

USAHS Alumni Association Advisory Board 2022 Self Evaluation

Components performing evaluation: Governance Committee, Alumni Engagement Committee, Advocacy Committee, and Executive Committee

- I. How has the Alumni Association Advisory Board, by its actions, demonstrated support for the mission, vision, and outcomes of USAHS during this past year?
 - a. The governance document (bylaws) was created and approved unanimously by the full membership of the Alumni Association Advisory Board.
 - b. The template for the annual board review (this self-evaluation document) was created and approved by the Executive Committee.
 - c. The geographic mentorship program was successfully implemented and continues to grow.
 - d. Development of a list of issues facing healthcare organizations allows at-a-glance review of areas of need in each of the healthcare fields addressed by USAHS alumni.
 - e. The Executive Committee established the framework for the USAHS Alumni Association and provided tools for measuring outcomes.

- II. What were the performance objectives of the Alumni Association Advisory Board for the past year?
 - a. Governance:
 - i. Draft bylaws for the Alumni Association Advisory Board to be approved by the full board membership.
 - ii. Develop an annual self-evaluation template for Advisory Board review.
 - b. Alumni Engagement:
 - i. Participate in the geographic mentorship program.
 - ii. Encourage board participation in USAHS alumni social media platforms.
 - iii. Provide board member testimonials to support the University.
 - iv. Collaborate with the Director of Career Services to assist in career services for students.
 - c. Advocacy:
 - i. Report to membership on issues of healthcare in national and regional legislation.
 - ii. Build affiliations with healthcare organizations to strengthen the voice of USAHS.
 - iii. Identify members of the alumni and campus communities with advocacy roles. Invite advocates to share the nature of their role, information related to advocacy, and calls to action with the Advisory Board.
 - iv. Create an advocacy information bank to effectively share information.
 - d. Executive:

- i. Create and establish written structure for the Alumni Association and set goals for the organization.
 - ii. Create committees to meet the goals and objectives of the organization.
 - iii. Communicate with the university leadership to ensure collaboration and build the relationship between organizations.
- III. To what extent have the performance objectives of each of the committees been met?
 - a. Governance:
 - i. Bylaws for the USAHS Alumni Association have been approved and are posted for alumni review on the USAHS website.
 - ii. The self-evaluation template was developed, approved, and is in use.
 - b. Alumni Engagement:
 - i. The geographic mentor program has been successfully implemented. Eleven of twenty board members participated as geographic mentors in 2022, some for more than one student and more than one term.
 - ii. All board member with social media accounts have joined the alumni social media channels.
 - iii. Five board members have provided video testimonials for the University to use for recruitment and marketing.
 - iv. The Director of Career Services attended the September 17, 2022 Advisory Board meeting to share her vision for USAHS Career Services.
 - c. Advocacy:
 - i. Members of the Advocacy Committee have drafted a recap document of important issues and legislation being watched by professional organizations supporting professions served by USAHS. This document will be posted on the USAHS alumni webpages when approved.
 - ii. Deborah Zimic, Senior Vice President and General Counsel for USAHS, attended the September 17, 2022 Alumni Association Advisory Board meeting to share her vision for advocacy support from the Advisory Board for the University.
 - d. Executive:
 - i. All positions on the Alumni Association Board were filled with diversity in program, campus, and grad year. The board drafted and approved bylaws for the organization.
 - ii. Three goal-focused committees were created and filled to meet the performance objectives of the organization. The Executive Committee was filled with the three vice president leads for each of the committees, and the president of the board.
 - iii. The Executive Committee met regularly with leadership of the University and once with the Governance Committee of the University Board to ensure collaboration and alignment among all organizations.
- IV. How does the Alumni Association Advisory Board represent a diverse mix of expertise, knowledge, and skills to maximize performance of the organization?

- a. All programs, campuses, and grad years of USAHS alumni are represented by the Alumni Association Advisory Board.
 - b. Board members share their unique skills via participation on one of the committees, supporting governance, engagement, or advocacy.
 - c. The professions represented by members of the advisory board include clinic owners and practitioners, home health practitioners, speech language pathologists, educators, clinical instructors/trainers, and nursing.
- V. How has the Alumni Association Advisory Board demonstrated a commitment to current students and alumni of the University?
- a. We developed a governance document for the alumni association and a review process for the board to assess its productivity over the past year, goals for the next year in relation to the needs of the University and its alumni.
 - b. The Alumni Association Advisory Board has conducted direct outreach to students and alumni through social media, the geographic mentor program, and participation in events and activities such as the virtual career fairs.
 - c. Current students and alumni are or will be employed by the professions supported by the professional organizations researched by the Advocacy committee. The issues and advocacy opportunities put forward by the committee directly impact healthcare professionals educated at USAHS.
 - d. By building a structure for engagement with both alumni and students, and by working to recruit alumni board members to continue to build a sustainable future for the Alumni Association.
- VI. How has the Alumni Association Advisory Board demonstrated a commitment to the advancement and support of the professions represented by its alumni?
- a. Through support of clinical education.
 - b. By the provision of free continuing professional education.
 - c. With the utilization of social media and testimonials.
 - d. Through the creation of a comprehensive advocacy recap document to keep members informed.
 - e. By volunteering to lead the Advisory Board and share information with colleagues.
 - f. Through advocacy, engagement, and mentorship.
- VII. How has the work of the Alumni Association Advisory Board assisted members with the enhancement of personal and professional growth, development, and satisfaction?
- a. Through the enjoyment of service to the University and giving back to the professions and programs represented by the University.
 - b. The ability to learn how to professionally run meetings and develop governance documents. Practice at leading committees and the enjoyment of creating something new for USAHS.
 - c. The advocacy recap document creates a snapshot of the issues and advocacy opportunities of the professional organizations supporting the healthcare professions represented by USAHS.

- VIII. How does the Alumni Association Advisory Board plan to assist board members with the enhancement of personal and professional growth, development, and satisfaction during the next calendar year?
- a. Continue to work in a professional, productive, collaborative, fashion to meet the needs of the Alumni Association.
 - b. Seek continued opportunities for engagement with the University, alumni, and current students.
 - c. Provide professional organization information to offer members an effective tool for quickly identifying issues and advocacy opportunities pertinent to their specific healthcare field.
 - d. Continue to support and maintain the geographic mentorship program. Be responsive to the requests of advisory board members and alumni at large. Continue to provide opportunities for collaboration and relationship building among all board members and the university.
- IX. What are the opportunities for improvement for the Alumni Association Advisory Board?
- a. Use the fall reunion event as an opportunity to improve communication between the board and all constituent groups.
 - b. Continue to use *Accolades Insider* and *Accolades* magazine to share information and opportunities for participation with alumni. Run articles from the Advisory Board committees to share the work of the board more directly with alumni and the university community.
 - c. Geographic mentorship provides opportunities to communicate with both students and alumni to share the work of the Alumni Association. Continue to encourage board participation in the program, and post program testimonials.
 - d. Post the advocacy recap on the website and share the tool more broadly with alumni and students. Be more intentional with sharing advocacy successes and opportunities with alumni.
 - e. Recruit new board members to fill voids in representation.