



# Presidents Annual Report 2022-2023

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## Letter from the President



Restructuring and a review of our committee charges was our goal for the 2022-2023 season, as AALHE moves from our volunteers managing our operations to our volunteers focusing on networking and professional development. This aligns with our members interest in networking and assessment support as primary reasons for joining the association. There continues to be a growing interest in our institutional membership packages brought our total membership seats to more than 1,000. Our annual conference in New Orleans, Louisiana attracted over 300 in-person attendees. We exceeded our limit and can anticipate pre-pandemic registrations next year.

The Board of Directors met monthly to address committee motions ranging from increased membership benefits to improved policies in the areas of elections, volunteers, meeting procedures, committee structures, and many others.

Executive Committee spent much of the year navigating the hire of an association management team; leading Board of Director pre-meeting discussion in Basecamp, our official center for association communication; hosting monthly meetings for committee chairs, vice-chairs, and Board of Director liaisons to share progress toward the association's strategic goals.

Please join me in officially welcoming the Association Executive Group (AEG) and Nancy Short our new Executive Director. Thank you to AEG for coordinating the ongoing daily operations of AALHE. Also, I would like to thank Nancy and our current president, Shannon Milligan, for leading the conference with energy, commitment, and grace.

AALHE held annual meeting on June 16, 2023. The attached report highlights the progress we have made toward the fulfillment of our current strategic plan, which runs through December 2023. I trust that you will benefit from the ongoing labors of our AALHE volunteer leadership as we kick off the new academic year in August and will enjoy hearing from our volunteers, our newest Board member, Leslie Harris and our current president, Shannon Milligan, and our new president elect, Constance Tucker, in forthcoming newsletters. I hope to see you in Portland next June!

Sincerely,  
Kathleen Gorski  
AALHE President 2022-2023

## Mission

Our mission is to develop and support a community of educators and inform assessment practices in higher education to foster and improve student learning and institutional quality.

## Vision

(Adopted April 2020)

The vision of the Association for the Assessment of Learning in Higher Education is a world where quality assessment is a catalyst for learning.

## Values

(Adopted April 2020)

The values of the Association for the Assessment of Learning in Higher Education are based upon the beliefs that our Association should actively improve the ability and opportunity of all individuals and groups to take part in all services and opportunities afforded by the Association and that our Association should promote ethical research and assessment practices that foster equity and inclusion.

The Association for the Assessment of Learning in Higher Education values:

### 1. Advocacy

...promoting the value of quality assessment to the public for the purpose of effecting positive change.

### 2. Community

...fostering an environment of belonging through scholarship, engagement, and networking to create a place where each person matters.

### 3. Critical Reflection

...welcoming diverse perspectives and honest, open dialogue to make decisions about the organization and the practices of assessment.

### 4. Integrity

...applying ethical standards and principles consistently and transparently.

### 5. Scholarship

...advancing the practice of assessment through inquiry using appropriate evidence-based methodologies.

### 6. Social Justice

...building intentional assessment systems that affirm all learners and assuring that these systems value the wisdom and ways of knowing of individuals and communities, especially those that have been historically devalued.

### 7. Stewardship

...managing human and fiscal resources responsibly for sustaining progress toward its mission now and into the future.

## Strategic Goals and Accomplishments

Strategic Goals (July 2020-December 2023)

### Committee Highlights:

#### **Goal I: Cultivate a Community of Assessment Practitioners**

The Association for the Assessment of Learning in Higher Education will support assessment practitioners and cultivate a professional community.

*President's Committee on Diversity, Equity, and Inclusion:* Discussed a framework for a user-friendly “Guide to Conducting Equity-Minded Assessment” and the curation of resources related to equity in Assessment for the webpage.

*Conference:* Ran a successful 2022 conference, including selecting theme and keynote; proposal solicitation and review; and finalizing hotel logistics. Offering a hybrid conference, we celebrated our highest attendance to date with 510 participants.

#### **Goal II: Lead and Advocate for Assessment**

The Association for the Assessment of Learning in Higher Education will lead and advocate for assessment that will have a positive impact on higher education and its stakeholders now and into the future.

*Publications-Intersection and Emerging Dialogues:* Successfully proposed an AALHE Publications website with resources and short videos, including an initial “Publications” landing page with information and resources.

*Recruitment and Retention:* Relaunched Institutional Membership Project and successfully matched 3 participants with coaches. Held virtual gatherings for members at 2-year institutions.

#### **Goal III: Provide a Quality Membership Experience**

The Association for the Assessment of Learning in Higher Education will continuously monitor and enhance the value of membership

*Professional Development:* ALE and Book Club session dates, topics, and book finalized for May, June, and July.

*DEI and Infrastructure:* Approved File Naming Conventions Policy, website revisions, and updates to the election policy.

#### **Goal IV: Increase and Diversify Revenue**

The Association for the Assessment of Learning in Higher Education will diversify revenue streams to mitigate risk and provide resources to support organizational success.

*Communications:* Started discussion on ways other non-profits have utilized their social media platforms to increase and diversify revenue and use that information how to best proceed with new leadership.

*Finance Committee:* Drafted and reviewed 2022 AALHE Budget.

## Board of Directors Accomplishments and Highlights

- Executive Committee: Managed AALHE conference financial and contract obligations in the midst of an Executive Director search for 7+ months
- Hosted AALHE's first hybrid Conference, Communities of Assessment: Reengaging and Learning Together. More than 500 attendees engaged in over 100 sessions held in person, in Providence, Rhode Island, and online – This could not have been successful without the support of our volunteer Conference Committee.
- Welcomed Keynote Speakers: Dr. Tia Brown McNair, "Strengthening Communities of Assessment by Centering Equity and Racial Justice" and Dr. Sonja Ardoin, "Assessing Nuance: Including Voices of Student Populations That Are Challenging to Quantify"
- Revised AALHE Bylaws from hosting the annual meeting at the conference to a date after the conference to ensure that all members, not just conference attendees, have the opportunity to attend
- Launched AALHE's first professional webinar series, Datamonger Mondays. The program was designed to provide access to advanced assessment practitioners with insights and expertise relevant to our profession
- Successfully managed an association management company search from August to October
- Welcomed Association Executive Group (AEG) and Executive Director, Nancy Short. Began transitioning operations in November 2022
- Supported committees in the annual goal to review missions and reimaging chargers aligned with professional development and networking
- Welcomed new committees: Member Engagement, Emerging Dialogues, Intersection, Assessment Learning Exchange, Book Club, and Member Webinar Committee
- Created the Governance, Professional Webinar, and Online Symposium Board of Director Subcommittees to support AALHE Strategic Goals

## Committee Volunteers – August 2022 to June 2023

**9 Committees** support the mission, vision, and values of the Association

1. Communications
2. Conference
3. Executive
4. Finance
5. Infrastructure
6. President’s Committee on Diversity, Equity, and Inclusion
7. Professional Development
8. Publications
9. Recruitment and Retention

**125+ Volunteers** serve on committees and lead the Association

**70+** Institutional Memberships, **440+** individual memberships, and **40+** student memberships with AALHE testify to the many ways AALHE provides a dynamic community for assessment professionals

### Executive Committee

Chair: Kathleen Gorski (President)

Committee Members

Josie Welsh, Past President

Shannon Milligan, President Elect

### Communications Committee

Chair: Leigh Robinson

Vice Chair: Karol Batey

Board Liaison: Steven Hawks

Committee Members

Sesime Adanu	Metta Alsobrook	Amanda Bylcznski	Carolyn Beamer
Jordan Denton	MJ James	Karen Pennacchio	

### Conference Committee

Chair: Shannon Milligan

Board Liaison: Moreen Carvan

Committee Members

Terry Barmann	Tracy Bartholomew	Joel Bloom	Keith Briana
Amanda Bylcznski	Ashley Charsha	Allison Chatterjee	Sarah Drummond
Kimberly Fath	Abolfazl (Foad) Ghasemi	Patricia Gregg	Pamela Humphrey
Cyndi Loudon	Tim Melvin	Sarah Parker	Tara Rose
Claudia Stanny	Holt Zaugg		

### Finance Committee

Chair: Tim Melvin

Treasurer: Josie Welsh

#### Committee Members

Andre Foisy	Steven Hawks	Leslie Harris	Oscar Hernández	Jeremy Penn
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### Infrastructure Committee

Chair: Laura Aboyan

Vice Chair: Coral Bender

Board Liaison: Frederick Burrack

#### Committee Members

Katherine Cermak	Fiorella Penalzoza	Lindsay Turner	
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### Professional Development Committee

Chair: Sue Henderson

Vice Chair: Kimberly Fath

Board Liaisons: Fiona Chrystall and Constance Tucker

#### Committee Members

Carolyn Beamer	Michelle Dawson	Chadd Engle	Patti Gregg
Leslie Harris	Yao Hill	Justin Hoshaw	Freya Sullivan-Huffman
Reem Jaafar	Susan Kahn	Julie Morrison	Alicia Murillo
Bobbijo Pinnelli	Katheen Polley-Payne	Katherine Simeon	Monica Stitt-Bergh
Mary Tkatchov	Donna Viens	Marty Warren	Karen White-Goyzueta

### Publications Committee

Emerging Dialogues Chair: Jessica Taylor

Emerging Dialogues Vice Chair: Sarah Southwick

Intersection Chair: Rebecca Gibbons

Intersection Vice Chair: Sarah Wu

Intersection Assistant Vice Chair: Calli Holaway

Board Liaisons: Gina Polychronopoulos and Moreen Carvan

#### Emerging Dialogues Committee Members

Lisa Bortman	Angela Bryan	Sarah Drummond	Suzanne Horwitz	Bri Lauka
Cynthia Louden	Mohamed Laghdaf,	Cheikh Maoulainine	Clare McNally	Jennifer Ann Morrow
Vincent Nix	Sheri Popp	Karen Rauch	Mark Snyder	Amy Svirsky
Sarah Young				

#### Intersection Committee Members

Chadia Abras	Giovanna Badia	Chris Coleman	Britney Graber
Jihee Hwang	Curtis Jefferson	Susan Kahn	George Klemic
Kristin Moreno	Jennifer Marrow	Fiorella Penalzoza	Vanessa Preast
Matthew Rune	Cynthia Sanders	Keya Simon	Karen Singer-Freeman
David Turbow			

### Recruitment and Retention Committee

Chair: Tere Naylor

Vice Chair: Christina Dryden

Board Liaisons: Kara Moloney and Karen White-Goyzueta

#### Committee Members

Lori DeShelter	Teresa Flateby	Shannon Helfinstine	Calli Holaway
Pamela MacPherson	Cecelia Martin	Jessica Turos	

### President's Committee on Diversity, Equity, and Inclusion

Chair: Tracy Bartholomew

Vice Chair: Foad Ghasemi

Board Liaison: Kathleen Gorski

Sesime Adanu	Joel Bloom	Robert Joel Farrell	Arthur Hernandez
Freya Sullivan Huffman	Jill Kern	George Michna	Rachel Najdek
Sarah Parker	Mamta Saxena	Key Simon	Sharon Stoerger
Mary Tkatchov			



## 2022-2023 Board of Directors

Kathleen Gorski Waubensee Community College AALHE President 2018-2024	Josie Welsh Delta University AALHE Past President 2017-2023	Shannon Milligan University of California San Diego President Elect 2020-2025	Nancy Short AALHE Executive Director
Frederick Burrack Kansas State University 2021-2026	Moreen Carvan Rosalind Franklin University 2019-2024	Fiona Chrystall Asheville-Buncombe Technical Community College 2021-2026	Rebecca Gibbons University of South Florida 2022-2027
Steven Hawks University of Minnesota 2019-2024	Timothy Melvin Marshall University 2020-2025	Kara Moloney University of California Davis 2021-2026	Erin Milne Massachusetts College of Liberal Arts 2020-2025
Gina Polychronopoulos George Mason University 2021-2026	Constance Tucker Oregon Health and Science University 2021-2025	Karen White-Goyzueta Southern New Hampshire University 2022-2027	Sara Wu Georgia Institute of Technology 2022-2027

## Financial Report

shared by Robert Hendel, CPA on June 13, 2023. at the annual member meeting, June 24, 2022:

We continue to be in a strong financial position as we ended 2022 with a surplus of 492,607.52 since the inception of AALHE.

Current financial status – Revenue has exceeded expenditures for 2020 and 2021.

Considerations ahead - The 2023 conference revenue is on budget on an overall basis. Expenses are anticipated to exceed budget.

Memberships for 2023 are trending above budget. Another trend noted is a shift from individual memberships to institutional memberships.

Future financial opportunities - Continue to grow and diversify revenue streams.

Exact balances of AALHE's funds were shared at the annual meeting.

### CONNECT WITH US

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