | GL

b) Dissent | None

5. CA | fears conflicts of interpretation, a lot of consistent language between both governing documents. May be cases where interpretation could happen differently between the NAO and NAE. Remind you that as the interpreter for governing documents that the NAO would still have jurisdiction over NRHH. For sound decision making and clarity, it makes the most sense for the NAO to interpret all governing documents.



6. PA | POI | Doesn't the piece change it so that the NAO is not the interpreter for all governing documents, just the two listed, or are we incorrect in assuming that?
 - a) NAN | That is correct, the NAO would be the interpreter. The NACURH Policy Book and Bylaws override NRHH policy.
7. MA | Moves to extend discussion by 5 minutes
 - a) 2nd | SW
 - b) Dissent | None
8. MA | MACURH has sincerely appreciated this discussion and the importance we are placing on the interpretation of NRHH policy, we are still against this piece as it currently stands. We believe that this opens up a much larger conversation on the role of NRHH policy and practice within the executive committee roles. Without a requirement that the interpreter of NRHH policy themselves is a member of NRHH, no matter which individual of the executive committee that is, we believe it would be a disservice to NRHH. This conversation has also highlighted the differences in regional policy interpretation. Consulting is not defined or outlined in policy yet many of us in this space have mentioned consultations in policy interpretation across regions and in NACURH. Without this defined, and with all the good faith we may or may not have in the executive team and current NACURH leadership, we need to pursue a longer conversation about Nrhh policy interpretation.
9. GL | We want to echo the sentiments shared by PACURH previously. We see a lot of value in having someone in NRHH spaces more often serving as the interpreter for NRHH policy and documents. We recognize the sentiments shared by MACURH, but we feel that this is a good step forward and not the end of the discussion at hand. We are voting in favor of this piece.
10. IA | Is in support of this piece
11. SW | While the SW does recognize both sides here, we do want to remind everyone that in the policy book itself, the NAE does update the NRHH Policy Book and does a lot of work within NRHH. We do believe the NAE, regardless of whether they consult with the NAO, would be an asset for NRHH as a policy interpreter.
12. PA | YTR
13. IA | Moves to end discussion
 - a) 2nd | PA
 - b) Dissent | None

F. Vote



1. 05-02-0, the piece passes!

XXVIII. Positional time & Adjournment for the evening

A. Directors on Kit's code, NNB and Finance Officers on their respective exec's codes

Friday, June 11, 2021

I. Call to order at 12:30 PM EDT

II. Roll Call

A. Present = x ; Absent = -

B.

	Director/Chair	ADAF/NBD Liaison	ADNRHH/Finance Chair
CAACURH	x	x	x
GLACURH	x	x	x
IACURH	x	x	x
MACURH	x	x	x
NEACURH	x	x	x
PACURH	x	x	x
SAACURH	x	-	x
SWACURH	x	x	x
Annual Conference	x	x	x

Chairperson	x	NACURH Advisor	x
NAO	x	NRHH Advisor	x
NAN	x	CRC	x
NAE	x	CRC-Elect	-

Quorum is reached

III. Overview of the next couple hours.



- A. Chair | For now, we will start with legislation. First is NBD 21-29 and then NNB 21-30. To clear things up, 21-29 has part a and b. These pieces will be heard simultaneously. They are codependent, but they are separate enough that for clarity the authors put them into 2 parts. Your Q&A and Discussion can be combined, and voting will be determined in a moment. For voting, we can do a read of the room in the moment to see how we want to vote on parts a and b.
 - B. Chair | I want to revisit some expectations from yesterday. Good vibes are key here. Please refer to the NACURH Policy Book's Equity Statement, Ethics Statement, and Inclusion Statement to see how we can best set those good vibes up.
- IV. MM 21-29
- A. SW | Moves to bring parts a and b of MM 21-29 to the floor
 - 1. 2nd | SA
 - 2. Dissent | None
 - B. Proponent | NACURH International Affiliate Task Force
 - 1. NAN | We are presenting this piece on behalf of the International Affiliate Task Force, but the specific authors are Greyson Lawler | IA NRHH Representative, Kelsie Dillard | CA CORHA, and Mitchell Prost | PA ADAF. During the Semi-Annual Business Meeting, our task force presented on this idea. Then and now, we propose a name change for NACURH to move from "National Association..." to "North American Association." We have received feedback about the detrimental effects that "National" has for potential and current international affiliates. We also propose the change for the NCC title, from "National..." to "NACURH Communications Coordinator" because no one NCC reports to the whole nation; they simply report to and within NACURH.
 - 2. PA ADAF | Something that was really important to us for this process was completing a lot of consultation. Our task force has most of the regions represented on it. We hosted many roundtables with international affiliates and our a Hawai`ian affiliates. This piece takes into account all of that consultation
 - 3. NAN | We chose North American because that will include the scope of affiliates that we can currently support. We cannot realistically support affiliates from outside of the North American continental range, due to linguistic, cultural, and time zone constraints.
 - C. Q&A
 - 1. SW | You mentioned doing consultation on your task force. Were any NCCs consulted about the name change of the position?



- a) NAN | Not to our knowledge. This was a change that wasn't something that didn't require NCC consultation because it wouldn't fundamentally impact their positional responsibilities. They will also have the ability to review and critique this piece during Corporate Business at the NACURH 2021 Annual Conference. We focused a lot of this on the institutional impact that this name change will have.
 - b) PA ADAF | When I talked to my institution, the NCC was in the space and they shared their opinions. Shared a consensus that this was a good change and good for our international affiliates.
- 2. GL | We are wondering what institutions were consulted, if you remember which off the top of your heads or if you have a list.
 - a) PA ADAF | I know the University of British Columbia and the University of Hawaii at Manoa. Each of the TF members consulted their host institutions, but do not have that list. We did reach out to previous affiliates across Canada, since we only have 1 affiliate from Canada. Wasn't sure what success was with that, IA COMT did the outreach.
 - b) NAN | Did not want to burden those who were past affiliates. Wanted to keep it in-house and know that Kat from GL was doing some work on that, too. Wanted to leave that outreach to the regions and focused on our current affiliates.
- 3. CA | We would like to know if you have a ballpark number of affiliates that we have lost due to the name of our corporation.
 - a) NAN | That is something we don't have a number to, hard to quantify. Affiliation has decreased over the past few years for many reasons. Anything we can do to show support for international affiliates will help. I am sure there were other factors, too. Want to bridge that gap and acknowledge the lack of international support we've had over the past few years.
- 4. SW | Do we have any merchandise that has the title "National..." in it that would need to change because of the name change?
 - a) Time called
 - (1) MA | motion to extend Q&A by 5 minutes
 - (a) 2nd | GL
 - (b) Dissent | None
 - b) NAN | No, we currently do not have merchandise to my knowledge that we have with "National" that need to change. We may have some NRHH items that have this title, but we can



work with the next Executive Committee about making the necessary changes to branding and merchandise.

5. Annual Conf. | Wondering if this current TF has had discussions about bringing the NRHH to the same changes of the NACURH change?
 - a) NAN | Yes, NNB 21-06 proposes to change the name of NRHH.
6. SA | What does the timeline and costs look like to change the name legally and what that might entail?
 - a) NAN | I will yield this to the NAO because our task force did not evaluate this in-depth because it would be a responsibility for the next Executive Committee to take charge on, if this piece passes.
 - b) NAO | As far as updating legal documents, it would involve state fees with OK to update our legal name. The rest is easy to update once the name is changed. OK would be our only update. Don't have an exact cost, last time I looked, it wasn't very much at all
7. NE | We are wondering what some of the perceived challenges that Leadership might face next year in terms of implementing this name change.
 - a) NAN | From a broad scope, we have had some miscommunications of how NACURH changes will be shared on the institution level. Big change is the education component. Have an end-of-year report to share out with Leadership detailing out thoughts, TF efforts next year. Hoping next year's Execs will want to launch another International Affiliate Task Force. The Execs will have to change "national" wording in policy books which is something they are equipped to do and have the summer to do it.
 - b) PA ADAF | A lot of reps know NACURH as NACURH, and reps may not even notice the name has changed. Making sure the change is made so people know we are the North American Association instead of National.

8. GL | YTR

9. Time called

D. Discussion

1. SW | motion to caucus for 5 minutes
 - a) 2nd | SA
 - b) Dissent | None
2. CA | does not support this piece, we don't support for a few reasons. First, we don't think national is inhibitive. Example was the NHL has 7 canadian teams of 32. The role of NCC is to communicate to people



outside of the region makes more sense as a “National” communications. They may have other communications aspects of their role. They would need a hybrid name to make their role make sense. Similarly, for the NRHH piece, communicating with the NACURH Residence Hall Honorary is confusing on a resume.

3. PA | POI | If one of these pieces does not pass, does that necessitate the other piece failing, too? AKA: Do we need to pass both pieces, or can one succeed as another fails?
 - a) Chair | That is subject to this space and how discussion goes. It is up to you how you vote on this. It seems like we will vote on them together, but it is up to this space.
 - b) PA | POI | Essentially, we can vote on one name change and not the other?
 - (1) Chair | Yes we could
4. IA | The intermountain is currently in support of half of this piece although we agree with the name change for NCC’s we are concerned with the greater name change as we do not believe this should be the first step we should be taking to be more inclusive. Even if we change the name, that does not make us more inclusive as an org. There should be other things we do first before we move in this direction. Change the name does not mean we are more inclusive to our international affiliates.
5. CA | The last piece of our previous point. Name changes, logo changes, etc. should be rare, and they should include a much larger discussion and process. Despite effort, most institutions weren’t reached or communicated with, and institutions outside of the United States were communicated with. This was not necessarily out of lack of effort, just a simple lack of research. A similar piece was failed at NACURH 2019, hosted by LSU, which is a recent failure of this same vein.
6. NAN | POC | The NCC name change piece was failed because it does not address the larger issue of NACURH still having the word National in it.
7. Chair | POC | You all may also want to check out the minutes from NACURH 2017, hosted by Purdue, for more context.
8. MA | recognizes the same sentiment for IACURH. We would ask if regions want to see more effort to the TF, that they share that in the space so they have more work to accomplish.
9. SW | The Southwest has some concerns with this piece. Throughout this affiliation year, we have had numerous conversations with our regional representatives about name changes to their roles, specifically changing



the NCC name from National Communications Coordinator to NACURH Communications Coordinator, as some regions already use that name for that role. However, our reps have communicated with us that the word "national" in the role helps with recruiting individuals to play a part in the role, so we do not support that name change. However we support the intent of inclusivity within the piece.

10. Time Called

a) MA | Moves to extend discussion by 5 minutes

(1) 2nd | SW

(2) Dissent | None

11. PA | Appreciates the name change. We are in full support of this piece, we also hear and understand the confusion with the NCC name change as it could effect institutions recruiting members on campus to understand what they do. We are still in support of this all together

12. SA | We also have concerns. We are looking at the idea of being more inclusive as a corporation. ACUHO-I added the "I" and NODA expanded their name. What more can we do to show and be more inclusive before changing our name first.

13. GL | is not necessarily opposed to a name change, we do not see a name change as the solution to lack of access and would like to see us take steps forward rather than changing our name and calling it a day

14. NE | The Northeast appreciates the effort that the task force has put into examining potential barriers; however, we agree with the Central Atlantic that changing the name of the organization is not the proper first step that should be taken. With barriers such as international travel, currency exchange rates, and different educational systems, we fear that changing the name would present new questions to answer that may detract from taking steps to promote inclusive operations. Additionally, NACURH has historically had non-North American affiliates join and worry that changing the name may send a signal that we are not working to promote their inclusion. The work of the task force has been a great first step, and we look forward to a similar entity next year working to further inclusion of our international affiliates in our organizations.

15. PA | YTR

16. IA | We move to exhaust the speakers list with additions.

a) 2nd | SW

b) Dissent | none

17. PA | POI | Is the Pacific the only region with international affiliates right now?



- a) NAN | The International Affiliate Task Forces' research shows that GL and SW are at least two other regions that either currently have international affiliates listed in their charters or are currently engaged with international affiliates.
 - b) Chair | You just want to gauge who has affiliates at the moment?
 - c) MA ADAP | Our only currently affiliated international affiliate is UBC. Other regions may have international affiliates listed in their charters, but we only currently have 1 international affiliate.
18. MA | The Midwest first had some concerns in regard to this piece. We first asked ourselves: Are we changing the name to help our international affiliates be and feel included or to make us feel like we're a more inclusive organization? However, we are in support of the intent for this piece. We believe the name change is inclusive to our affiliates. We understand that there is a lot more work to be done to show our inclusivity besides just a name change. We think that this piece is a great place to start, we would be in favor of voting yes or tabling with recommendations that the International Task Force be implemented next year and that NACURH reach out to previously affiliated international affiliates.
19. SW | YTR
20. IA | Reasoning why we are in support of half of this piece is because most of our schools have already made the shift of the NCC name. As far as we know, recruitment of the role as not been an issue. We should be taking more steps then just a name change.
21. PA | We asked our POI because we wanted to know what communication was like with non-U.S. affiliates. We agree with the Midwest in terms of reaching out to our international affiliates to acquire more insight. We are currently in favor of this name change to strive to be a more inclusive organization. We are weary of the NCC name change, but we are open.
22. CA | Still opposes both pieces, we agree with the PA that the position name change is more difficult than the organizational one. At this time, we oppose both.
23. SW | The SW would also like to note that our regional charter includes Mexico, an entity from which we have not had affiliates for several years. Upon conducting our own task force last affiliation year, we communicated with residence life programs in Mexico and found that the issues with retaining their affiliation was not necessarily because of NACURH's name, but rather because of differences in the way their residence life programs function and the language barrier that exists. So



while we lightly support the name change for NACURH, we want it to be known that our international entity has not necessarily faced the same concerns as others may have.

24. Speakers list exhausted.

- E. NE | PPP | Can we go into breakout rooms when we vote?
- F. IA | POI | Will the Chair entertain a motion to split the piece in voting?
 - 1. Chair | Yes, I need a second for the motion
 - 2. 2nd | MA
 - 3. Dissent | none
- G. Vote on 21-29a by email
 - 1. 02-06-00, the piece fails.
- H. Vote on 21-29b by email
 - 1. 02-06-00, the piece fails.

- V. Recess at 1:40 PM EDT
- VI. Call to order at 2:00 PM EDT
- VII. Roll Call

A. Present = x ; Absent = -

B.

	Director/Chair	ADAF/NBD Liaison	ADNRHH/Finance Chair
CAACURH	x	x	x
GLACURH	x	x	x
IACURH	x	x	x
MACURH	x	x	x
NEACURH	x	x	x
PACURH	x	x	x
SAACURH	x	x	x
SWACURH	x	x	x
Annual Conference	x	x	x

Chairperson	x	NACURH Advisor	x
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NAO	x	NRHH Advisor	x
NAN	x	CRC	x
NAE	x	CRC-Elect	x

Quorum is reached

- VIII. IA moves to open elections for the 2021-2022 NACURH Chairperson
 - A. 2nd | GL
 - B. No dissent
- IX. SA moves to nominate Chloe O’Sullivan for NACURH Chairperson
 - A. 2nd | SW
 - B. Chloe | Accepts nomination
- X. PA moves to nominate Hannah Edwards for NACURH Chairperson
 - A. 2nd | MA
 - B. Hannah | Accepts nomination
- XI. GL moves to close nominations
 - A. 2nd | IA
 - B. No dissent
- XII. Revisiting Expectations for Executive Elections
 - A. Chair | Just in general, these are three wonderful and motivated people putting themselves in a vulnerable position. Be respectful of their presentations and through Q&A and speaking about them in discussion. Specifically when we talk about presentations, avoid being on your phone and communicating with others. You have reviewed bids, but that does not mean you should just be listening to things you want to hear. Absorb the presentation. After each presentation, there will be a three minute pause to stretch, take a break, and figure out questions. These individuals are not in the roles yet, they are sharing their ideas. No one is ready is assume a role on day 1. Think about how you phrase your questions and think about the bias presentation. Thoughts & questions?
 - 1. GL | After that 3 minute break after each presentations, can we go into breakout rooms with your Boards to discuss?
 - a) Chair | Yes, that works!
 - 2. MA | Can you set the expectation to put questions in the chat box?
 - 3. Chair | Personal preference on my part and specific to these candidates, if you have to start a question with, “Maybe you don’t know the answer to this...,” then maybe you shouldn’t ask that question.



4. IA | can we normalize allowing candidates to ask for a break or take a sip of water or something?
5. SW | Listen to understand instead of listening to respond
6. Chair | Listen to other people's questions

XIII. Expectations of the Chairperson

- A. They do not need to know everything
- B. Ask for help and support when needed
- C. Willing to collaborate and communicate with Leadership
- D. Understanding of regional autonomy
- E. Strong vision
- F. Willingness and desire to engage in reflection
- G. Open to feedback from Leadership and institutions
- H. Grasp of the chairperson role as defined by policy
- I. Willing to engage in conversations and initiatives around social justice
- J. Ability to delegate tasks to others
- K. Comfortable with the uncomfortable
- L. Awareness and knowledge of NRHH
- M. Consider and center mission and values of the organization
- N. Believes in strong team dynamics
- O. Looks to better the organization for the future
- P. Commitment to self-care and mental health for self and others
- Q. Strong sense of accountability and navigation of difficult conversations
- R. Keeps in mind all levels of NACURH
- S. Utilizes assessment-based decision making for the betterment of the corporation
- T. IA | motion to end expectation setting
 1. 2nd | NE
 2. Dissent | None

XIV. Proponent | Chloe O'Sullivan

XV. Q&A

- A. CA | You mentioned that NRHH is one of your goals and focuses. With the Executive Committee lacking a NAN candidate at this time, what plans do you have to shift your focus to be more NRHH-oriented?
 1. Chloe | Envision there being a NAN at the end of summer. See it two ways. There are parts in NAN responsibilities the chair can work with like corporate partnerships. Can work with Jen and the incoming CRC on it. Thinking about how to divide responsibilities out and collaborate with ADNRRHs. Figure out what we can accomplish and what isn't reasonable. Think about how you use committees and task forces, too. NRHM was what came to mind first.



- B. PA | How do you plan on building a team dynamic that will last the entire year?
1. Chloe | There are 2 parts to this. First is the NACURH Executive side and the other is the NACURH Leadership side. You have the NACURH Executive Retreats, and I know that feedback from last year was that there weren't enough retreats. Katie has shared with me that they currently use working days to help progress in work as a team. I feel that for NACURH Leadership, we can use social chats and events to help better a social environment for Leadership and Executives.
- C. GL | What do you foresee as your biggest challenge for next year, and how do you plan to overcome it?
1. Chloe | Right not, vacancies in Leadership and Execs. There are quite a few vacancies that exist across regions. The NACURH Exec Committee has vacancies. Think about how we retain schools and Leadership especially when their lives are transitioning back to in-person.
- D. MA | We are wondering if you can go more in-depth on how you will support Coordinating Officers in NACURH.
1. Chloe | COs has been a tough point, last year there were different views and this year there is an Exploratory Group and legislation about COs. What gets passed about the annual conference is what I'd look at first. Second, need to figure out how to have communication with COs. Have COs more present in spaces, keep communication open. Haven't been a CO, want to know what COs need. Try to figure out communication and feedback so the Execs know what COs need as support.
- E. Time Called
1. SW moves to extend Q&A by 5 mins
 - a) 2nd | GL
 - b) Dissent | None
- F. IA | How would you center social justice and inclusion in your role as Chairperson?
1. Chloe | There are a few ways to achieve this. Firstly, I'd like to focus on the mini-DEI presentations, working with advisors in Leadership chats. Working with advisors and student leaders, we can learn about areas of growth that need consistent education. I think that in order to best serve affiliates and the different identities within NACURH, this education should be recurring.
- G. NE | The Northeast would like to know how you would motivate NACURH Leadership to engage with task forces / committees.
1. Chloe | Two parts. One is to make sure TFs and committees that people are interested in. We might have a view of what people want to be



involved in, but we might be wrong. Think about what applications look like and edit them as we need to. Part of what is hard is that people might have things on their plates. Think this plays into needing more social spaces so NACURH doesn't feel like work so you can fill your cup, too.

- H. SA | You mentioned that you received feedback from reps on what they would like to see going into the future. How would you plan to incorporate their thoughts and ideas into your goals for the year?
 - 1. Chloe | There are 2 parts to that. For context, the 2 biggest things that SA heard when we met as a region: 1.) what does NRHH support look like as a region, and 2.) what does social justice work look like as a region? For the first part, I refer to my answer regarding the CA question on NRHH support. I would also like to hear affiliates out in how they would like to be supported in NRHH, especially through chats. For social justice, we should also work to listen to representatives, to ensure that we are providing social media engagements and resources for education. We want to be intentional with our social justice work, to not be performative here, so this will be key.
- I. Annual Conf. | One goal you listed is utilizing working groups as a part of evaluating and supporting virtual conference experiences. At this time, do you have an idea about potential working group charges (tasks) or members (e.g. current leadership, reps, alumni, etc)?
 - 1. Chloe | My first thought is looking at working groups is looking at conference chairs themselves, looking at incoming and outgoing. It's important to look at what worked well and what didn't. We should also work to be representative and inclusive of the various types of conferences that we see across NACURH and the regions involved. Evaluating is important. We can start with what evaluation sheets look like from in-person experiences to see what worked well there, recognizing that not all of this will be transferable to virtual conferences. Working with the Annual Conference and the CRC will be important. While there will be vagueness with it, working with everyone involved in the process will be essential, especially working with conference chairs.
- J. Time called
 - 1. MA | motion o extend Q&A by 10 minutes
 - a) 2nd | CA
 - b) Dissent | None
- K. SW | You talk about why you wish to implement a 1-year strategic plan within NACURH as opposed to the previous three-year plan we have, the Southwest



would like to ask you to touch a little more on what you envision the planning process to be and it's implementation thereafter.

1. Chloe | Best way to give more context is to share how it's similar to the regional platforms and how it works. Ideally, this would be done before conference start. Hopefully the Execs can review it with Leadership. Can include updates at Leadership chats, semis, etc. In the summer, hard with a one year plan to decide how you include all voices. Want to make sure the process is efficient. Use feedback forms in the summer so people feel like a part of the process. The rest of the plan would fall under similar timelines to the regional platforms.
- L. Exec. Com. | As with every position, there will be tasks and responsibilities that you do not enjoy. With that in mind, how do you plan to motivate yourself and others to complete these types of tasks, especially during times that are particularly busy or stressful?
1. Chloe | I can think of a couple ways. I have met with my graduate institution's Center for Leadership for support, and I know that I will need to be comfortable asking folks for help. I will work to set expectations and communication early to be as proactive as possible. It can be tough in remaining open in communication to see how you can use help.
- M. Exec. Com. | In your presentation, you discussed briefly on responding to vacancies, how do you envision balancing the responsibilities of the two vacant roles while they remain vacant?
1. Chloe | First part is starting the vacancy process sooner or later. Right now, the current exec is planning for meeting between now and the annual conference. As we know, there will not be two positions filled. Thinking about expectations with ADNRHHs and COs and include people on how work gets done. Make sure people know how things are getting divided and prioritizing what needs to get done. Make sure we can get ahead of it and be honest about where we are. CHange prioritizes to make things feasible.
- N. Exec. Com. | Beyond the DEI chats you have proposed, how do you plan to bring to light the lack of diversity that exists in NACURH Leadership?
1. Chloe | I talked a bit about this in bid regarding what communication can look like. I would want to explore opportunities for education there. Something that I did with my SEC this year was to read articles for education. The Execs should decide what type of education that we want to pursue, such as a corner in a newsletter. We also need to consider how we respond to current events related to social justice and how we recognize and celebrate holidays and days of observance. We also need



to think about how we can better support HBCU's and MSI's, not just working to recruit them for show. We need to make sure that our environments and our resources are best tuned to supporting these types of institutions.

- O. PA | E In your bid and presentation, you mention engaging with HBCUs. Given that NACURH is a predominately white space, can you expand how you have navigated on providing the proper resources and support to these institutions created specifically for a community of color?
 - 1. Chloe | SA's RBC two years ago went differently than we expected. We talked about recruitment for HBCUs and MSIs and what their role is in SA and NACURH. We then created a TF on SJ initiatives. Something that came up on the TF was how you expect to affiliate MSIs when current students of Color do not feel included. For me, I want to look at how to navigate those spaces and provide resources. Resources are education and task force based. Use the NAN, too, for involvement. That could be a TF or committee. This is also where education plays a role, what are we offering that has social justice tied into it. Important to also admit when you don't know something. Have to look into you respond to situations and how you respond when something goes wrong. Have to educate yourself and people you work with along with initiatives that make it attractive to schools that aren't PWIs.
- P. CA | You mentioned in your bid and presentation wanting to connect executives with representatives. What do you want to see as the impact of that relationship?
 - 1. Chloe | 1. It shouldn't just be putting a face to a name at conferences. Not saying that it needs to be a close relationship, but we should definitely work to lessen the gap between the Executives and the reps. You also show that you value rep feedback by engaging with representatives. It's important to also get to know what the regions are like through the representatives to make it a more available region and organization.
- Q. Time called
 - 1. GL | motion to extend Q&A by 5 minutes
 - a) 2nd | MA
 - b) Dissent | PA, can we extend by 10
 - (1) GL | agrees to amend
 - (2) MA | upholds 2nd
- R. GL | The GL noticed that you had mentioned prioritizing mental wellness and avoiding zoom fatigue and also mentioned having Executives attend Regional



events more frequently. The GL was wondering if you had any ideas on how to balance these two goals?

1. Chloe | In a perfect world, you could have all Execs at these regional chats, but it is not possible. First thought is how you have Execs at chats more frequently. Start with something more attainable and work that up. Having things multiple times a semester visits has not been done, so start small and reevaluate. When chats are scheduled, want to make sure chats are not occurring back to back and making sure these are scheduled out for breaks. Want this on a regional basis, do you want Execs for an hour? Just for an update? This creates an impact for a potential for chat visits to be less time. Need to know what regions want and to go from there.
- S. IA | In your bid you talk a great deal about the chairperson you want to be and what you want to do - going into this role, what have you set as boundaries and personal expectations of what you do not want to do or see from yourself in this role?
1. Chloe | I like my order and rules, and I like follow through. I like things to have a schedule to them. For myself, I do not want to see things that lack clarity, structure, and / or schedule. I also want to make sure that the things that I set forward are attainable, and if they become not attainable at any point, I will work to make a correction to that plan and communicating the adjustment.
- T. Annual Conf. | In your bid, you mentioned the importance of having difficult conversations. Can you share a little more about how you tend to approach these conversations?
1. Chloe | I think that this year, what has happened in society, has led to us having tough conversations. I would approach conversations in private spaces, too. Come into spaces assuming positive intent. Use restorative practices to get people to understand how they came across and how their actions were perceived. Be education-based. Provide space for them to ask questions and educate themselves. With accountability, be clear about what expectations are and have follow-up conversations. For difficult conversations in a group, there has to be individual follow-up. It is not valling attention to the person, but how it made people feel and how someone can come back from that.
- U. SW | We are curious to know what you envision support for regions with various vacancies, including DAD vacancies, CO vacancies, and conference vacancies, looking like within your role as chairperson.
1. Chloe | I think that's tough because there are many regions facing this issue. As Chairperson, this support looks different. For Directors, support



would come through 1:1 connections to tailor support to that Director and region. It's also important to connect regions to see how we can transfer policies and practices to better the vacancy processes. I hope that the summer will spark some bids for RBD vacancies, especially with the affiliation campaign sparking some inspiration to go for RBD leadership roles.

- V. SA | You mentioned in your bid that the NAE is a fairly new position. What do you perceive as strengths & opportunities of the role going into next year?
 - 1. Chloe | Spent time with Noheli and there are some strengths and challenges in the role. Challenge is what the NAE has been perceived. Want to work with outgoing exec to figure out what is working and what isn't. Need to see what Leadership need and figure out what might need to adjust. As we go back to in person, the services we offer might change. This naturally could transition into Execs. Don't want to just assign something to someone, want to see what and how things are working.
- W. PA | What are some ways you plan on keeping yourself as well as others on the Exec team accountable?
 - 1. Chloe | Two things: 1.) There should be new type of accountability method introduced. In my bid, I specifically referred to PACURH and their Accountability Committee. This may require some legislation, but we should work to get this implemented, which I can do as Chair. Last year, I know something that the then Executive Committee had the philosophy of "take the blame and share the glory," but they regretted doing that for the full year. 2.) I want to look at how to help someone in the moment, instead of after the fact. How do you provide transparency when you recognize that items are completed late or incompletely. How do you leverage the NACURH Advisors. How can they provide advice on how we can do things, but also what we need to be doing as a reminder.
- X. Time called
 - 1. PA | motion to extend Q&A by 10 minutes
 - a) 2nd | CA
 - b) Dissent | None
- Y. MA | The Midwest was wondering how you will support regional autonomy alongside supporting regions individually?
 - 1. Chloe | What that looks like for each region will change. Have clear expectations from the beginning and evaluate those during the year as concerns and dynamics change. Also think it's important to gain feedback as things change. There is not a one-type-fits-all approach. Don't have a perfect answer. Want to balance communication, support



and making sure you are not doing the same thing for every region and expecting it to work.

- Z. PA | With a shorter summer planning period what are some items you plan on prioritizing?
1. Chloe | Affiliation is a big question mark, starting in July. This also comes with an Affiliation Campaign, so what does that look like? I also think that task forces and committees are important to start up early, to give folks a sense of stakeholdership. We also need to resolve the vacancies. Very early on, as an Executive Committee, we need to figure out what we want to prioritize and how we can complete the things that we need to complete: working groups, prioritizing items, etc. A lot of this is behind-the-scenes work with the Executives because it happens so quickly.
- AA. Annual Conf. | What do you feel is the Chairperson's place within the corporate structure and how does that guide implementation of your goals?
1. Chloe | Two parts. In talking with Katie and looking at the policy book. One is a visionary aspect about how to guide the corporation forward: what if conversations. Second part, working with NAO as the interpreter to follow policy and enforce it. I find those things very attractive about the role. It's a combination being a visionary and following policy. Additionally, being a support to the exec committee and to the regions as well.
- BB. MA | As we have learned in NACURH, sometimes the unexpected comes up and ruins our plans. The Midwest was wondering how do you adapt to sudden changes?
1. Chloe | The biggest question is "What do you know at that time, and what can you do with it?" Then, you have to see how you can work with your team, playing to the strengths of your team, to make the ends meet. In student affairs, things always change quickly, so adaptability is key. When you have a plan or project in mind that ends differently from the start is also a frequent occurrence, but seeing how you can adapt and change is important to creating an intentional and impactful outcome.
- CC. Exec. Com. | As a part of the executive committee, you will be responsible for making a variety of difficult decisions. With that in mind, how do you plan to balance timeliness and efficiency with the existing expectation surrounding collaboration and input from leadership?
1. Chloe | Tough. I am a planner, I like to [lan ahead. Things come up that you aren't expecting. Realizing we are not in a perfect world where you can schedule it out. Use practices from this year. Letting people know as



soon as you know. Provide context, letting them know next steps and when to expect next steps. As well as having expectations from the beginning of how we plan to give feedback. Also important to have versatility in that and have one method. What we envisioned, may not work that way, can accomplish it in different ways. Let people know why something is changing.

DD. PA | As the Chair role being the highest student role and “face” of NACURH, how do you plan on utilizing the Chair role to advocate for the needs and issues of NACURH members?

1. Chloe | It’s hard to advocate for folks whose needs are unknown. I think it’s good to acquire feedback from reps, but I feel that it’s hard to acquire feedback from reps without a data goal. There could be something along the lines of advocating for NACURH through corporate partnerships, but more so for me, I feel that it’s important to expand beyond an Executive narrative or concern. We always should be touching base with our regions and grounding our work in our reps. Creating spaces for feedback will be helpful for me as Chair and our corporation as a whole. Receiving this feedback will allow us to follow-up when and where needed.

EE. NE | Can you share what your favorite value within all of NACURH is? Why is it your fave? How do you see it in your role as Chair?

1. Time called
 - a) SW | motion to exhaust speakers list with additions
 - (1) 2nd | NE
 - (2) Dissent | None
2. Chloe | One for NACURH, inclusion value. Included the inclusion statement in my bid. Really stands out our ability to have so many salient identities and shared identities in these spaces. Also opportunities to advocate for different identities and spaces. Haven’t found this in spaces for myself. Recognition for NRHH, sometimes these roles do not get a lot of recognition. It keeps people motivated and makes them feel valued. For NACURH, inclusion; for NRHH, recognition.

FF. Annual Conf. | If you had to name 1 or 2 things, what excites you most about the Chairperson role? This can be as broad or specific as you like!

1. Chloe | The top thing is the “what if” questions. I feel that the Chairperson role has the most freedom with these questions. The most exciting part of this bid process was to think about these big questions. Sometimes, you get back to where you started, and sometimes, you complete or start a new project. The second thing I’m most excited



about involves the people that I will get to work with. I get to work with people who share many perspectives and experiences, but who simultaneously have so many different perspectives and experiences. So those are the two most exciting opportunities for me in this role.

GG. IA | If selected, what would a “successful” experience as chair look like for you in a year from now?

1. Chloe | Tough question. How do you define success? I think for me, to give a straightforward answer. I would say, ask me at the summer. Figure out what is reasonable to accomplish and what the Execs want to accomplish and seeing them through. Making sure our admin tasks are done on time and correctly. Would like to see how moving facets and passion items are getting off the ground. Keeping it moving and making it successful for the next board to tackle. Don;t want this to just be where you get business done, but making sure it;s a fun and memorable experience and have that great experience online. Don’t want that to get lost, I would need both parts for it to be successful.

HH. PA | After going through a year of leadership virtually, what are some things you have learned and how have you seen yourself grow?

1. Chloe | Growth-wise, I would say adaptability. At first, I thought that you wouldn’t have to adapt as much in a fully virtual world, but as the year progressed, I saw how much burn out there was and how many technical difficulties pop up. These things wouldn’t happen as much in person. Some things that I have learned along the way. Firstly, you can have just as great of an experience online as you can in-person. You just need to be more intentional. You need to want to get on Zoom and have those interactions. You have to create those virtual social spaces, which is why it’s important to consistently create and offer these non-business spaces.

II. MA | YTR

JJ. PA | How will becoming chair support you in your leadership journey?

1. Chloe | I will be going to USC in the Fall for higher ed and student affairs. Automatic ties to going into SA and being in NACURH. What may not come to mind is what gets you to the end of the road. The budget, administrative-type things that occur. Running a hall is not the same as being the chair of NACURH. New opportunities to tie into future careers. For my journey in student development, opportunity to learn and get to know people. Making sure professional and interpersonal needs are met, too.

XVI. Pro/Con

Pro	Con
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Detailed plans for NCO reform	Vagueness for support regions with vacancies
Commitment to wellness	Overreliance on task forces
Anticipation of major challenges	-
Commitment to realistic expectations	Lack of detail defining success
Supports creation of Accountability Committee	Lack of team building skills outside retreats
Clear consideration and value of NRHH	Lack of inclusion of committee/task force spaces
Commitment to DEI	Overload on Execs
Goals to assess virtual services	Overload conference chairs with task forces
Plan for regularly scheduled communication	Proposed timelines without consultation with other Execs
Strategies for prioritizing	-
Breakdown of positional support	-
Increased involvement with advisors	Unclear answers on supporting CO needs
Emphasis on data collection for future improvement	-
Understanding of NACURH and regional differences	Lack of clarity on engagement with HBCUs and MSIs

XVII. IA moves to end pro/con

- A. 2nd | NE
- B. Dissent | None

XVIII. Proponent | Hannah Edwards

XIX. Q&A

A. CA | With the possibility that the NAN position will be vacant, how do you plan to shift some of your focus to support NRHH?

1. Hannah | So with the NAN potentially being vacant, first thing is the OTM committee and trying to get that filled as soon as possible and promoting OTMs as soon as possible because it's the most time sensitive at the start. As we keep going I'll start thinking about affiliation and



outreach for NRHH and work with our potential NAO if that position is filled to help with some of the affiliation parts and the advertisement and leaning on advisors like Jen to see what other steps needs to be transitioned to the NAO and Chairperson role.

B. GL | What do you perceive will be your biggest challenge next year, and how will you overcome it?

1. Hannah | I think one of the biggest challenges next year is going to be remaining in this virtual world while transitioning back to the in-person world. This year, we got used to the virtual world. Next year, we will have to maintain virtual components within NACURH, but also have to work to support folks transition back to in-person settings. What I anticipate happening, we will have to do both the virtual and in-person work, like we saw with a recent piece of legislation regarding conference boardroom risk management. Now that we have experience with the virtual, we should be able to maintain it well, but that return to in-person will be a challenge.

C. PA | How do you plan on building a team dynamic that will last throughout the year?

1. Hannah | So team dynamic has two different sides, it's the business and relationship and personal aspect. Wit The business I Want to create open spaces where people are open to feedback and having tough convos and all opinions are heard and translating that into continued relationships on the business side which is supported by the social side by determining how each other works and connecting with each other. To start with the base of the social, developing leadership chats and social to incorporate in the off times or instead of a chat if we don't have a lot of business. That's how I anticipate developing dynamics with team builders and socials.

D. MA | In your Chairperson bid, you mentioned that there's a line between transparency and discretion, the Midwest was wondering if you could provide an example or go more in-depth of how you would go about this in the role?

1. Hannah | The biggest example that I can think of is with the NBD. How can we share the Executive bids with the CO's, but how we don't allow them in this space. We still provide them with the information, but we continue to keep certain items and business tucked away. In the future, I plan on interpreting what needs to be transparent through the advisors. If something is determined to be discrete, then I would determine how much information I can provide, while also maintaining some level of privacy at hand



- E. Time called
 - 1. IA | Motion to extend Q&A by 10 minutes
 - a) MA | 2nd
 - b) Dissent | None
- F. SW | The Southwest is entering this next affiliation year with several vacancies, most notably the Regional Director. How do you plan to support regions facing various vacancies including DADs, COs, and conferences?
 - 1. Hannah | So the exec committee will also be going through vacancies at the same time so balancing the exec vacancies while providing that support. In the SW there is no director so working with the ADAF and ADNRRH to supplement the director duties while determining the best way is for SW to go about the vacancies. This might be a COVID exemption for the process but it's about supporting the region and working with advisors who worked with interviews and vacancies and determining how they can support you in that vacancy process.
- G. IA | How would you center social justice and inclusion in your role as Chairperson?
 - 1. Hannah | If you noticed, I did not set any task forces or committees. I wanted NACURH Leadership for next year to determine those. I have already started to consider putting long-standing committees in policy, one of which is a diversity and inclusion committee. These committees could be a solid consistent item for NACURH. By developing these task forces / committees, I or another NACURH Leadership member would chair these to explore how we can best explore and advance diversity, equity, and inclusion within NACURH. I feel that this is the best move as I am not an expert on these matters.
- H. SA | How do you plan to incorporate rep input into your goals & initiatives for next year?
 - 1. Hannah | So one big thing I was trying to focus on this year was the NACURH connection to campus levels. I think that in order to encourage rep engagement in NACURH that bridge needs to be worked on and built. How I can do this is attending regional chats or going to RBDs to see what their regional reps need or want to see from NACURH. Even maybe having open office hours to not just RBD members but reps so they can provide feedback so what they want to see is being heard and translated into the goals of the region and NACURH itself.
- I. NE | Can you expand on your vision for professional development opportunities in NACURH, particularly for members not planning on entering higher education?



1. Hannah | I didn't really focus on going into higher education or student affairs. It was more about transferable skills. For example, with the webinar series, this would be topics such as resume building or interviewing skills. Another example is the pecha kucha presentation. My own Chairperson presentation was almost an example pecha kucha, 20 slides at 20 seconds per slide. I would like a member of NACURH Leadership to present a pecha kucha at the start of each chat for their own development while offering Leadership a perspective / take on a specific topic that NACURH Leadership can absorb and grow on and with.
- J. Exec. Com. | As with every position, there will be tasks and responsibilities that you do not enjoy. With that in mind, how do you plan to motivate yourself and others to complete these types of tasks, especially during times that are particularly busy or stressful?
 1. Hannah | So I'll address the busy and stressful first, the busy and stressful, taking the time that you need to step away and take an hour break and rejuvenate yourself before coming back to the role and finishing the project that might not be fun, meshing it in with something that might be fun. With the busy part, time management will be huge making sure to use calendars, I love bullet journaling so I have everything in order. That's how I plan on keeping myself accountable to projects I might not enjoy but need to get done. For Leadership, making check-ins so I'm available to them whether a directors, AD, Co, or advisor if they needed help getting information and having someone else to talk to while doing whatever is boring or not fun. I anticipate meshing it with something fun or self care related while being a support system during those times.
- K. Annual Conf. | Currently, the CRC holds regular chats for conference chairs. Are the conference roundtables proposed in your bid intended to have a similar function? If not, could you explain in a little more about what your goals for these roundtables are?
 1. Hannah | These roundtables are going to be in conjunction with communication with the CRC. I wasn't going to take this on without consulting with the CRC. I don't know currently how the conference roundtables work right now. I was thinking about having them scheduled as one over the summer, one before fall conferences, one before the spring conferences, and one before the Annual Conferences. Again, I am not sure if this is the current schedule, but this is what I envision. I plan on attending all of these and creating an FAQ document for future conference chairs.



- L. Time called
 - 1. PA | Moves to extend Q&A by 10 minutes
 - a) 2nd | IA
 - b) Dissent | None
- M. CA | Can you further explain your plans for the NACURH Strategic Planning process?
 - 1. Hannah | The current issue is that there is no consistent transfer between plans. We have seen historically how one year of the 3-year plan does not trickle down to the next. What I hope to have is a 1-year Strategic Planning Committee. We, first, need to figure out what we feel is necessary for this 1-year plan. This is an assessment process for the next year. The second part is evaluating if the 1-year platform would be beneficial. Then, we would think about what NACURH Leadership this year wants to see from NACURH Leadership next year. This would be a more singular year, directly responding to what we responded to this year, what we want to see next year. Three years out is so temporary; people 3 years ago could have never anticipated COVID-19. This was my idea behind the singular year strategic platform because the upcoming year will be a transitional year.
- N. GL | You mentioned wanting to bring NRHH values more into NACURH spaces, what were some ideas to accomplish this goal?
 - 1. Hannah | Recognition has been doing a great job with the chaos but service hasn't been present except for the service months. Other leadership doesn't see it except for chats. The free rice program or creating a video for service during a chat as well as recognition that's already present because DADs don't see it during chats we are busy and I acknowledge that but trying to include service projects for RBDs and chats is what I see.
- O. PA | Can you expand on what you envision for the future of what used to be NCO or AUCHO services? (i.e affiliation, merchandise)
 - 1. Hannah | With the cancellation of the ACUHO-I contract, we will now have to transition to figure out if we want an NCO return. Do we want a NACURH Store via Executives? I have had discussions about the responsibility for having the store remain with the Executives. I do not know what the best process would be yet, so I would like to discuss this with Mary and ACUHO-I to see where we can start up the store. Maybe this means creating a new timeline, a shorter timeline, recognizing that the University of Delaware struggled with the stress brought on by the



NCO for 3 years. I would like to talk with someone with more information about the past to see how we can move forward.

- P. MA | The Midwest was wondering how you will support regional autonomy alongside supporting regions individually?
1. Hannah | So with the listening tours that was about supporting them individually and how best they want to be supported by the NACURH execs. Supporting regional autonomy fits into that. I'm not going to step on toes and let the directors do their thing and be a support system. I want to support you to do you and be the best that you can. I would be supporting the director and if the ADs want to come and ask a question they can as can the COs but each region is their own with their own values and standards. It's meeting each region where they are and supporting them how they want to be supported.
- Q. Exec. Com. | Outside of your proposed diversity and inclusion committee, how do you plan to bring to light the lack of diversity that exists in NACURH Leadership?
1. Hannah | I don't want to seek diversity for diversity and need to educate on what it means and how to support those diverse campuses that we want to include in conversations. Bringing in an outside presenter to help with affiliating the HBCUs or those kinds of institutions or universities. I don't just want to do it for the sake of doing it but want to do it for these diverse identities first before we go about doing anything.
- R. Annual Conf. | Can you explain your motivation for utilizing an additional half-year plan rather than an update of the Affiliation Year plan at semis
1. Hannah | I wasn't sure if that was already an achieved item, but what I meant by the affiliation year plan and the half-year plan was, over the summer, to set a half-year plan and a full affiliation year plan. I want these all in a calendar or planner to set the goals. The full year plan is broader timeline work, to set goals in place. The half-year plans would be more specific. The first would be drafted over the summer and the second over the winter with more details on how to go about these processes.
 2. GL | Moves to extend Q&A by 10 minutes
 - a) MA | 2nd
 - b) No Dissent
- S. SA | With NAE being a fairly new position, What do you perceive as strengths & opportunities of the role going into next year?
1. Hannah | With the NAE, especially with the new interpretation policy that was just passed, I see continued professional growth and transferable skills. What I see in the future for the position, should it be filled, is



engagement with CO's, mainly. I know that there have been discussions about CO's bidding for the Executive Committee, which I believe we can open a conversation around this through the NAE. They are the direct support for the CO's; they do not need to have financial understanding or anything like that. This can at least be a start of a conversation in the future. I know that we had a lot of turnover with the previous Executive positions, but until I can get someone in that position, I will not know how to best support them for their goals and initiatives.

- T. IA | You've mentioned that you want to educate yourself before tackling the lack of diversity in NACURH. What is your plan for that education and how will you prioritize it?
1. Hannah | So for the diversity part, especially the education there are so many organizations who would be interested or I could reach out to gain information and resources and our advisors could help. There are also identity networks to engage in what DEI means to everyone because it means something different to everyone. What NACURH needs to do is figure out what it means to us, we have a DEI statement but what does that mean to us? What do we think diversity that we're lacking is and how we can promote it? Figure out our own identities and bring someone in to help. As mentioned in my presentation, I don't identify with the networks but I have my own identities and figuring these out can help us figure out what diversity we are looking for in the future.
- U. NE | How do you understand the relationship between NRHH and NACURH?
1. Hannah | As an ADNRHH, I have a bunch of history about NACURH and NRHH, about how NRHH was created as a financial backbone, so NACURH could be classified as a non-profit. There have been many conversations about NRHH being its own organization, a service, a resource, etc. I can't really explain how I see it. It's right up there with NACURH, but it is connected to NACURH. Just like one of the NACURH Links, it is one of those links in a way. They are separate entities, but they are similar in their residence hall centered content. I would support the NAN on the Executive Committee because they are leading NRHH. It's on its own, but it's also a part of NACURH.
- V. PA | Can you expand on your plan on providing support and increasing CO involvement within NACURH spaces?
1. Hannah | So I know we haven't seen it yet but with the CO working groups piece, if that passes there are the groups to promote engagement but we have to be careful not to put more responsibility on the COs. I want to encourage engagements by opening the Committees



and Task Forces to them and not being the chairperson in their chats but letting them guide themselves. If they want a chair, they can do it or I can do it. By listening to them by hearing what they want from NACURH and their experience. In my bid I mentioned what does COs mean to NACURH. I want to see how they picture themselves to encourage engagement. The director support from one of the Execs would help with that engagement because they would feel more connected and not just a responsibility. That's how I envision CO engagement improving, by improving the CO relationship in NACURH.

W. MA | As we have learned in NACURH, sometimes the unexpected comes up and ruins our plans. The Midwest was wondering how do you adapt to sudden changes?

1. Hannah | Personal example: I was going to be an RA, as of last Friday. Something happened, and now, I am no longer eligible to be an RA. I will be living on-campus because that was the original plan, but this is a huge change in my plans, and so I had to adapt my plan for the upcoming Fall and Spring terms. I sat with the turn, processed through it and my emotions, considered my next steps, all before I even considered responding to the email. In NACURH spaces, this is what I would like to do. With the 2-business day communication requirement, I know this may be a greater time constraint than I used for my RA situation, but I still feel that I can process through all of the chaos in a respectful way. I feel that I can consult the advisors for greater support in this.
2. SW | Motion to exhaust the speakers list with additions
 - a) 2nd | PA
 - b) Dissent | None

X. GL | The Great Lakes noticed that your plans to begin your term starts very quickly after the Annual Conference. We were wondering how you plan to balance your own mental health and goals during those first initial weeks following the Annual Conference?

1. Hannah | On the summer plan, the timeline that I have starts early. I broke it down into a 10-week period. I think that the first week of September was what I classified as summer. I plan to take the first 3-5 days after the Annual Conference off from NACURH. The Annual Conference is draining, so it would be important for me and the rest of Leadership to sit and not do much during those first few days. During the 5th day or so, I would start meeting with the NACURH Advisor to see what I need to start right away and what can wait another week or so. How can I spread out the priorities over the course of the summer, while



addressing all necessary topics in a timely manner. This is how I envision my own mental health and the Executive Committee and the Advisors to have time to chill, and then to continue to move forward at a slow yet steady pace. I want to work a lot, but spread it all out.

- Y. Exec Com | In your presentation, you discussed briefly on responding to vacancies, how do you envision balancing the responsibilities of the two vacant roles while they remain vacant?
1. Hannah | So big ones for sure are the NAN and NAE which are affiliation and OTMs and all that. I want to do the transition folders earlier so we aren't trying to remember transition things in the summer. The plan is to sit down with our advisors and NAO if elected to figure out how we're going to split up the responsibilities between the two of us. I don't want to take on additional responsibilities as the chairperson so I want to lean on the NAO to balance those responsibilities such as affiliation. We don't want to wait until that vacancy is filled to start considering it. We need to balance and make sure that the NAE can have their own goal and vision but make sure the things get done in the summer.
- Z. IA | How has your experience in NRHH and in NACURH Leadership prepared you for the chairperson role and to support the honorary?
1. Hannah | This is a 2-part question. First, the NRHH into NACURH Chairperson role. I have learned how to support many different people. I have worked this year to support a Director. I still don't know all of the details to supporting Directors, but I know how to support them, at least from the angle of an ADNRRH. I have also learned to write policy, chair space, manage a hectic boardroom, etc. This is going to be an adjustment for anyone going into the chairperson role. For assisting the Honorary, I have been a part of NRHH for 4 years. I know how it works, what the values are, and how to incorporate them into an organization separate from them. Like I explained earlier with the NRHH and NACURH question, I want to create and provide spaces for NACURH and NRHH to work together.
- AA. CA | At the beginning of Q&A, GLACURH asked you about the biggest challenge of this role. We're curious what you've identified as the biggest opportunity in this role for NACURH and how you plan to capitalize on it?
1. Hannah | I think the biggest opportunity within the chairperson role is interpersonal communication. There is so many 1:1s with so many different people that I'll be working with for the entire year or term if elected. The end goal for me is to teach in high school, this gives me so much transferable skills to work interpersonally with a lot of diverse



people who have unique identities and see things from different perspectives and giving me transferable skills for going into my career in high school teaching who also having unique identities. That's a huge opportunity I see in this role.

BB. PA | As the Chair role being the highest student role and "face" of NACURH, how do you plan on utilizing the Chair role to advocate for the needs and issues of NACURH members?

1. Hannah | I think that the biggest thing that I can do to start is to hear NACURH Leadership. I want to ensure that what I am advocating for is important and wanted by NACURH Leadership. I don't want to go out and say only my singular perspective and wants are the whole for NACURH. The next step is to work with our partners, such as ACUHO-I, OCM, and ACPA, to see how we can keep moving forward as an organization. I want to hear NACURH Leadership, understand what I should be advocating for, and make sure that NACURH is seen by others as a corporation that values x, y, and z, as informed by Leadership.

CC. PA | After going through a year of leadership virtually, what are some things you have learned and how have you seen yourself grow?

1. Hannah | Some of the things I've learned are how you zoom. That's been a huge benefit. But really I've learned what actual zoom fatigue is. We call NACURH zoom university. Until this year, we didn't have a name for zoom burnout. Knowing that zoom fatigue is a thing and having experienced it myself, hopefully I can identify it in NACURH leaders and find ways to prevent zoom fatigue. Instead of only doing business on zoom, doing off zoom interactions actions like putting on a face mask and sending it to the group chats. How have I grown, last semester was rough. It was the first semester of completely virtual and I pushed myself to the point of I didn't want to do anything and got completely burned out. How I've grown from that, I now know my signs that I'm getting burnt out from zoom and approaching my limit line if I do too much this day and need to step back so I can keep going forward and not pour from an empty cup. I want to make sure I still have stuff to give and I've learned that way more than I have in the past.

DD. Exec Com | As a part of the executive committee, you will be responsible for making a variety of difficult decisions. With that in mind, how do you plan to balance timeliness and efficiency with the existing expectation surrounding collaboration and input from leadership?

1. Hannah | The affiliation year plan and the half-year plans will be my huge time efficiency and accountability measures. I want to have everything



that is due on those sheets. I want to have reminder deadlines set. I want to have everything tracked to ensure that all of Leadership is informed while also meeting deadlines. This is also where my proposed Turtle Tuesdays come from to, ensuring that Leadership is consistently informed about the Executive Committee and updates. While there will be many difficult decisions to make, I can lean on the Advisors for support while meeting my goal of keeping Leadership informed.

EE. IA | How did you prepare to run for this role?

1. Hannah | So I first met with Katie in October to talk about what the chairperson does and the time commitment needed. I then had extension conversations with my advisors and DADs to figure out if running for chair would be a good fit for me and NACURH as a whole. What then happened after deciding to run for chair I reached out to my institution to see if I could get support and give me an advisor. Following that, I met with every person on the executive committee to learn what they do and do behind the scenes for what I might not see in this role. I asked for tips on bidding and what I can do to start preparing myself for the bidding process moving forward. I also read the past two chairperson bids and minutes from election to gauge what questions are asked and what NACURH is looking for from an exec and I presented to the region to get their feedback on what they want to see and that's what I did on the process to be chairperson.

FF. Annual Conf. | If you had to name 1 or 2 things, what excites you most about this Chairperson role? This can be as broad or specific as you like!

1. Hannah | My first one is NACURH! I love NACURH. I have been involved in it for the past 4 years on the institutional and regional levels, so I would love the opportunity to continue on the NACURH level here. The second one is about exploring all of the different opportunities that may come from being an Executive. The opportunity to support the regions, work with Leadership, attend regional conferences as an Executive Buddy, etc. Even if things get to be too stressful, I am still excited to pursue it all.

GG. PA | How will becoming chair support you in your leadership journey?

1. Hannah | So I kind of mentioned it earlier with leadership development and interpersonal skills, another way it'll help me is by pushing me. No one knows what the chairperson role is until they are in it. I have to grow in those first few months and that will be so helpful for me with my confidence in chairing and my leadership journey. I think it would be a



fantastic way to end my graduate schooling and to push myself and to end my term with NACURH in this space.

HH. MA | In your bid and presentation you referenced offering opportunities for Regional Advisors to present professional PowerPoints and provide education to NACURH Leadership. The Midwest was wondering if you have any other goals or ideas for Regional Advisor support as Chairperson?

1. Hannah | For advisor support, the first thing to do is asking them how they want to be supported. I want to know their 'why' for their positions. Other than that, attending advisor committee meetings, having 1:1's with advisors, and helping them understand certain decisions and resources can all be ways that I can generally support advisors. I also want to give some attention to the ART Committee.

II. IA | In your bid you talk a great deal about the chairperson you want to be and what you want to do - going into this role, what have you set as boundaries and personal expectations of what you do not want to do or see from yourself in this role?

1. Hannah | So personal boundaries, going from the small stuff to big stuff. I don't want to be responding to emails at 10pm or 8am in my time. Setting those boundaries so I have those times and boundaries. The other boundaries that are higher up there, I don't want to jeopardize my personal values going into NACURH spaces. I want to make sure they align with NACURH, but I don't want them to go against NACURH. I want to have conversations with advisors and that's where I will practice transparency with leadership and have someone else chair if it's conflicting with me. Not giving 100% of my personality to NACURH and getting nothing back. I will dedicate 100% of my time but don't want to just be considered a position in the chairperson role.

XX. Pro/Con
A.

Pro	Con
Commitment to professional development	Lack of prioritization on social justice and inclusion
Organized timeline for summer planning	Lack of information in regards to future of NCO ideals
Strong plan for regional vacancy support	Separation of NRHH in NACURH as two separate organizations
Understanding of regional autonomy	Vague plans for CO support



Plans for RHA support at NACURH level	Lack of direction in some NACURH initiatives
Transparency with workload and personal care	Long term organizational vision
Desire to leverage professional partnerships	Late strategic platform plan
Considerations for transition back to in person spaces	-
Focus and being realistic with goals	Lack of collaboration with NACURH advisors
Lots of communication with NACURH Leadership	-
Continuation of conference chair roundtables	-

- XXI. IA moves to end pro/con
 - A. 2nd | NE
 - B. No dissent
- XXII. Recess until 7:00 PM EDT
- XXIII. Call to order at 7:00 PM EDT
- XXIV. Roll Call
 - A. Present = x ; Absent = -
 - B.

	Director/Chair	ADAF/NBD Liaison	ADNRHH/Finance Chair
CAACURH	x	x	x
GLACURH	x	x	x
IACURH	x	x	x
MACURH	x	x	x
NEACURH	x	x	x
PACURH	x	x	-
SAACURH	-	x	x
SWACURH	x	x	x



Annual Conference	x	x	x
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Chairperson	x	NACURH Advisor	x
NAO	x	NRHH Advisor	x
NAN	x	CRC	x
NAE	x	CRC-Elect	-

Quorum is reached

XXV. Discussion

- A. IA | Moves to enter a 10 minute caucus
 - 1. MA | 2nd
 - 2. Dissent | SW | Would like it to be 15 minutes.
 - a) MA | 2nd withdrawn
 - b) IA | Amends original motion to 15 minute caucus
 - (1) PA | 2nd
 - (2) Dissent | None
- B. NE | This past year has shown us many things, but above all it has shown us that flexibility and dynamic leadership is paramount in all that we do. When reviewing the candidates holistically, the Northeast believes that Hannah Edwards' plan for NACURH this coming year offers a healthy balance of broad vision with intentional milestones. Hannah's vision for NACURH is one that balances autonomy with support, maintenance with innovation, and accountability with understanding. NACURH stands at a crossroads in its existence and the Northeast believes that Hannah has the flexibility, self awareness, and adaptable vision to steer this organization to a new and brighter future.
- C. CA | The Central Atlantic enters this discussion leaning towards supporting Hannah. We feel that Hannah has a comprehensive understanding of the role and the organization, with realistic goals and plans to maintain and grow NACURH. She is especially impressive in her summer plans, setting a strong framework for the remainder of the affiliation year, and her vision for committees and task forces. That being said, we do have some reservations about how Hannah views NRHH's role within NACURH.
- D. SA | The South Atlantic appreciates Chloe's plans to utilize task forces and committees to increase involvement of on campus reps and leaders at the



NACURH level. Additionally, as noted in one of her letters of recommendation, during Chloe's time as Director of UF's James C. Grimm Chapter of the National Residence Hall Honorary, she was able to help the chapter grow & set up for future success. The South Atlantic believes that Chloe will be able to utilize those same skills to help NACURH flourish as an organization next year & in years to come.

- E. PA | Currently the Pacific is very torn between the two candidates, both have presented different perspectives on what NACURH needs moving forward. The Pacific believes that Chloe has presented detailed plans on NACURH services and needs on the corporate side, while Hannah has presented plans that offer flexibility and meeting regions where they are at. The Pacific would like to commend both candidates about acknowledging self care practices in their role although would like to point out that Hannah recognizing her growth and needs to take a step back and rely on members of her team.
- F. SW | The Southwest appreciates both candidates and the work they've put into their bids, presentations, and this overall election. We are excited by ideas that both candidates brought forward. However, we are currently in support of Hannah for NACURH Chairperson for a number of reasons; the biggest of which is her willingness to support regions in their board vacancies, and specifically, SWACURH's regional-centric fears surrounding our Regional Director, ADAF, and conference vacancies. Although we would've liked to see more comprehensive support for COs within her plans for NACURH, as well as sharing our own values about NRHH as a comprehensive unit within NACURH, we still feel she will support the needs of NACURH for the next affiliation year. However, we'd like to hear the opinions of other regions about both individuals' plans for moving the corporation forward within affiliation efforts and the NCO.
- G. GL | The Great Lakes wants to appreciate both Chloe and Hannah for their presentations. Both candidates gave excellent presentations and strong visions for the future of NACURH. GLACURH would like to express our support for Chloe as the 2021-2022 NACURH Chairperson. We appreciated Chloe's long term goals that still allow for flexibility and input from future NACURH Executive Committee members and incoming NACURH Leadership, focus on Social Justice and Equity, balance between supporting NRHH and RHAs across NACURH, and focus on mental wellness.
- H. MA | We move to caucus for an additional 5 minutes
 - 1. 2nd | SW
 - 2. Dissent | None
- I. IA | From our perspective, we think that it is tough to enter a conversation with these hefty paragraphs right from the start. We talked about our priorities based



on what was presented to us from the expectations. Right now, we are really hoping to discuss the candidates more, to hear each other out, and see more perspectives in this conversation.

- J. MA | We are also very conflicted between the two candidates because both provide many different opportunities for growth. We really want to echo IACURH's sentiments, to learn more about where each region is coming from in terms of what you value and are seeking from the Chairperson role.
- K. MA | PPP | Could we, in this space, have someone read those expectations out loud so they can hit our ears?
 - 1. Expectations read by Chair.
- L. Annual Conf. | With regards to conferences in NACURH, the Annual Conference appreciates the inclusion of these issues from both candidates. The Annual Conference appreciates Hannah's desire to continue supporting conference chairs through chair chats. We would also like to recognize her approach which would be to collaborate with the CRC. We believe this is just one example of her understanding for the support-based nature of the Chairperson role. Chloe's desire to gain a better understanding of the conference chair role and goals to support virtual conferences. However, we are concerned about placing the work of conference focused taskforces on current conference chairs. While they have unique insight, the amount of time required to plan a conference is extremely large. By asking conference chairs to also participate in NACURH taskforces, these leaders will be spread even thinner, especially given the late start that so many staffs and committees have for the upcoming affiliation year.
- M. Time Called
 - 1. SW | Moves to extend Discussion by 5 minutes
 - a) 2nd | MA
 - b) Dissent | PA | We would like to entertain a 10 minute extension
 - (1) MA in favor of amendment to motion
 - (2) SW in favor of amendment to motion
- N. PA | POI | How long are you accepting motions to be extended by?
 - 1. Chair | 10 minutes
- O. PA | The Pacific appreciates Chloe structure and organizational skills, but feels with proposed timelines already in their mind brings concerns about possible collaboration obstacles but can also levate some administration tasks further down the road with some vacancies on the board.
- P. IA | Our greatest concern for Hannah is the lack of intention planning and prioritization of social justice and DEI work in NACURH. We didn't see a strong commitment to personal work or accountability for the organization in this area, and for our region that was the deciding factor behind our vote. As a region, it is



our expectation that the chairperson with an awareness and working understanding of NACURH's lack of diversity, and we felt like Chloe did have that as demonstrated by her commitment to integrating DEI chats into leadership and to supporting MSIs and HBCUs.

- Q. Annual Conf. | The Annual Conference has concerns about some of Hannah's goals, especially those related to the active presence of Executives in various NACURH spaces. We worry that the time commitment necessary to achieve these goals is not sustainable for a group of student leaders, and may lead to rapid burnout. While there are still many unknowns, such as the filling of vacant positions and the role of partner organizations, with the information currently available we feel that further consideration of timelines and engagement expectations is needed.
- R. GL | To answer a previous request, to give some headspace of our space, we focused on a vision and stability for the next year. The last year and a half has been anything but stable. Our support with Chloe lies in her vision and can see what a year under Chloe and Chair looks like. We liked Hannah's presentation. We just saw more stability in Chloe's plans and appreciated Hannah's goals.
- S. PA | The Pacific appreciates both candidates' inclusion of DEI promises and goals, but we would hope that both candidates will acknowledge possible privileges and utilize this role to educate themselves and further this education into NACURH spaces.
- T. CA | Appreciate's Hannah's ideas on supporting COs in NACURH spaces. We think her thoughts about remodeling those and revamping their support system aligns more with what COs have been requesting.
- U. PA | The Pacific appreciates the sentiments expressed by other regions about both candidates. We find ourselves agreeing that while Chloe brings many great goals to the table and has provided tangible steps to achieving them we are unsure if they are what another virtual year needs, we believe that Hannah's goals and approach to transparency and leadership can support another year of virtual experiences.
- V. MA | Moves for a 5 minute caucus
 - 1. 2nd | SW
 - 2. No dissent
- W. SA | The South Atlantic would like to acknowledge that the use of timelines does not mean there is no flexibility in any of the processes mentioned in either bid. Rather, the South Atlantic feels that they provide an initial starting point to larger discussions that will take place over the summer & next year
- X. CA | We are considering a lot of how the individuals approached the role. There is only so much that an individual can do as an individual, and how the



candidates approach communication, collaboration, and feedback are directly important to the success of the Chair and the corporation. A Chair on their own will fail. The goals and the ways that the goals will be pursued and the ways that the relevant stakeholders in the corporation will be included still lead us to believe in Hannah. We feel that her current plans will connect many parties, whether it's RHA, NRHH, Leadership, etc. This does not mean that we are leaning away from Chloe, but we think that where the corporation is and where it will be puts us more in favor of Hannah.

- Y. MA | First, the Midwest would like to thank all of you for giving us multiple caucus spaces, we enjoy reviewing expectations and processing. The Midwest appreciates the time, effort, and passion that both candidates have put into this process. At this time, we are in support of Chloe for NACURH Chairperson because of her clear direction for NACURH moving forward, such as including an outline for the NCO, timelines, and communication. We think her outline and vision will help propel NACURH forward and would like to point out her emphasis with adaptability to these plans. While we have concerns about some of her answers surrounding diversity, equity, and inclusion education, however; we remain confident in her ability to succeed in the role. We are also excited about her desire to tackle big questions and be comfortable with the uncomfortable.
- Z. IA | When we talked again, we also discussed how the need for the Chair aligns with needing a CEO. We are a non-profit. In the discussion around vacancies, we need a Chair / CEO, who can fill their Executive vacancies. We feel that it does not make sense to ask the Chair to support regional vacancies when they will start their term with Executive vacancies. We feel that Chloe articulated her vision well, and we align ourselves with this. We firmly believe that decision and clarity are things that we need, and we do not think that the pandemic is the only reason that our corporation is in this particular position in time. We feel that she has taken representative feedback to present what she has today. She was prepared to be Director, and we feel that she is prepared to be the Chairperson.
- AA. Time called
 - 1. SW | Moves to extend discussion by 10 minutes
 - a) 2nd | IA
 - b) Dissent | None
- BB. NE | The Northeast had concerns regarding Hannah's lack of knowledge regarding DEI and Social Justice but after reminding ourselves about our expectations that we had set, we highlighted that Hannah communicated that she was willing to educate herself and recognized her privilege. Hannah's approach to educating herself and others through collaboration,



communication, and transparency set herself apart. While Chloe brought forth expertise within her own region with MSIs, we felt that her plans regarding DEI were constrained within educating NACURH leadership through chats. We appreciated Hannah for specifying that we as NACURH should not be looking for diversity just to have it but rather analyzing our internal operations and fulfilling the needs of the groups of diversity that we currently have. Additionally, Hannah's plan for the Identity Networks shows a commitment to their growth and integration into the larger NACURH framework and we appreciate how Hannah plans to let those with these lived experiences and deeper understanding of their own identities, as well as their interactions in NACURH, guide the conversation.

CC. PA | The Pacific wants to acknowledge that team dynamics is a huge portion of this role especially when we have experienced a history of NACURH execs resigning, we hope that either candidate will take that into consideration as they move into this year. Hannah communicated more interpersonal connections, but Chloe understands the needs and can meet members where they are at.

DD. Annual Conf. | Through her bid and Q&A responses, Chloe demonstrated a healthy mix between new initiatives, assessing current practices, and supporting goals of NACURH Leadership members. Beyond this, we observed Chloe to have strong delegation skills based on her understanding of roles in NACURH and approaches to accountability. We view these skills as critical for long-term success in the Chairperson position.

EE. PA | YTR

FF. IA | Listening to the folks in this space, we wanted to reiterate what we want. We did not see a prioritization of DEI in Hannah's bid. These leaders come into their roles with the integrity and values of NACURH on Day 1. We disagree with Hannah's approach for the Identity Networks because it appears to focus on using marginalized communities to make NACURH feel better, rather than actually supporting marginalized communities with NACURH.

GG. PA | motion for a 5 minute caucus

1. 2nd | GL
2. No dissent

HH. PA | In regards to DEI we believe that neither candidates acknowledge their possible privileges, but we think both candidates have the opportunity/plan to educate themselves and give that space for growth within NACURH.

II. MA | Wanted to give feedback on what we appreciated from both. For Hannah, we appreciated her individualized approach to meeting with Leadership and knowing their goals. Appreciated willingness to learn and understanding of regional autonomy. Appreciated Chloe's vision and supported her definition of



the Honorary. We also abbreviated her mention of letting people know a change as soon as she knows.

JJ. PA | We want to point out one of the expectations as being a delegation of tasks and self care, as we review proposed initiatives we are afraid that Chloe will not only put a lot on herself but other NACURH Execs, while Hannah focused on collaborating in order for others to feel comfortable within their roles.

Throughout this year we as leadership requested multiple times for our voices to be heard, for that we are worried about Chloe meeting leadership where they are at currently.

KK. IA | We've heard some conversation about NRHH in this discussion and are having some concerns about Hannah's NRHH support as mentioned by a couple of regions. Some of those concerns being viewing NRHH as separate from NACURH and not including NRHH as much as she could have in her bid. NACURH values NRHH, we do not believe stating that there is concern about this but not talking about the implications of those concerns is problematic, especially considering the executive committee vacancies will likely be NRHH roles. We worry that these NRHH concerns might be being lost in this discussion and about how we prioritize the honorary in nacurh spaces.

LL. NE | Moves for a 5 minute caucus

1. 2nd | MA
2. Dissent | None

MM. NE | We think that this goes a bit outside of the scope of this election. The Northeast feels uncomfortable with the way that this space has been moving. It feels as though we are weaponizing DEI in NACURH. It seems that we're expecting polished plans for DEI in NACURH next year. Some points made earlier especially feel harmful to the Northeast, suggesting a lack of value on DEI in our region.

NN. GL | We want to echo the sentiment of NEACURH and hope we can maintain meaningful and productive dialogue in this space.

OO. PA | We want to show our gratitude for Chloe's proposal for NACURH services for the future. She has taken the necessary steps to advocate for the corporate side of the organization and members outside of NACURH Spaces.

PP. PA | As one of our expectations, our next Chair does not need to know about everything. Hannah has shown a great deal of growth this year, showing how adaptable she is, and an investment in her growth. We are confident in her ability to continue this as a leader next year.

QQ. Time called

1. PA | Moves to extend discussion by 10 minutes
 - a) 2nd | SW



b) Dissent | None

RR. CA | We believe that it is important to consider the candidates holistically. We appreciate that both want to improve the strategic planning process, but we feel that neither process presented is at a state to be implemented. We want both candidates to take a more forward-thinking view when dealing with strategic planning within NACURH.

SS. PA | The Pacific acknowledges that a large part of the Chairperson's role is to directly support the Regional Directors, and that Hannah, having never been a Regional Director and explicitly stating a lack of understanding on what Regional Directors do, might be less effective in supporting this role but she also acknowledge that she understands how to support from an outside perspective and willing to learn.

TT. IA | We want to apologize. We know we didn't come across great in one of our comments. We appreciate the feedback and are taking it into consideration moving forward.

UU. PA | forthcoming

VV. IA | Moves to end discussion

1. SW | POI | If we end discussion, we can't caucus again, correct? We just move into a vote?

a) Chair | Correct

2. 2nd | None, motion dies

WW. SW | We move to caucus for 5 minutes

1. 2nd | GL

2. Dissent | PA | I would like to just ask for something from the regions.

a) GL withdraws 2nd

b) SW withdraws motion

XX. PA | Moves to caucus for 5 minutes

1. 2nd | SW

2. Dissent | None

YY. NE | The Northeast appreciates the vision both candidates have brought forth regarding NRHH and its inclusion in NACURH. The Northeast has had many conversations this past year about the role of NRHH in NACURH and we feel as though NRHH carries its own context, traditions, and opportunities that are unique to it and its members. We greatly admire Chloe's strong dedication to NRHH, but resonate deeper with Hannah's ideation of NRHH as an adjacent, yet separate, experience than the rest of NACURH. We have confidence that Hannah would give NRHH the attention it deserves, while also offering space for direct NRHH leadership to cultivate a strong experience for its members. Hannah also expressed a desire to incorporate the values of recognition,



particularly service opportunities, into the greater NACURH, which signals to us that she cares about the bridge and relationship between the two organizations. We also believe that the Chair works to support NRHH, but is not the end-all be-all for the Honorary. Even though the NAN and NAE roles may lay vacant for the time being, we trust whoever is elected and their team to aptly operate the functions of Executive vacancies.

ZZ. MA | In MACURH, we have our Standards: Family, Education, Growth, Tradition, and Leadership. As we have been caucusing, we have been trying to continue with these values. We want to come in as the Midwest with a Pro / Con via our Standards. With Chloe's bid and presentation, we believe that we see the values of Education, Growth, Leadership, and Tradition in the way of challenging and creating new traditions through her work, especially with Leadership as Chairperson. We believe that we see the Standard of Family very strongly in Hannah's bid through individual support, and we acknowledge her commitment to Tradition in utilizing things of the past to better NACURH in the future.

AAA. PA | Would like to ask a question to all of the regions, when we think about the longevity of NACURH, what do the candidates provide towards that goal.

BBB. CA | We has previously stated that we don't love either candidates' plans for the long-term success of NACURH. We feel that Hannah has presented a more proactive plan when it comes to shaping the future of the corporation, while Chloe's is reactive to the needs of that year's Leadership.

CCC. Time called

1. MA | motion to extend Q&A by 5 minutes
 - a) 2nd | PA
 - b) Dissent | None

DDD. MA | Chloe's inclusion of the NCO, not totally sold on solution, but with Execs taking affiliation and Mary doing shipping, we appreciated a thought to the future.

EEE. NE | POI | Chair, we know you mentioned that the expectation of Chairperson candidates to have knowledge and plans of the NCO was murky. We came up with the expectation to not be experts on the NCO. What is your expectation of that here and now?

1. Chair | Relying on what has been presented by candidates, but knowing that decisions on those topics are done collaboratively with Leadership. If you put weight on those ideas, hold onto the unknown, too. Maybe consider what you have heard from your team.

FFF. GL | To answer PA's question, we see a lot of intentionality behind Chloe's plans for assessment, which would be essential to the longevity of GLACURH



and NACURH. We appreciate her desire to re-evaluate assessment processes as we ask a lot of folks who complete our assessments in NACURH.

GGG. NE | Also in response to PA, we used this as two different visions for NACURH. We felt like Chloe's vision was about leadership and knowledge, especially with TFs and committees and collaborative efforts. Hannah provided a more decentralized effort where we are not just one large entity. Could see this contribute to less burnout, think her ideas are more sustainable and provide regional autonomy.

HHH. NE | Moves to end discussion

1. 2nd | IA
2. Dissent | None

XXVI. Vote

A. Chloe O'Sullivan has been selected as the 2021-2022 NACURH Chairperson.

XXVII. Recess for positional time and adjournment at 9:30 PM EDT

