



**IACRAO
2023**

*One-for-All:
Promoting Diversity &
Inclusion*

**101st Annual IACRAO Conference
IACRAO One-for-All: Promoting Diversity and Inclusion**

Bloomington-Normal Marriott Hotel & Conference Center

Normal, IL

October 25-27, 2023

2023 Conference Schedule At-a-glance

Tuesday, October 24, 2023

- 5 to 8 p.m. Conference Committee Set-up
- 6 to 8 p.m. IACRAO Executive Board Meeting (Beaufort)

Wednesday, October 25, 2023

- 8 a.m. to 5 p.m. Registration and Door Prizes
- 9 a.m. to 11 a.m. ICCAROO Meeting (Redbird E)
- 9 a.m. to 11 a.m. OAROSUI Meeting (Redbird G)
- 11:30 a.m. to 12:45 p.m. First-time Attendee Luncheon (Beaufort)
- 1:00 p.m. to 2:15 p.m. Welcome and Opening Speaker (Redbird A)
- 2:30 p.m. to 3:30 p.m. Breakout Sessions Block 1
- 3:30 p.m. to 3:45 p.m. Afternoon Break
- 3:50 p.m. to 4:50 p.m. Breakout Sessions Block 2
- 5:30 p.m. to 7 p.m. Dinner (Redbird C)
- 7 p.m. to 9 p.m. Music Bingo (Redbird C)

Thursday, October 26, 2023

- 8 a.m. to 5 p.m. Registration, Door Prizes, and Exhibition Hall Open
- 8 a.m. to 9 a.m. Breakfast (Location)
- 9 a.m. to 10 a.m. Breakout Session Block 3
- 10 a.m. to 10:15 a.m. Morning Break
- 10:20 a.m. to 11:20 a.m. Breakout Session Block 4
- 11:25 a.m. to 12:25 p.m. Breakout Session Block 5
- 12:30 p.m. to 2:45 p.m. Lunch, Business Meeting, and District Meetings (Redbird D)
- 2:50 p.m. to 3:50 p.m. Breakout Sessions Block 6
- 3:50 p.m. to 4:50 p.m. Dedicated Exhibitor Time
- 4:55 p.m. to 5:30 p.m. Past-Presidents and Retiree Reception (by invitation only)
- 5:30 p.m. to 7 p.m. Dinner (Redbird D)
- 7 p.m. to 10 p.m. Dance and Costume Contest (Redbird D)

Friday, October 27, 2023

- 9 a.m. to 10 a.m. Birds of a Feather and Morning Beverages
- 10:15 a.m. to 11:15 a.m. Brunch, Closing Session, and Raffle Drawing (Redbird A)

Greetings from the IACRAO President and President-Elect



Welcome to the 101st IACRAO Annual Conference! The theme of our conference, One-for-All: Promoting Diversity and Inclusion will be seen throughout the few days we will be spending with one another. From the diversity of our presenters to the topic sessions, I am positive your cup will be filled by the end of the conference. Here's to catching up with colleagues, welcoming new members and attendees, and of course – sharing and learning from one another!



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*One-for-All:
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Opening Speaker & AACRAO BOD Rep, Roslyn Perry



Opening Speaker and AACRAO Board Rep, Roslyn Pero

Roslyn Perry currently serves as Registrar & Associate Dean of Records at Allegheny College in Meadville, PA and has a rich, diverse background in higher education administration including thirty plus years of roles in many areas related to Bursar, Accounts Payable, Accounts Receivable, Admissions & Recruiting and eventually Registrar. She brings a great breadth of experience in organizational and team development, operational assessment and process design and holds a strong commitment to student success and the student experience. Roslyn has been involved with AACRAO since 2007, serving in various capacities including attendee, presenter, PAC member, Caucus Chair, Nominations & Elections Vice-Chair, Group V Program Coordinator and now Vice President for Access and Equity. Before joining Allegheny Roslyn spent one and a half years as the Associate Registrar for Student Success at Capital University and four and a half years as Associate Registrar for Transfer and Degree Audit at The Ohio State University both in Columbus, Ohio. She holds a Master of Education from Cleveland State University in Cleveland, Ohio and a Bachelor of Arts from Kent State University in Kent, Ohio. Roslyn is a mom to 23-year-old son Ethan and a “fur-mom” to a feisty but playful rescue Chihuahua mix named Scooter Bernard.

Entertainment, Raffles, and Prizes

Wednesday Night

This will be a great night to catch up with colleagues who have become friends as well as meet new colleagues and future friends! First, we will enjoy a buffet with two entrée selections: grilled salmon filet and slow roasted beef brisket along with salad and dessert. Guests with dietary requests will receive a chef's choice substitution. After dinner, we will be playing [Music Bingo](#) provided by [Twin City Trivia](#).

Thursday Night

Join us for a Tuscany themed dinner followed by our staple costume party! If you are new to IACRAO, yes, *many people do dress up*, but it is *not* required! Menu is subject to change. Guests with dietary requests will receive a *chef's choice* substitution. After dinner, get changed into your costume and get ready to dance the night away to the musical sounds provided by *Right On Q Entertainment*. We will have a DJ and prizes for the following costume categories.

- Best Individual
- Best Duo or Group
- Most Creative
- Scariest
- Funniest

Conference Raffles for Scholarship Fundraising

50/50 Raffle Tickets can be purchased (cash only) at \$1 each or six for \$5, or an arm's length for \$20. IACRAO members will be selling tickets throughout the conference. The winning drawing will take place on Friday's closing session.

Raffle Prize Tickets can be purchased (cash only) at \$1 each or six for \$5, or an arm's length for \$20. IACRAO members will be selling tickets throughout the conference. The winning drawing will take place on Friday's closing session. There are three fabulous gifts that can be won!

Thank you for your generous support of students at our membership institutions!

Conference Daily Schedule - Wednesday

Start	End	Title/Description	Location
8 a.m.	5 p.m.	Registration	First Floor, Near Redbird G
9 a.m.	11 a.m.	ICCAROO Meeting	Redbird E
9 a.m.	11 a.m.	OAROSUI Meeting	Redbird G
11:30 a.m.	12:45 p.m.	First-Time Attendee Luncheon	Beaufort
1 p.m.	2:15 p.m.	Welcome and Opening Speaker	Redbird A
2:30 p.m.	3:30 p.m.	Breakout Sessions Block 1	
1.1	<p>Enrollment Trends in a Post-Pandemic World - With the pandemic over, it's clear that the impact to institutions represents an inflection point in higher education enrollment trends. The pool of traditional students continues to decrease in many areas and institutions are transforming to meet their enrollment goals. In this demo-intensive session, Larry Grey, founder and CEO of Mutara Inc. will show techniques for increasing nontraditional student enrollment and yield at higher ed institutions.</p> <p>Presenter: Larry Grey, Mutara Inc.</p>		Redbird E
1.2	<p>Cultivating a Positive Work Culture: Employee Retention is Easier than Recruitment! - A panel of representatives from Illinois State University's Office of Admissions and Registrar's Office will discuss ways to create and maintain an office environment that fosters belonging, open communication, and a team approach to reaching shared goals. A panel of representatives from Illinois State University's Office of Admissions and Registrar's Office will discuss ways to create and maintain an office environment that fosters belonging, open communication, and a team approach to reaching shared goals.</p> <p>Presenters: Jeff Mavros and Stacy Ramsey, Illinois State University</p>		Redbird G
3:30pm-3:45pm	Afternoon Break		Exhibit Hall
3:50 p.m.	4:50 p.m.	Breakout Session Block 2	
2.1	<p>The Aftermath of End of Race-Conscious Admission Practices - Earlier this year, the U.S. Supreme Court effectively ended race-conscious admission programs at colleges and universities across the country. The question is...what happens now! This presentation will explore some potential outcomes related to the court's decision and discuss some strategies for navigating the admissions process in a world without race-consciousness.</p>		Redbird E

	Presenter: Todd Kato, University of Illinois at Urbana-Champaign		
2.2	<p>Developing and Maintaining Program Articulation Guides - Join Rita Pearson from Eastern Illinois University and Katy Saalfeld from Northern Illinois University to learn more about developing and maintaining transfer major guides at each of their institutions. This session will take you behind the forward-facing pages resources and into the working processes. inside look at how two institutions work collaboratively with campus partners, external institutions, and state resources to create and maintain majors guides for incoming transfer students.</p> <p>Presenters: Rita Pearson, Eastern Illinois University and Katy Saalfeld, Northern Illinois University</p>		Redbird G
5:30 p.m.	7 p.m.	Dinner and Mingling	Redbird C
7 p.m.	9 p.m.	Music Bingo provided by Twin City Trivia .	Redbird C

Conference Daily Schedule - Thursday

Start	End	Title/Description	Location
8 a.m.	9 a.m.	Breakfast	Exhibit Hall
8 a.m.	5 p.m.	Registration	First Floor, Near Redbird G
8 a.m.	5 p.m.	Exhibit Hall Open	Exhibit Hall
9 a.m.	10 a.m.	Breakout Sessions Block 3	
3.1	<p>Communication: Small Colleges and Universities Secret Weapon - This session will review what small college communications look like and how we can realistically reach our students with an approach of old-school recruiting tactics mixed in with some of the new school tactics. We will review and discuss ideas that have worked great and ideas that have failed over the last decade!</p> <p>Presenter: Austin Blair, OSF Colleges of Nursing</p>		Redbird B
3.2	<p>Paradigm: The Ultimate Credentialing Hub - Boasting over three decades of mastery in diplomas, certificates, covers, and digital credentials. Experience swift turnarounds (within 24 hours), unmatched accuracy, and impeccable quality. Benefit from features like DirectShip, MyReOrder, and MyHold, complemented by unrivaled customer service. Paradigm's Comprehensive Learning Record (CLR) is scalable to fit any need. When excellence is non-negotiable, it's time for the Paradigm shift.</p> <p>Presenter: Jon Shoemaker, Paradigm, Inc</p>		Redbird E

3.3	<p>The State of Education in Illinois - The COVID-19 Pandemic changed the state of secondary and higher education fields. During this session, we will discuss how the pandemic impacted the K-12 system and where Illinois high school graduates are enrolling for their postsecondary journey. Attendees will also learn about the demographic and enrollment trends of higher education and how students are affording their postsecondary option.</p> <p>Presenters: Ana Moya and Manuel Talavera, Illinois Student Assistance Commission (ISAC)</p>	Redbird G
10 to 10:15 a.m.	Morning Break	Exhibit Hall
10:20 a.m.	11:20 a.m. Breakout Sessions Block 4	
4.1	<p>Journey Management: Rethinking Degree Progress - Imagine you are a student at your campus, and it's time to register. You need to review your progress, look at your plan (if you have one), identify the correct courses, figure out the best sections, and maybe meet with your advisor. How many tabs do you need to do this? How confident are you that you'll pick the right courses? Drawing on research from EDUCAUSE and Tyton Partners, learn how unifying these components can impact student success, and provide unprecedented data to your office.</p> <p>Presenter: Eric Wengenroth, Stellic</p>	Redbird B
4.2	<p>Overview of the Financial Aid Process - This session outlines the financial aid process and provides insight on ways to maximize access to financial aid to help pay for college. It introduces the Free Application for Federal Student Aid (FAFSA) and the Alternative Application for Illinois Financial Aid, summarizes state and federal aid programs, and identifies trusted sources of information.</p> <p>Presenter: Megan Chrum, Illinois Student Assistance Commission (ISAC)</p>	Redbird E
4.3	<p>Improving Student Data: Aligning the New Student Application with Guided Pathways - Implementing small changes on our application led to better alignment of students to their intended programs of study, a more equitable experience, and better initial guidance. Learn about these application changes, their results, and discuss similar approaches and challenges at your institutions.</p> <p>Presenters: David Behrens and Kristen Mueller, McHenry County College</p>	Redbird G
11:25 a.m.	12:25 p.m. Breakout Sessions Block 5	
5.1	<p>FAFSA Simplification: What We Know - Welcome to the new FAFSA! Hear what is changing for the 2024-25 Free Application for Federal Student Aid (FAFSA). Attendees will learn about the Student Aid Index (SAI), parental information, and the new FSA ID process. We will share resources for professionals on how they can prepare their students and families for the 2024-25 FAFSA to be launched in December 2023.</p> <p>Presenter: Sara Espinosa, Illinois Student Assistance Commission (ISAC)</p>	Redbird B

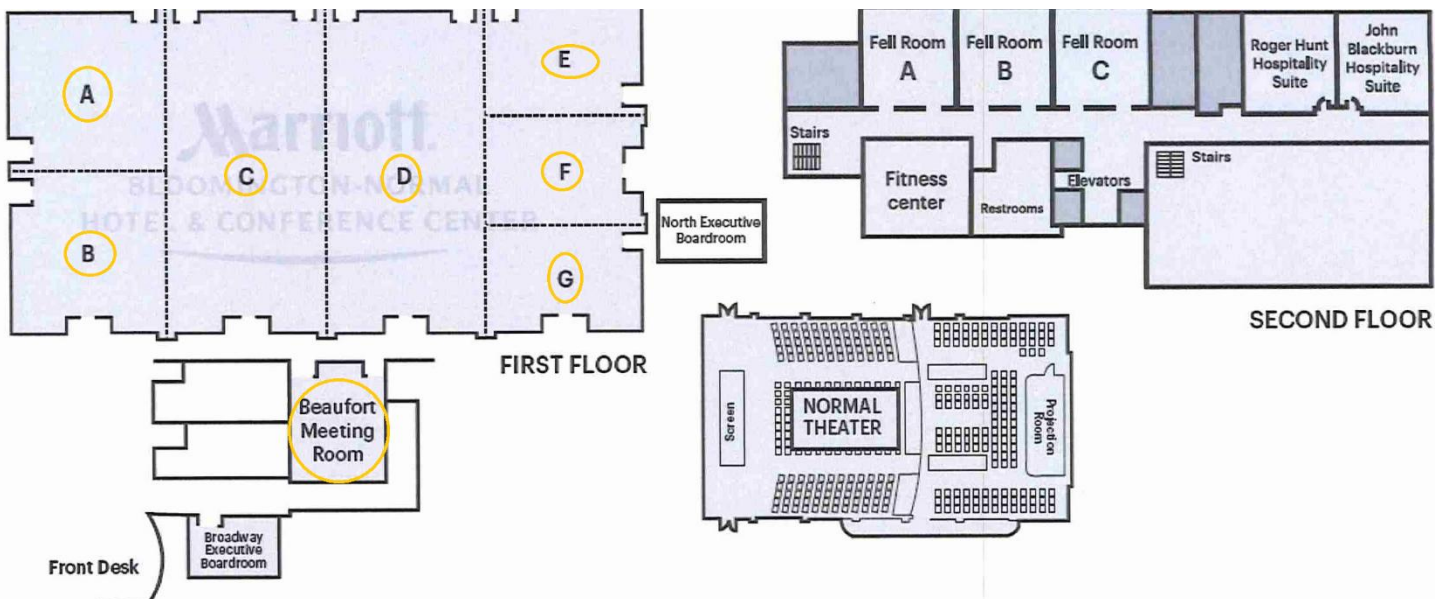
5.2	Learn How Illinois MyCreditsTransfer Can Help You! - Now more than ever, transfer is a critical component in meeting enrollment goals. Given the recent Supreme Court decision on race in admissions, many institutions are seeking new ways to ensure diversity in admissions. Did you know transfer students are a far more diverse student population in nearly every way, than traditional admits? Join Dena Lawrence and Gina Modica to discuss transfer. We're excited to talk about challenges and potential solutions to increase transfer student enrollment.		Redbird E
	Presenters: Dena Lawrence and Gina Modica, Illinois MyCredits Transfer		
5.3	Finding Unity Between Your Personal and Professional Life - Are you trying to squeeze more time out of your day to accomplish what you need to at work and at home? Balancing your professional life with your personal life can be a challenge. Come hear some strategies to help manage your crazy, busy life.		Redbird G
	Presenter: Rita Pearson, Eastern Illinois University		
12:30 p.m.	2:45 p.m.	Lunch/Business Meeting/District Meetings	Redbird D
2:50 p.m.	3:50 p.m.	Breakout Sessions Block 6	
6.1	Best Practices and Legislative Changes to Support Undocumented Students - The lack of legislative changes continues to leave undocumented students and their families live in limbo. Those directly affected, and allies are coming together to change this narrative. The Illinois Dream Fund and Undocumented Student Liaisons throughout the state are collaborating and sharing best practices with national partners to change the agenda by creating access to opportunities for those with or without DACA.		Redbird B
	Presenters: Sandy Lopez, Northern Illinois University and Tanya Cabrera, Illinois Dream Fund		
6.2	"The Four Agreements" Sparknotes for Leadership - Join us as we discuss, "The Four Agreements," a book on Toltec wisdom by Don Miguel Ruiz. Learn how we incorporate these ancient truths in our office culture and leadership style. A free version of the book is online at https://books-library.net/files/books-library.online-02171342Go0P8.pdf . Reading the book is not required to participate in this session.		Redbird E
	Presenters: Mayra Lagunas and Katy Saalfeld, Northern Illinois University		
6.3	Transcript Talk - Is your incoming transcript processing smooth as buttah? We will discuss the transcript intake process from the Admissions and Registrar's perspectives and trends that we have noticed. Topics include evaluation of transitional math courses, multiple placement measures, and how different areas on campus rely on transcript information. We'll have plenty of time for you to share best practices and talk amongst yourselves too!		Redbird G
	Presenters: Angela Snow, Carl Sandburg College and Geoffrey Glowacki, McHenry County College		
3:50 p.m.	4:50 p.m.	Dedicated Exhibitor Time	Exhibit Hall
4:55 p.m.	5:30 p.m.	Past Presidents & Retiree Reception (by invitation)	TBD

5:30 p.m.	7 p.m.	Dinner (<i>Sponsored by Paradigm</i>)	Redbird D
7 p.m.	10 p.m.	Costume Party and Dance with Right On Q Entertainment <ul style="list-style-type: none"> • The Costume Party – No Theme!! • Cash Bar Available • Costume Prize categories: <i>Best Individual, Best Duo or Group, Most Creative, Scariest, Funniest</i> 	Redbird D

Conference Daily Schedule - Friday

Start	End	Title/Description	Location
9 a.m.	10 a.m.	Breakout Sessions Block 7	
	7.1	Birds of a Feather - Registrars Moderator: Angela Snow, Carl Sandburg College	Redbird E
	7.2	Birds of a Feather - Admission Officers Moderator: Rita Pearson	Redbird G
10:15 a.m.	11:15 a.m.	Breakfast, Raffle Winners Announced, and Closing	Redbird A

Marriott Bloomington-Normal Conference Layout



Past Presidents

<p>2022 <i>Jennifer Harbaugh</i> Southern Illinois University - Edwardsville</p>
<p>2021 <i>Marc Dale Jr.</i> Waubonsee Community College</p>
<p>2020 <i>Brian Clevenger</i> University of Illinois Springfield</p>
<p>2019 <i>Christopher Huang</i> Governors State University / Wheaton College</p>
<p>2018 <i>Kristin Smigielski</i> University of Illinois Urbana- Champaign / Parkland College</p>
<p>2017 <i>Pam Walden</i> Illinois State University</p>
<p>2016 <i>Jennifer McClure</i> Elgin Community College</p>
<p>2015 <i>Katherine Norris</i> College of DuPage</p>
<p>2014 <i>Daniel Weber</i> Northeastern Illinois University</p>
<p>2013 <i>Andy Kindler</i> Bradley University</p>
<p>2012 <i>Sheree Stilwell</i> Lewis University</p>
<p>2011</p>

<p><i>Courtney Kohn Sanders</i> Robert Morris Graduate School of Management</p>
<p>2010 <i>Tracy Morris</i> Illinois Valley Community College</p>
<p>2009 <i>Jess Ray</i> Illinois State University</p>
<p>2008 <i>Adrienne Kellum-McDay</i> William Rainey Harper College</p>
<p>2007 <i>Ron Gregoire</i> Lincoln Land Community College</p>
<p>2006 <i>Alice Medenwald</i> Northeastern Illinois University</p>
<p>2005 <i>Sheri C Kallembach</i> Northern Illinois University</p>
<p>2004 <i>Dale Wolf</i> Eastern Illinois University</p>
<p>2003 <i>Russ Farhner</i> Elgin Community College</p>
<p>2002 <i>Karen Helmers</i> Western Illinois University</p>
<p>2001 <i>Gwen Kanelos</i> Roosevelt University</p>
<p>2000 <i>Judy Jobe</i> Elgin Community College</p>

<p>1999 <i>Miriam Rivera</i> Northeastern Illinois University</p>
<p>1998 <i>Mike Henry</i> Parkland Community College</p>
<p>1997 <i>Kathie Beaty</i> Western Illinois University</p>
<p>1996 <i>Gene Magac</i> Southern Illinois University, Edwardsville</p>
<p>1995 <i>Suzanne MW Anderson</i> Bradley University</p>
<p>1994 <i>Diane Long</i> Sangamon State University</p>
<p>1993 <i>Sue Browning Wells</i> Rend Lake Community College</p>
<p>1992 <i>Robert P Marshall</i> Illinois Valley Community College</p>
<p>1991 <i>Alan DeRoos</i> Western Illinois University</p>
<p>1990 <i>Carolyn Z Bartlett</i> Illinois State University</p>
<p>1989 <i>Carol Kreider</i> Carl Sandburg College</p>
<p>1988 <i>Walter H Washington</i></p>

University of Illinois
1987 <i>Eric R. Moch</i> Northeastern Illinois University
1986 <i>John Gagin</i> Oakton Community College
1985 <i>Elizabeth Kuebler</i> Elmhurst College
1984 <i>George Hostert, Jr</i> Loyola University
1983 <i>B Kirby Browning</i> Southern Illinois University, Carbondale
1982 <i>Bart Schiermeyer</i> Black Hawk College
1981 <i>Donald G Gwinn</i> Northwestern University
1980 <i>James E Martin</i> Eastern Illinois University
1979 <i>James H Williams</i> College of DuPage
1978 <i>James R. Barbour</i> Illinois Wesleyan University
1977 <i>L. (Pat) F Robinson</i> Not Available
1976 <i>Donn B Stansbury</i> William Rainey Harper College
1975 <i>Gary Carter</i>

Quincy University
1974 <i>Barbara E Schefelbein</i> Illinois Central Comm College
1973 <i>Robert A McGrath</i> Southern Illinois University, Carbondale
1972 <i>George Hearne</i> Eureka College
1971 <i>Robert A Bruker</i> Southern Illinois University, Edwardsville
1970 <i>E. Eugene Oliver</i> University of Illinois Urbana- Champaign
1969 <i>Wes Stevens</i> Western Illinois University
1968 <i>Charles Gordon</i> Blackburn College
1967 <i>Jim Jeanguenaut</i> Chicago Area Comm. College
1966 <i>Ruth Christensen Sproat</i> Lake Forest College
1965 <i>Kirker Smith</i> University of Illinois, Chicago
1964 <i>Ruth Jass</i> Bradley University
1963 <i>Milton Geerdes</i> Chicago Medical School/Finch Univ.

1962 <i>Eugenie Walker</i> Northern Illinois University
1961 <i>Edward M Stout</i> DePaul University
1960 <i>Eunice Adcock</i> Knox College
1959 <i>Oscar E Olson</i> Olivette Nazarene
1958 <i>Gretchen M Happ</i> Principia College
1957 <i>Harold E Temmer</i> Univ of Illinois, Chicago (Navy Pier)
1956 <i>Ester Kirchoefer</i> Illinois State Normal University
1955 <i>W Lyle Willhite</i> Knox College
1954 <i>Marie J Meloy</i> Lake Forest College
1953 <i>Linford A Marquart</i> National College of Education
1952 <i>Guy L Schuytema</i> George Williams College
1951 <i>George R Moon</i> University of Illinois, School of Medicine, Chicago
1950 <i>Katherine George</i> Northwestern University

<p>1949 <i>Edith Leifheit</i> Northern Illinois State Teachers College</p>
<p>1948 <i>J A Humphreys</i> Wilson Junior College, Chicago</p>
<p>1947 <i>George R Moon</i> University of Illinois, Chicago</p>
<p>1946 <i>Donald Steward</i> Roosevelt College, Chicago</p>
<p>1945 <i>Donald A Grossman</i> University of Illinois, Urbana</p>
<p>1944 <i>Ralph Yakel</i> James Millikin University</p>
<p>1943 <i>Valerie C Wickhern</i> University of Chicago</p>
<p>1942 <i>Asa Carter</i> Bradley Polytechnic Institute</p>
<p>1941 <i>E C Seyler</i> University of Illinois, Urbana</p>
<p>1940 <i>Agness J Kaufman</i> Lewis Institute, Chicago</p>
<p>1939 <i>Thomas Finkbeiner</i> North Central College, Naperville</p>
<p>1938 <i>C A Serenius</i> Augustana College</p>
<p>1937 <i>Samuel Wallgren</i> North Park College</p>

<p>1936 <i>B Jewett Steggert</i> Loyola University</p>
<p>1935 <i>Lorena M Church</i> Rockford College</p>
<p>1934 <i>Ernest C Miller</i> University of Chicago</p>
<p><i>John C McHugh</i> De Paul University</p>
<p>1932 <i>Enoch C Dyrness</i> Wheaton College</p>
<p>1931 <i>Not Available</i> No Election Held</p>
<p>1930 <i>Clarence E Deakins</i> James Millikin University</p>
<p>1929 <i>Cliff Guild</i> Illinois Wesleyan University</p>
<p>1928 <i>James C Dolley</i> McKendree College</p>
<p>1927 <i>Anna Jewett Le Fevre</i> Bradley Polytechnic Institute</p>
<p>1926 <i>Not Available</i> No Election Held</p>
<p>1925 <i>Not Available</i> Not Available</p>
<p>1924 <i>Not Available</i> Not Available</p>
<p>1923 <i>George P Tuttle</i> University of Illinois</p>

<p>1922 <i>Not Available</i> Not Available</p>

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