



Our Vision¹: *To Inspire, Influence and Advance the Park and Recreation Profession*

Our Mission: *An Academy of distinguished park and recreation administrators and scholars committed to research, professional development and the use of best practices*

Strategic Outcomes 2022

AAPRA Board of Directors Outcomes

1. Widely disseminate the JEDI Report and noted approval actions of the Board of Directors to continue the JEDI conversation with every Academy Committee and Task Force. We will look at how we **Reveal Relevant Opportunities, Elevate Equity, Activate Diversity, and Lead Inclusively**. This will be a charge to each Academy Committee and Task Chair for the new year.
2. Expand 2021 Initiatives – Offer new engagement opportunities, a minimum of one more **Conversations that Matter** discussion series, and offer our members the option to virtually participate in discussion groups on scholarly and administrative topics.
3. Heighten the awareness of the Academy as a resource to the Parks and Recreation field - looking to initiate partnerships that will expand our service reach and impact and provide administrative professionals with relevant research on best practices.
4. Continue work with the AIPE/Academy Foundation to forge a long-term agreement of cooperation and mutual support in the implementation of Foundation and Academy mutual goals to advancing professional education and scholarly research.
5. Increase our Social Media presence about the Academy as an institution and the essential nature of Parks and Recreation Services to the health of our nation.

AAPRA Committees/Task Forces Outcomes

The following Outcomes for 2022 focus on the Academy's vision and mission and provides expectations for each committee/task force in the coming year. Please share with your respective committee / task force members as you work to achieve these desired outcomes. If you have questions, reach out to your Academy Board Liaison or current officers of the Board and we will find the answers with you. Thank you for being a Chair this year, and for being part of the success of the Academy.

Committees

Best Paper Award Committee

Chair: Denise Anderson
Vice Chair: Deb Jordan
Liaison: Janet Bartrik

¹ The Vision and Mission were approved by the Academy Board of Directors in October 2019

Selects the Best Paper Award each year, either for a doctoral dissertation (even numbered year) or a master's thesis/undergraduate paper (uneven numbered year). Promotes opportunity for award via Academy publications, Educator listserv(s), JPRA editors, and The Academy for Leisure Sciences (TALS). Award is presented at General Membership Meeting or virtually with author invited to briefly describe their research findings.

Outcomes 2022:

1. Develop & distribute a request for papers from dissertation candidates
2. Provide Academy staff application questions for posting on Submittable to allow for online submittal
3. Provide enough notice for candidates to submit an entry (master thesis)
4. Encourage the selected paper author to present a summary in a Poster session format at the Academy Annual Membership Meeting in understandable, results oriented format (not to exceed 10 minutes)
5. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Bylaws Committee

Chair: Ray Ochromowicz

Vice Chair: Lisa Paradis

Liaison: Bill Foelsch

Responds to board request(s) for proposed additions or amendments to the bylaws. Prepares Board approved bylaws changes to the membership for *final acceptance*.

Outcomes 2022:

1. Submit new and/or amended language to the Board of Directors for their approval; prepares material to distribute to the membership for final acceptance.
2. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Commission for Accreditation of Park and Recreation Agencies (CAPRA) Appointees (NRPA partnership)

Chair: Jayne Miller (term ends 10/23)

Liaison: N/A

Five member appointees represent the Academy on the CAPRA Commission. The terms are three years, and members may not serve more than two consecutive, three-year terms. Appointments are made by the President in consultation with the Executive Director.

Outcomes 2022:

1. Academy 3rd year representative to submit report to the Board on CAPRA decisions to include the agencies that are accredited and reaccredited each year, and a total of agencies accredited.
2. Submit a written report for the annual membership meeting

Extern Committee

Chair: Michael Kalvort

Vice Chair: Rick Herold

Liaison: Robert Armistead

Promotes the opportunity and selects four young professionals as externs to the annual NRPA Congress. Two of the positions, the Ernest T. Atwell Externships, are intended for diversity candidates.

Outcomes 2022:

1. Notifies the membership of the Extern program
2. Provides an online application to Academy staff for posting on Submittable platform
3. Selects & notifies Externs communicating information regarding monetary reimbursement
4. Recruits Academy members to serve as mentors to the externs
5. Engages former externs as buddies

6. Secures a sponsor (not a current Academy sponsor) and plans a reception to be held during the NRPA Conference for all current and past externs and Academy members
7. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Gold Medal Committee

Chair: John Prue (1st year)

Vice Chair: Karen Hesser

Liaison: Michael Klitzing

Gold Medals honor communities that demonstrate excellence in long-range planning, resource management, volunteerism, environmental stewardship, program development, professional development and agency recognition. The program honors public park and recreation agencies, state parks (every other year), and military installations. The National Gold Medal Awards program is owned by the Academy, administered in cooperation with NRPA and sponsored by Musco Lighting.

The Gold Medal Grand Plaque Awards are presented at the NRPA Annual Congress opening general session or virtually if in-person NRPA conference is not held. Provides oversight to the National Gold Medal Award program and recommends to the Academy Board program improvements. Coordinates educational session at NRPA, website content, and articles promoting the program.

Outcomes 2022:

1. Ensure Gold Medal website has appropriate and accurate content
2. Assist Academy staff with marketing the 2022 Gold Medal Program to agencies and military installations via personal contacts & reaching out to state park & recreation associations, using NRPA social media platforms, and Connect communities to encourage applications
3. Assist with implementation of the 2022 Gold Medal Award Reception in Phoenix
4. Send letters to finalists' federal representatives and governors
5. Plan and conduct a Gold Medal focused educational training(s) via Zoom
6. Assist Executive Director & Board of Directors with the development of a vision for the National Gold Medal Award Program
7. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Hall of Fame Committee (in partnership with NRPA)

Chair: Dale Larsen

Liaison: N/A

Selects individuals who have made outstanding and lasting contributions to the advancement of recreation and parks (nominee must be deceased for at least five years prior to nomination). It is a memorial to those leaders who have enriched our philosophy and enhanced our environment. Induction takes place during the NRPA Conference at the Academy's Annual Banquet. The Hall of Fame is housed at NRPA Headquarters. The Academy appoints four representatives who assist this joint committee; terms are five years.

Outcomes 2022:

1. Outreach to the Academy membership for possible candidates for the Hall of Fame (NOTE: candidate must be deceased for five (5) years before they are eligible for nomination and candidate need NOT be an Academy member)
2. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Justice, Equity, Diversity and Inclusion (JEDI)

Co-Chair: Tracey Crawford
Co-Chair Roslyn Johnson
Vice Chair: Seve Ghose
Liaison: Michael McCarty

2020 challenged Academy members with the pandemic and highlighted the inequities in communities of color, racial injustice, and systemic racism. It is a call to each and every Academy member to become an advocate of positive change on the issues of racism, inclusion and equity.

Outcomes 2022:

1. Disseminate via website, AAPRA's policy statement, commitment statement, and definitions
2. Assist with identification of demographic information to be collected from Academy members (on a voluntary basis)
3. Assist with identification of demographic information to be collected via the membership nomination form
4. Further develop the ideas developed by the 2021 External Work Group and the JEDI Leadership Award and present to the Board of Directors for consideration
5. Assist with identifying JEDI resources to be posted on the Academy website

Legends in Parks & Recreation Committee

Chair: Dan West
Vice Chair: Leon Younger
Liaison: Bill Foelsch

Identifies, through the membership and other promotions, distinguished administrators; educators; local, state, or federal elected officials; or citizens who have made outstanding contributions to the field. Selected Legends are interviewed typically by their nominator. A Legends nominee does not have to be an Academy member. Coordinates taping of interviews locally or at NRPA conference. This is the only committee keeping an oral history of leaders in the field of park and recreation administration.

Outcomes 2022:

1. Assist with promotion of Legends program to state affiliates, NRPA members, National Association of State Park Directors, City Parks Alliance, and other park and recreation organizations
2. Solicit nominations for Legends interviews within and outside the Academy membership
3. Select at least 5 individuals to be interviewed as a Legend
4. Secure interview locations that meet the needs of the Legend (at NRPA conference in Phoenix or locally)
5. Craft interview questions that seek to identify "best practices" the Legend felt most benefited them in their career
6. Secure sponsor to complete the Legend topic videos with University of Utah
7. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Membership Committee (established by Bylaws)

Chair: Dale Larsen
Vice Chair: Rick Atkins
Liaison: Carrie Fullerton

Evaluates membership applications and makes recommendations of selection to the Board. Recommends changes to the membership nomination process including the form, criteria, and evaluation process. The committee consists of, in addition to the President, six appointed members, each having been a member of the Academy for not less than three years. Members serve for one three-year term.

Outcomes 2022:

1. Review and implement application recommendations prepared by 2021 committees (including JEDI recommendations)
2. Notify membership of the "call for member nominations"
3. Review and score submitted nominations; forward to the Board of Directors individuals recommended and not recommended for membership

Mentoring Committee

Chair: Cynthia Sullivan

Vice Chair: Jill Geller

Liaison: Stacey Laird Dicke

Operates in conjunction with NRPA's Young Professional Network (YPN) and Leadership Development Network (LDN) to promote mentoring opportunity with Academy members. Mentoring relationship is *at least* six (6) months. Secures Academy members to serve as mentors. Evaluates program annually.

Outcomes 2022:

1. Solicit mentors from Academy membership
2. Assign Externs who were not selected an Academy member for mentoring
3. Plan and execute minimum of one (1) Zoom event to facilitate networking between mentees and professionals; promote to NRPA / AAPRA members
4. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Nominating Committee (established by Bylaws)

Chair: Michael McCarty

Liaison: Bill Foelsch

Solicits candidates for the next year's officer and director election. Notifies the membership of the opportunity for self-nomination. Recommends slate to the Board of Directors. Chaired by the immediate Past President and includes five members, with the majority being past presidents and the President- Elect.

Outcomes 2022:

1. Prepare a "call" for candidates to notify membership of the opportunity to run for office
2. Per bylaws secure two (2) candidates for each position (excluding Treasurer which is a two-year term); submit names to the Board for approval
3. Conduct ballot election; notify Board of election results for approval
4. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Pugsley Awards Committee (established by Bylaws)

Chair: John Potts

Liaison: Steve Wolter

Oversees the Pugsley Award program including submitting awardees to the Board of Directors for concurrence. Composed of five voting members, all of whom must have received a Pugsley Award, and at least three must be members of the Academy. Terms are three years, and a member may serve not more than three consecutive complete terms. In conference with the Committee Chair, the President may appoint up to two additional Pugsley recipients as honorary non-voting members, who serve in an advisory capacity. Honorary members may, but need not be, Academy Members.

Outcomes 2022:

1. Solicit nominations from the membership with assistance from the Academy Board
2. Review nominations and submit selected candidates to the Board of Directors
3. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Research for the Profession Committee

Chair: Bob Barcelona

Vice Chair: Lyn Jamieson

Liaison: Janet Bartnik

Finalize efforts to create Research Assistance Community (draft name) as a mechanism for fostering greater connectivity between research and evidence-based practice (e.g., programming, planning, administration), as well

as among those who engage in such activities. This initiative to provide an opportunity for agency, organization, and university personnel (active or retired faculty, staff, students) to partner on research into practice projects that immediately address agency problems and issues.

Outcomes 2022:

1. Update Academy website content focusing on the Research Assistance Community
2. Build coordination between NRS presentations and the NRPA magazine *Research Briefs* in order to make relevant research more accessible to practitioners
3. Link last year's study results to the AAPRA website
4. Recruit and support pilot projects with AAPRA members
5. Partner with TALS, NRPA Education Network and the Academy as appropriate
6. Support content identification for JPRA
7. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Urban Directors Committee (established by Bylaws)

Chair: Mark McHenry

Vice Chair: RJ Cardin

Liaison: Roslyn Johnson

Solicits directors or chief executive officers from park and recreation entities serving populations of 500,000 or more for Academy membership and submits recommendation of selection to the Board.

Outcomes 2022:

1. Assist the bylaws committee in considering and drafting changes to the bylaws regarding this membership category
2. Identify at least three (3) candidates for membership
3. Submit recommendations to the Board for approval
4. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Committee may implement to support those recommendations.

Task Forces

Created by the Board of Directors

Advocacy Task Force

Chair: Lewis Ledford

Vice Chair: Boe Carlson

Liaison: Susan Trautman

Reviews legislative issues and recommends to the Board of Directors the Academy's position; develops white papers as appropriate; works with NRPA and other organizations to ensure synchronicity.

Outcomes 2022:

1. Maintain contact with NRPA public policy staff on current issues and recommend to the board for action.
2. Provide a written report at the annual meeting on recommendations and actions taken.

AIPE/Academy Foundation Relationship

Liaison: Janet Bartnik

Develop a joint understanding of the relationship between the Foundation and the Academy relative to the Foundation's role, responsibilities, and expectations; identify Academy programs and projects the Foundation to consider supporting; and discuss the value of the Foundation to the Academy.

Outcome 2022:

1. Develop recommendation(s) for approval by the AIPE/Academy Foundation Board and the Academy Board.

Branding and Communications Task Force

Chair: Stacey Laird Dicke
Vice Chair: Mary Beth O'Dell
Liaison: Carrie Fullerton

Develops a plan to communicate the resources and value the Academy brings to the profession and to communicate all the Academy's processes and activities. For years we have advocated and developed research and actions that agencies can take to make the argument that parks and recreation is essential to the health, wellness and economic and environmental vitality of our communities. The Academy has some of the greatest thinkers and research minds in the business as its members.

Outcomes 2022:

1. Advance the message that we are essential. We have seen how valuable our parks and recreation services have been throughout the pandemic. We need our constituents, the public, and especially the decision makers to remember this as funding availability is depleted and hard choices will be made on funding parks and recreation agencies. This initiative is about what will we, the Academy, can do that others aren't?
2. Enact methods to achieve 80% member participation in the Academy Committees, Task Forces or programs or writings.
3. Develop recommendation(s) on what the Academy can do that others aren't doing to position parks and recreation as essential. We will work closely with NRPA and seek opportunities to develop new partnerships along the way.
4. Instruct Members on ways to acknowledge their involvement with the Academy, whether in their bio, presentation or in some other way.
5. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Task Force may implement to support those recommendations.

Career Development Task Force

Chair: Darrell Crittendon
Vice Chair: Kelly Bricker
Liaison: Mary Beth O'Dell

Develops resources to illustrate career development opportunities for park and recreation professionals to advance in their career.

Outcomes 2022:

1. Work in cooperation with the Membership Committee to develop recommendation(s) that engage and mentor candidates for membership who did not meet the criteria for membership.
2. Review the Board (Sept. 2021) approved recommendations of the Justice, Equity, Diversity and Inclusion Task Force Report and consider actions which the Task Force may implement to support those recommendations.

Social Media Work Group

Chair: Lakita Frazier-Watson
Vice Chair: Elizabeth Kessler
Liaison: Mary Beth O'Dell

Develop content to Academy's Facebook and LinkedIn platforms where members can connect within the Academy, stay in touch, share their knowledge, and connect with other professionals.

Outcomes 2022:

1. Create clear direction around what should be posted to each channel that provides value to the members and the profession.
2. Develop annual calendar, assign monitors, and posters to the channels to integrate efforts into the new Academy website