



THE CURRENT

KACRAO'S MONTHLY NEWSLETTER

FEBRUARY 2023

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THE KACRAO ADVOCATE

BY ASHLEY JOHNSON

"Storms make trees take deeper roots."-Dolly Parton

Working in higher education can often feel like a storm. Even on calm days, we are hit with the anticipation of what's to come and the constant uneasiness of, "am I forgetting something?" When the storm arrives, it is time to turn to our mentors and KACRAO grand-masters, all in hopes to one day return the favor.

Travel back to the first annual KACRAO conference. Maybe this year was your first time attending, or do you have to look back twenty or even thirty years? Either way, what was your impression of KACRAO before you attended a conference and what is it now?

When I first starting to work in admissions, I was not aware of the fellow admission teammates I would have outside of my organization. While attending my first conference, it was clear to me that the association was a tree with deep roots. The knowledge, experience, teamwork and passion for the advancement of higher education that members had, are rooted deeply with KACRAO.

Let us all journey back to our first conference and remember the purpose of working in higher ed and being a KACRAO member. Let us help one another through the storms and let our roots run deep!

Check out some of the favorite session reviews from the Annual Conference that ensure a strong KACRAO tree in the future!

Ashley Johnson
Publication Chair



KACRAO CONFERENCE SESSIONS

Newbie in Need of a Mentor

In December of 2021, after 16 years as an Assistant Dean of Students, I became a Registrar. In my last couple of years as an Assistant Dean of Students, I decided I was getting too old for middle-of-the-night calls due to student emergencies. It was time for a change. I was asked to apply for the Registrar position back in 2017, so after being asked to apply a second time in 2021, I decided to listen!

I joined an office that had a complete turnover at the beginning of the fall semester. No one in our office had any prior experience in a Registrar's office, but we had a "can-do" attitude. Thankfully, my supervisor had been a Registrar many times before but was new to our institution. We were missing a lot of historical knowledge. We were also missing connections with others in our profession.

I was excited when I learned about the 2022 KACRAO conference. I knew this would be an opportunity to connect and learn about current issues in my new profession. However, I was also very nervous. As an introvert, I knew I would need to challenge myself to step outside of my comfort zone. I was also suffering from impostor syndrome and worried I would be the only newbie.

The first session I attended was the Mentorship session and it set the tone for my conference experience. We received a warm welcome from Hugo Perez and then we introduced ourselves. I realized I was not the only newbie! I also realized there were members who have been active in KACRAO for many years.

When we split up to talk to others, I realized I had sat next to the Registrars from Friends University and Newman University, which are right up the road from my institution. It was amazing that within the first few minutes at the KACRAO conference, I was connected! Several individuals also stopped by after the session to welcome and encourage us. I have never felt so welcomed or connected at a conference before. I highly recommend the Mentorship conference for newbies and seasoned professionals. It is the heart of KACRAO's success.

Dr. Sarah Hallinan, Southwestern College

SIS Limitations: Non-Binary and Transitioning Students

Lori Gibbon (Newman University), Sheila Markowitz (Emporia State University), and Ramie Nation (Baker University) presented this topic in a panel-style session to KACRAO attendees. This was a very popular session as most of the participants and presenters stated they have not found solutions for the issues brought on by this topic.

So, what are some of the issues that were discussed?



1.GENDER IDENTITY VS. LEGAL GENDER (SEX) – A student may choose to be referred to as a gender other than the assigned gender (sex) at birth, even if that student has not gone through any surgeries to transition to the gender with which the student identifies. Likewise, the student may not have gone through legal means to change his/her legal sex (gender). However, not all institutions have an SIS with separate gender identity and gender/sex fields.

2.PRONOUNS VS. GENDER (SEX) LISTED IN SIS – A student may choose a pronoun that is not consistent with the gender (sex) listed in the SIS for the student. However, again, not all institutions have an SIS that has a field for pronouns.

3.PREFERRED NAME VS. LEGAL NAME LISTED IN SIS – A student may choose to be referred to by nickname or preferred name which may be entirely different from the student’s full legal name as listed in the SIS. However, most institutions only allow a student to choose a preferred first name. Most institutions require students to use their legal last names.

4.PREFERRED NAME VS. NAME UPLOADED TO CLEARINGHOUSE – Someone shared that, at their institution, the full legal name is uploaded to the National Student Clearinghouse. Otherwise, the Clearinghouse would be unable to match the student’s name with the SSN on file.

5.SIS LIMITATIONS – Some (but not all) SIS systems that KACRAO institutions are using have the capability to include each student’s preferred name, pronouns, and gender identity as separate fields from the legal name and legal gender (sex) for statistical/reporting purposes.

6.HOW MANY GENDERS AND/OR PRONOUNS ARE THERE? And how many gender options does an institution’s SIS allow? Just two? Multiple? What about pronouns? There could be 87 genders and 103 pronouns. Can our SIS systems handle this many options? How would we report all that to KBOR, HLC, IPEDS, the National Student Clearinghouse, etc.?

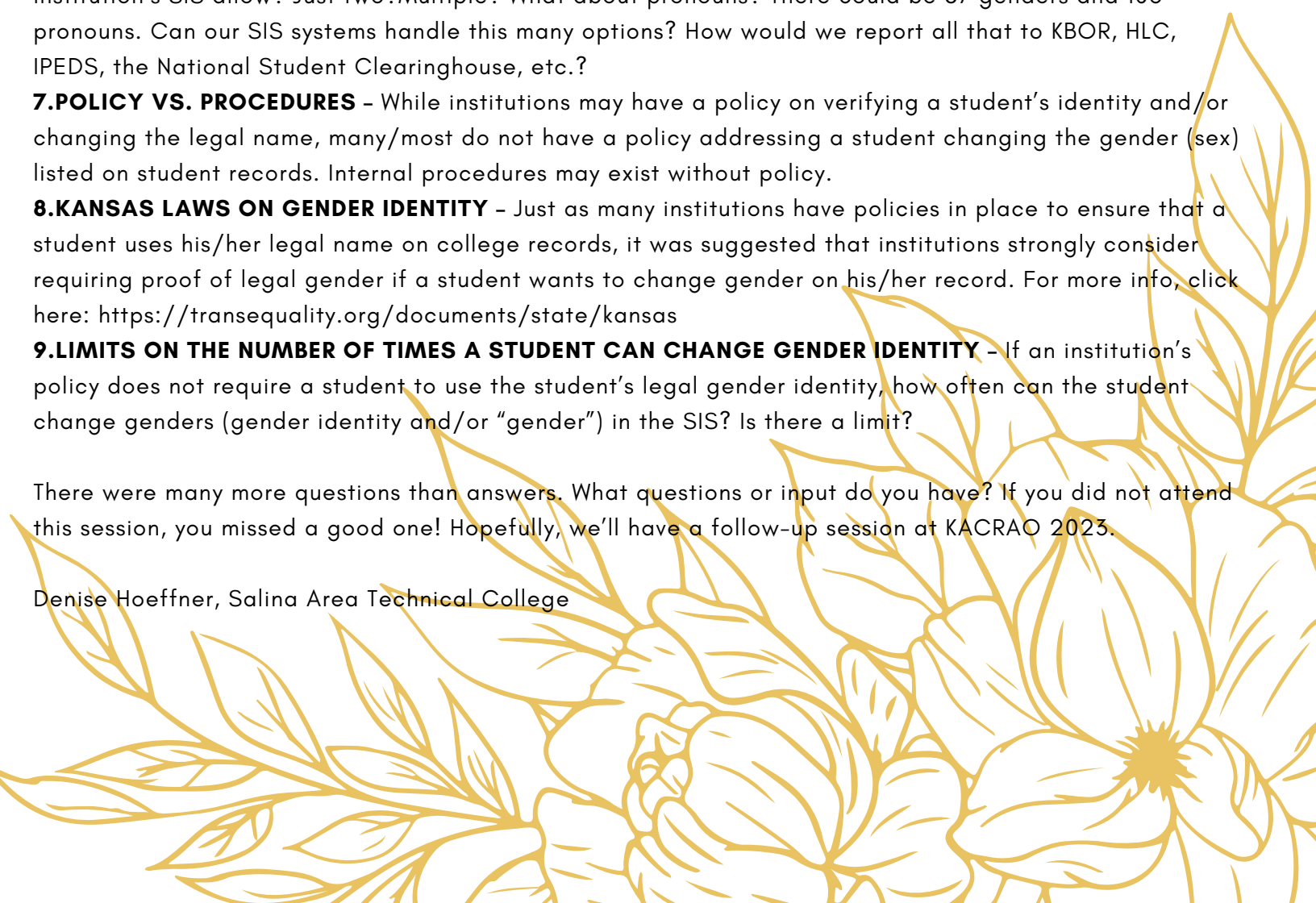
7.POLICY VS. PROCEDURES – While institutions may have a policy on verifying a student’s identity and/or changing the legal name, many/most do not have a policy addressing a student changing the gender (sex) listed on student records. Internal procedures may exist without policy.

8.KANSAS LAWS ON GENDER IDENTITY – Just as many institutions have policies in place to ensure that a student uses his/her legal name on college records, it was suggested that institutions strongly consider requiring proof of legal gender if a student wants to change gender on his/her record. For more info, click here: <https://transequality.org/documents/state/kansas>

9.LIMITS ON THE NUMBER OF TIMES A STUDENT CAN CHANGE GENDER IDENTITY – If an institution’s policy does not require a student to use the student’s legal gender identity, how often can the student change genders (gender identity and/or “gender”) in the SIS? Is there a limit?

There were many more questions than answers. What questions or input do you have? If you did not attend this session, you missed a good one! Hopefully, we’ll have a follow-up session at KACRAO 2023.

Denise Hoeffner, Salina Area Technical College



First Time KACRAO

The 2022 KACRAO conference at Johnson County Community College was a first for me. While I enjoyed the conference, I feel like there are a few tips I can offer both first-time attendees and veterans.

Business Cards: While I enjoyed meeting several in the same position as myself from other institutions around the state, I was disappointed that many of them did not have business cards with them. The lack of business cards left me scrambling to jot down basic contact information. For the cards that I was able to collect, I took a minute to note on the back the reason I asked for the card, what session it came from, or a short description of the person for future reference.

Sessions: Attend the sessions that you are interested in or that pertain to your position. You will gain so much more if you are in a session that you are interested in than if you tag along with a co-worker to a session they want to attend. The veterans in sessions are very welcoming and encouraging.

After-Hours Activities: Attend one of these. You will have opportunities at these events to make a deeper connection than at the conference itself. You will also know what everybody is talking about the next day!

Hotel Accommodations: (I feel like this is the most important tip.) I highly recommend that you stay at the conference hotel. Staying at the conference hotel will allow you the convenience of participating in the evening activities without the extra time of commuting back and forth from where you are staying. The conference hotel will also give you opportunities to connect with other conference attendees in a more relaxed setting.

Barb Becker Clark, Salina Area Technical College



Planning for College Certification

Presented by Elizabeth Britton, Pratt Community College

The Planning for College Presentation is a free opportunity to present to high school students on how to plan for college. In past years, there have been a few common themes at CPC's. Students not engaging with recruiters, only visiting one college, or seeing how many pens they can collect. Do not get me wrong, I had the chance to interact with many exceptional students.

How is KACRAO making sure students get the most out of a college fair? Being certified to present KACRAO's Planning for College is one way we can reach more students and encourage them to find the best college for them. The presentation is geared towards juniors and includes the importance of ACT/GPA, how to get the most out of a college fair, reasons to visit a college campus, admission requirements, scholarship opportunities, and awareness to all colleges in Kansas.

The Planning for College certification is a go-to for new members. To become certified you must attend the session at the next conference. For more information, you can reach out to Elizabeth Britton, Planning for College Coordinator. Thank you, Elizabeth, for presenting!

Ashley Johnson, Flint Hills Technical College

Road Warriors Workshop

Presented by Kyle Stacken, Fort Hays State University

As a brand-new Admissions Representative and first-time KACRAO Conference attendee, I greatly appreciated the wealth of knowledge and information that I was able to receive as I ventured into my first Fall Recruitment season.

The Road Warriors Workshop, led by Kyle Stacken of Fort Hays State University, was geared towards first-year Admissions Representatives and Counselors, specifically regarding life on the road. The workshop included a variety of valuable information including CPC routes, handling high school visits, and advice from “road warriors” who had experience working outside of the admissions office.

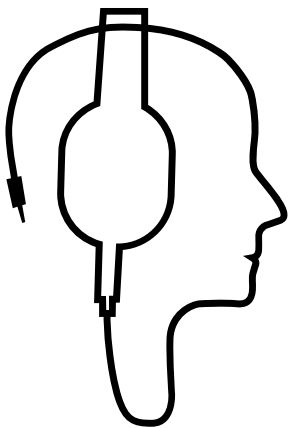
Newly introduced to the world of admissions recruitment, this was all new territory (both figuratively and geographically). There are many aspects of life on the road that I would have never thought of, such as what to keep in the car, how to pack your rep bag, even the most efficient way to fold a tablecloth.

Here are some of my favorite takeaways:

- Always keep a small emergency kit in the car along with a phone battery and charging cable.
- Screenshot the map route in case you lose service and make people in the office aware of where you’re going.
- Pack more than you need for visits; it’s better to have more publications than you think you need than to not have enough.
- Bring snacks! Sometimes it can be hard to plan meals when you’re spending an entire day on the road; always bring something to snack on.
- Allow yourself time to decompress. Life on the road can be busy; it’s important to carve out time in between visits to rest and gather yourself before the next visit.

While life as a road warrior can be overwhelming at times, overall, it is an incredibly rewarding experience. I felt much more prepared for my first season on the road after the Road Warriors Workshop, and I will continue to use these words of advice.

Brittan Schmitz, Wichita State University



January's AACRAO H.E.A.R.D podcast
When you're the first person of color in your role,
how do you promote a culture of Diversity,
Equity, and Inclusion?

<https://open.spotify.com/show/4f0mRUonrxa9zqoMB0vJyH>

APPLY KANSAS

Apply Kansas is a state-wide campaign that was started as part of a national initiative called the American College Application Campaign (ACAC). The national campaign was created to specifically engage first-generation college students and students from low-income families in pursuing a college degree or certificate. The college application process can be confusing and daunting for many, but especially for our underserved students. The ACAC events were created to assist all high school seniors, including those systemically underserved, in completing at least one college application. Meeting the students where they are, in the high school during the school day, gives educators the opportunity to more successfully impact the students who want to continue their education beyond high school.

Kansas got involved with the ACAC program for the first time in 2014. It started with ACAC contacting the Kansas Board of Regents (KBOR) early in the year as an attempt to begin the program in all 50 states. That's when KBOR reached out to their institution contacts and April Cozine, formerly of Wichita State University, got involved. After a two-day training with ACAC and some heavy support from their team, April partnered with Wichita East High School in piloting Kansas' first Apply Kansas event. It was hosted on November 20, 2014 with 75 seniors participating and 113 applications submitted.

April continued to lead the charge, getting KACRAO involved with the creation of the Apply Kansas Committee, and the event grew exponentially over the years. By the fall of 2021, 126 schools participated in the event with 7,818 participating seniors, submitting 11,506 applications. In 2015, Governor Sam Brownback signed a proclamation that declared October "Apply Kansas: College Application Month". Gov. Brownback signed this proclamation year after year. Governor Laura Kelly continued when she took office. This is a success that would not have happened without KACRAO's volunteers and the generosity of the organization to help financially support the initiative.

Today, Apply Kansas is led by Tara Lebar with KBOR. KACRAO continues to have a committee that works with KBOR on the initiative and our member schools volunteer their time to assist these seniors through the application process at their high schools.

Sources:

<https://equityinlearning.act.org/acac/>

<https://equityinlearning.act.org/acac/states/kansas/>

Megan Chambers

KACRAO Past President

Nominations & Elections Committee Chair

Awards & Accolades Committee Chair



2023-2024 KACRAO Executive Council Nominations

This year, we are accepting nominations for the following positions:

- President-Elect
- Vice President of Association Services/Membership Coordinator
- Secretary
- Admissions Advocate-At-Large
- Records/Registration Advocate-At-Large

A full description of the position duties can be found in the KACRAO Constitution. The Nomination form can be found under the Member Center of the www.kacrao.org website or <https://kacrao.memberclicks.net/2324nominations>

If you have questions about the time commitment or expectations of any position, please feel free to email Megan Chambers, Chair of the Nominations and Elections Committee at mchambers6@ksu.edu.

Please submit your nominations by March 1, 2023!

Megan Chambers
KACRAO Past President
Nominations & Elections Committee Chair
Awards & Accolades Committee Chair

Executive Council Meeting

The KACRAO Executive Board Retreat was held on November 29th, 2022 at Flint Hills Technical College. Approval of minutes, treasurer report, and new business were discussed. New business included Memberclicks training, LAC update, CPC circuit, conference recap and vendor sponsorship.

Future Executive Meetings

All meetings will begin at 10 am.

Tuesday, February 21, 2023 @ Friends University
Tuesday, April 25, 2023 @ Fort Hays State University
Tuesday, June 13, 2023 @ Washburn University/Conference Venue
Tuesday, September 19, 2023 @ Washburn University Conference Venue

What's Next?

Learning about other institutions is fun! Do you want your school to be featured in The Current? Email asjohnson@fhctc.edu to showcase a unique major, organization or leader that makes your school stand out.



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