



APCDA Officer Meeting

November 15/16, 2021

Present: Satomi Chudasama (President), Constance Pritchard (Treasurer), Sing Chee Wong (Past President), Marilyn Maze (Financial Admin)

President's Message (Satomi)

- There are a lot of different moving parts
- There are many issues which are difficult to navigate, such as whether the conference will be all Virtual or Hybrid
- Excited about new staff
- We need to do more strategic planning

Treasurer's Report (Connie): See attached Financial Reports

- We have only one month in the year but remember that the balance sheet is strong.

Discussion topic – Executive Director

- After discussion the recent interviews of the two top candidates, we selected Ha Nguyen, a Sponsors Relations Manager for ChildFund in Hanoi
- Marilyn will notify the other candidates of our decision

Discussion topic – Future Goals

- Reminder of current Vision and Mission statements:
 - **Vision.** the Association is a forum for sharing career development ideas and practices in the Asia Pacific region and engaging the world about these insights.
 - **Mission.** The Mission of APCDA is:
 1. To promote collaboration among career practitioners throughout the Asia Pacific region
 2. To inspire existing and potential career practitioners to deliver exemplary, effective services
 3. To promote research in the field of career development
 4. To advocate for exemplary workforce policies and practices that foster inclusion and access to decent work for all
- Brainstorming Goals
 - We should also ask the committee council and the country/area council for their future goals.
 - Do we have membership recruitment goals or membership retention goals? Perhaps we can think of this as a research question: to understand why people join and why some do not become active or do not renew after one year. Potential Member Meetups are really valuable for discovering what potential members are looking for.
 - Post COVID changes: how has our association and our region been changed by COVID (another research question)
 - We have a good record of engagement with other similar organizations (CERIC (Cannexus), NCDA, IAEVG, ICCDPP). Are there other associations we should engage with?

- We could focus on giving young professionals a chance to develop as professionals. Helping younger professionals grow helps them and also helps APCDA with leadership. We can groom people over time and help them see a growth path with us.
- How important is ageism in our region? Some groups have indicated it is very important and others have not seen any reason to discuss it.
- For many of our members, the variety of cultures and languages can be a challenge. English is a barrier for some. Keeping “Face” is important in some cultures. Members may be embarrassed if they cannot keep up in English.
- APCDA has broader interests due to our multicultural membership.
- Is there a special theme in our region?
- How does the format of our programs encourage or discourage participation? Perhaps we need multiple ways to engage people (more options). Some people need a peer-to-peer conversation space.
- Perhaps we need a leadership development process/program.
- We need a strategy for streamlining our programs and having alignment between years/leaders. Presidents only serve for one year, so we need continuity of purpose over time.
- Planning too far ahead is too vague.
- Perhaps we could start planning our 10-year birthday party (Oct 26, 2022)

Staff Reports

- We have an Accountant for Tax Preparation: **Jennifer Rock, CPA MFS, Gross, Mendelsohn & Associates**, 1801 Porter Street, Suite 500, Baltimore, MD 21230., \$1200 each year.
- LOEP Application sent to PAC
 - They asked for Certification, but we are offering Accreditation
 - They want exclusive rights in Shanghai
 - We agreed that it is our goal to Accredite all excellent programs offered in any part of our region. We cannot offer exclusivity. It would violate the goals of the LOEP Accreditation program.
- Journal Editor Selection
 - Need to set the stipend: Brian suggested \$500 annually. NCD A pays \$2000 per issue (\$8000 annually). Some Journal editors in our field receive \$20,000 or more. We need to learn what is reasonable in Asia and the Pacific for this role. Perhaps our leaders could ask people they know in the Asia Pacific region who are journal editors what they receive as a stipend.
 - Need to identify viable candidates
 - Where should we look?
 - How should this be announced?
 - Timing of announcements
 - Need a search committee
- Webinars and Meetings:
 - Nov 18/19 Stress Management 9PM EST
 - Nov 21/22 Rater Training for Conference Program Selection 9PM EST
 - Nov 24 IAEVG Scientific Committee Chair Mtg 3PM EST
 - Nov 30/Dec 1 Potential Member Meetup 9PM EST
 - Dec 20/21 Board Mtg 9PM EST
- New Staff, Website Editor Tuan Anh Le, has been cleaning up the APCDA website and has set up 2 conference pages for us, and is now working on uploading the Country Reports

2022 Hybrid Conference

- Theme: Embracing Lifelong Career Development
- Dates: 16-27 May, 2022
- May 16-20: Virtual (M-W-F), 72 Practical Sessions (APCDA), 72 Research Sessions (IAEVG)
- May 24-27: In-Person & Virtual
 - Lifelong Learning Institute
 - Mornings planned by APCDA
 - Afternoons planned by IAEVG
 - IAEVG Conference this week (Oct 19-21)
- COVID restrictions are currently a barrier
 - Apparently, the COVID meeting rules are new and even Singaporeans are not holding meetings under these rules. They prefer to meet online than to attend meetings in person under these rules.
 - Sing Chee and the Singapore local team discovered more details about the rules. Cost to follow the COVID rules will be incredible (more than \$50,000 added expense). Meals can only include 2 people. We have no space where people can pair up to sit and eat together. All restaurants must follow this rule: only 2 people at one table.
 - For international attendees, the 2-person meal rule could also be a problem.
 - Unless the rules change, it is looking like the entire conference will be Virtual, even for Singaporeans.

2023 Hybrid Conference

- Theme: New Look at Careers in a Rapidly Changing World
- Nazarbayev University, Nur-Sultan
 - (with invitation to visit KIMEP Univ in Almaty)
- Dates: 17-19 May, 2023
- We are currently discussing Keynote Speakers

Zhejiang Province Issue

- Zhejiang Province is just south of Shanghai, but does not include Shanghai. One person there has asked to be the commissioned agent for APCDA in Zhejiang Province, which would mean that they have the sole right to organize members of a local chapter.
- We have such agreements in some countries with very large organizations. The Officers requested the Brian Schwartz ask the people on our contact list who live in Zhejiang Province if the person requesting this special status is well known, good at organizing, and has a positive reputation that is consistent with APCDA's values. If so, Brian is authorized to give this person the status of a Commissioned Agent.

We adjourned at 10:40 pm EST.

José

Dr. José Domene

Secretary, Asia Pacific Career Development Association

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