

SEPTEMBER,
OCTOBER,
NOVEMBER 2019

**SPECIAL POINTS
OF INTEREST:**

- Betty's Words of Wisdom
- Going Back to Cali!
- Bylaw and Code updates
- CrossFit in Tasmania
- Internationalization from Betty and Tara
- Leadership Updates from Jessie
- Awards Highlights
- "I belong to NAKHE and here is why"

Donna Woolard,
Webmaster

Timothy Baghurst,
Facebook Guru

Contact:

Clay Bolton,

Marketing Chair &

Magazine Editor

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President's Message

For the past twenty-two months of my presidency, I made it a point to reiterate the strategic goals I made for NAKHE. This message is a reminder of what we accomplished and where we are going from this point forward. First, I strategically hand-picked my team so that my goals would be realized: administrative appointments (Webmaster/Membership Coordinator, Leadership Institute Director, Sponsorship Coordinator), committee appointments (Chairs of Future Directions, Social Justice and Cultural Diversity Task Force, Foundations, Awards, Nominations), board appointments (Parliamentarian, Special Committees for Internationalization efforts), and selected lecturers were named with NAKHE goals in mind. This team did not disappoint.

I will highlight all of the important work that we accomplished these two years in my plenary address in Palm Springs come January, but for now, I would like to highlight two goals and some important discussions we will be having at the business meeting at the annual conference on Saturday, January 11, 2020.

Goal: to institutionalize diversity and inclusion to such an extent that it becomes the fabric of who we are as members and as an Association.

I intentionally made key appointments with diversity in mind. For example, the Foundations Committee and the Future Directions Committee Chairs are African American – female and male respectively. These are important and key committees for moving NAKHE forward.

Three of my six named lecturers are African American.

I have intentionally pulled younger members into leadership roles.

I have charged the Marketing Committee with recruiting members from Historically Black and Hispanic Serving Institutions.

I will not put forward conference sites in states that have discriminatory laws in place, per California's ban.

I adhere to the inclusivity principles put forward to leaders by the Social Justice and Cultural Diversity Task Force that provides a decision-making lens to look through when making decisions.

I approved and got Board of Directors approval for a Taylor & Francis book project on Social Justice that will be a collection of prior *Quest* articles.

Action Items:

The Board of Directors approved the concept of the Praxis Lecture Award. This award is designed to honor the work by and about underrepresented individuals or groups in the allied fields of Kinesiology. The lecture will serve as an opportunity for dialogue in the Association toward equality. See an article with detailed information in this issue of the magazine. We need your input as to the logistics of offering another lecture.

The Board of Directors voted to transition the Social Justice and Cultural Diversity Task Force to a standing committee with a seat on the Board. This is your thirty-day notice for a bylaws change. We will vote on this at the business meeting in Palm Springs.

Goal: to internationalize NAKHE to such an extent that Kinesiology scholars from across the globe come and learn to lead.

Provided leadership for two international panels for the 2019 conference – one on supporting international faculty in the US and the other related to collaborations with Canada.

Invited Canadian colleagues to participate in a panel discussion on internationalization at the Palm Springs conference, 2020.

Created a Special Committee to study Internationalization efforts with our Canadian colleagues, led by Jenna Lorusso.

Traveled to Canada to attend and present at the Canadian HPE Research Forum in Montreal in an effort to grow and deepen our ties with Canada.

Hosted the Department Head Certification Training and the Leadership Development Workshop to Adelphi University so we could meet collaboratively with AIESEP and create collaborations.

The LDW had an International theme with an invited international speaker.

NAKHE sponsored a symposium at AIESEP.

NAKHE sponsored a social that hosted hundreds of AIESEP members, many of whom expressed interest in publishing in our journals and attending our meetings.

I championed and have Board support for a special issue of the International Journal for Kinesiology in Higher Education (IJKHE) edited by Brian Culp and Jenna Lorusso. They have recruited international authors to contribute on topics relevant to scholars in the field.

Beth Hersman, editor of the IJKHE, received approval from the Board to name an editorial board that consists of 6 US and 6 International members. All international associate editors are NAKHE members and come from France, United Kingdom, Canada, Belgium, and Australia.

Action Items:

The Board approved the concept of an International Program Recognition Project. This project will include international and US teams that will conduct program reviews and send external reviewers, sanctioned by NAKHE, out to programs requesting recognition and support. I have appointed a Special Committee to study the logistics of the project's scope and implementation. I am hoping that the committee will have recommendation for us at the business meeting on Saturday, January 11.

Consider the possibility of including a special conference rate for scholars from under-represented and economically depressed countries.

I look forward to discussing the action items with you on Saturday, January 11 in Palm Springs at the annual NAKHE conference! If you have any suggestions for me regarding diversity or internationalization, please do not hesitate to contact me directly at betty.block@tamuc.edu.

We will see you in California,

Betty



2020 Annual NAKHE National Conference

January 8-11, 2020



Timothy Baghurst
Conference Planner 501-613-8913
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Conference Early Registration Ends November 1st

The 2020 NAKHE Annual Conference will be held January 8-11 at the Miramonte Indian Wells Resort & Spa of Indian Wells, California.

This year's conference theme will focus on how we can succeed as entrepreneurs, as leaders of change, and how we can build the brand of our person, program, and profession. Topics include innovation within and external to kinesiology programs, how individuals can build their expertise and brand external to the academic institution, and new approaches to promoting kinesiology and those within the discipline.

All presenters must be registered by December 1st.

Register now at https://www.nakhe.org/cgi/page.cgi/2020_Conference_Registration_Form.html

Hotel Information

Miramonte Indian Wells Resort & Spa
45000 Indian Wells Lane
Indian Wells, California

NAKHE Group Reservations:

Call in reservations are accepted.

Hotel Phone: 760-341-2200

The room rate is \$199 for king or queen/queen. *One night deposit charged & Cancellations must be made 7 days in advance.

The resort fee (\$30/day) has been waived for NAKHE (although it is mentioned on confirmation page). We have made a request to customize the confirmation page if possible.

The cut off date is December 9, 2019. Any remaining rooms in the NAKHE room block will be released on Dec. 10, 2019.

Hotel Website: <https://www.miramonteresort.com/>

Announcement of Awards

NAKHE congratulates the following award recipients:

**these deserving individuals will be formally recognized at the Annual Conference in Palm Springs in January.*

- Hally Poindexter Young Scholar: **Mara Simon**
(Springfield College) - *The Emotionality of Whiteness in Physical Education Teacher Education.*



Distinguished Teaching Award: **Britt Johnson**



Distinguished Administrator Award: **Camille O'Bryant**



Distinguished Scholar Award: **Hans Van Der Mars**



Distinguished Service Award: **Richard Oates**



Leadership Institute Report

2019 Leader-Mentor Grant Recipients

Congratulations to our 2019 Leader Mentor Grant Recipients.

Kacey DiGiacinto of Elizabeth City State University will be working with Jered Russell (Auburn University) to develop a better understanding of effective and efficient school, college, and campus-wide administrative operations while also focusing on administrative processes and structures commonly found at a Research I institutions. Jennifer Bunn of Campbell University will be working alongside Colin Wilborn (University of Mary Hardin Baylor) to experience the daily schedule and duties of an administrator at the Dean level and learn about the intricacies of upper level administration. Sincere thanks to Jered and Colin for their willingness to mentor two of NAKHE's emerging leaders in Kacey and Jennifer respectively.

As a reminder, NAKHE is standardizing the application due dates for Leader Mentor, Engaged Scholar, and Hellison Interdisciplinary Research Grants. All applications for these grants must be received by March 15, 2020. A special thanks goes out to Britt Johnson (Leader Mentor), Tyler Johnson (Engaged Scholar), and Emily Wughalter (Hellison Interdisciplinary Research) for leading the selection committees for these NAKHE grants. For more information, please see the NAKHE website.

Finally, please join the NAKHE Leadership Institute for a Senior Leader Administrative Panel on 8 January 2020 at 3:00 pm at the conference in Palm Springs. Experienced NAKHE leaders will share insight on interviews, contracts, negotiations, and hiring decisions for pre-tenure faculty members interested in these topics, and conduct an open Q & A to answer any questions on administrative operations in higher education that our members may have. We hope to see you there on January 8th.

*By: Clay Bolton
Editor of NAKHE on-line magazine
& Marketing Chair*



We are nearing the end of the calendar year, the final stretch of the fall semester, with Thanksgiving only a few short weeks away. As the coats come on and the leaves begin to turn, I am reminded that all of us as educators (be it coaches, professors, administrators, staff or graduate students) are attempting to foster learning, inspire, mentor, reach, drive, prepare, challenge, and teach students at our respective Institutions. We are troubled by the politics of the day, the rage and chaos around the world whether it be in regards to regime change, human rights violations, or oppression. Constantly we feel the bombardment of social media, drama, dread, stress, depression and just outright worry. We feel overwhelmed and sometimes helpless with sickness and loss in our own lives. Most of us in some way are deeply concerned when violence and tragedy strike close to home and we see or hear of our students or university family members being injured or in some cases losing their lives. Our world is a dangerous and often confusing place right now. We sometimes begin to question our paychecks, our role in society, our importance and even our worth.

All of these feelings are understandable and certainly natural. Recently, like so many of you, we had a tragedy close to our campus at Texas A&M University-Commerce. As we are recovering as a University family, we have to band together and be mindful of those struggling and hurting on our team. Alas, as we grieve, reflect and try to find a way forward, we can take some comfort in a new day and a new beginning.

One of the joys of working in this profession is there is always a new semester, a new season, a new game, a second half, another opportunity in which to excel! Perhaps the second week of January 2020 offers us a great chance to feel refreshed and anew.

My hope is that we can use the upcoming NAKHE Conference in Palm Springs as a place for safe conversations, inspiration, and professional development. Perhaps more than that, may we see it as a fresh start to 2020 and the idea of a new year and a new day in our quest to be more and do more for our students. So invite a new professional to NAKHE, call an old colleague, make progress on a research idea and journey to Indian Wells, California to be with your NAKHE family. This organization is transitioning to new leaders, awarding deserving colleagues, and is embracing those around the World that want to join us in this quest to spread knowledge about Kinesiology, Public Health, Exercise Science, Human Performance, Pedagogy, Physical Education, and even Sport and Recreation Management. May we all move ourselves and this wonderful organization forward in 2020!

I am going to back to Cali, what about you?



Congratulations



President Elect

Dr. Britt Johnson

Missouri Western State University



Vice President Elect

Dr. Kacey DiGiacinto

Elizabeth City State University



Tasmania Rethinks Aging using CrossFit and its “liturgy”

with MICHAEL CRAW, ANNA SMEE, & ALEXANDRA MACK



What if someone said the following to you, “I want you to operate a fitness gym and make it a telling, enthusiastic, evangelical-like community of people of a small island with a rapidly aging exceedingly unhealthy population ... like Tasmania. Tasmania, Australia’s island and smallest population state (500,00), has the oldest median age (42 years) four years above the national average; youngest life expectancy (80.8 years), the highest proportion of people aged over 65 years and the lowest proportion of children and working age people of any Australian state or territory. Other statistical data provided by Australia’s Bureau of Statistics (2016) suggests that 1 in every 5 Tasmanian people is aged 65 and over; by 2040 the age-forecast is 2 in 5 (with no significant total-population growth).

The fundamental aim of this “fitness gym” is to inspire an island to understanding that age and great health in the 21st century are a milestone (not an obstacle). With that understanding as the stimulus the gym will use a unique fitness regimen that consists of constantly varied functional movements performed at high intensity in a group environment, across wide-ranging time, varied conditions and extended work life circumstances of peoples’ health and wellness, and modal domains that seek to epitomize personal transformation and accountability (regardless of age). The gym will be fashioned for all but must be mindful of the contemporary government policy about changes to retirement age and age pension (i.e., social security). By 2023 the Australian government plans to “reskill to retain” an older workforce, which really means the retirement age is shifting from 65 to 67 years: further retirement age increases are anticipated over time. The implications of the shift are many including, saliently, the physical and emotional ability to mitigate poor working ability due to retirement age shift. To improve future work ability the importance of this fitness gym will manifest through stories of people that have learned “for great fitness and health – the magic is in the movement” and bear witness to their individual change because of the effect of the gym’s and its community – cult like. Enter CrossFit!

The daily CrossFit fitness-experience will be demanding physical labor of about sixty (60) minutes, all in the knowledge the gym members will pay up to six (6) times the monthly membership of other fitness venues. Each fitness class will challenge every known & accepted training technique in the fitness industry and will seek to square libertarianism with activism because of reasons linked to the distortion of health sciences which has corrupted the sciences. You'll call your gym a "box"; it's the crucible of social, emotional, physical and intellectual training to all that enter it. You will be the owner /operator of the box, and all in the knowledge that you won't be using an in-lockstep business operation. In other words, the business of the box will not follow a typical business plan, instead adopting a Darwinian free market approach whose operational platform is a commitment to a virtual fitness company based in California called CrossFit.com and implementing and applying their kinematic and metabolic truth of functional movement (to avoiding sedentary behaviour and chronic disease). What would you think say or do?

Well, forward thinking of Tasmanian CrossFit box owner / operators have identified CrossFit as one intervention that aims address the improving of aging peoples' capacity for improved future work and thus serve as a "better-fit" for an aging extended population being forcibly engaged into an extended working-life. Utilising CrossFit's beliefs of kinematic and metabolic fitness includes things like authentic and meaningful fitness programming, flexible class scheduling, support and mentoring in health and wellness, age 18+ and up integrated classes, opportunities to compete, are offered in a space where enthusiasm is sovereign, and all in the space hold one another to account. Casper ter Kulie (How we Gather, 2017) said, "strikingly, spaces traditionally meant for exercise have become the locations of shared impactful experience. These 'boxes' are not 'places' where you go run on a treadmill with your headphones blasting Carly Rae Jepsen and make as little eye contact as possible with the people around you. They are inherently communal! Tasmanian CrossFit boxes believes their approach to the kinematic and metabolic truth of fitness for an increasingly aging workforce is a pathway to follow (given the changes).



A current empirical investigation of Tasmanian CrossFit boxes and its capacity to positively impact for the fitness levels of the aging is seeking to identify operational considerations for the longer-term benefit of a small island aging community. Taking this chance to share some of that knowledge at this early stage of the study, an aggregated snap shot of seven value-responses to 7 (of a much larger battery of questions) is presented. Respondents are CrossFit box owner / operators. Suggestions are offered for those this article seeks to serve.

1. How do you go about being fun in your CrossFit box for older CrossFit athletes?

Fun is embedded in making a CrossFit work-out enjoyable. But fun doesn't necessarily end when the work-out ends. Creating memorable moments is an ongoing constant for box owner/ operators so the customer must be presented memories of experiences linked to the CrossFit community. If it is assumed that only the best things get remembered, then the age adaptable box is a daily test lab for insight into understanding why an aging people must train.

Suggestion. Box owner/ operators and coaches must seek to understand what the hopes and aspirations of its more senior athletes are and offer connection to them.



2. Is your CrossFit box a retail business or a life journey philosophy?

A CrossFit box is not retail, it's not about the point of sale retail rewards due to the delivery of exercise. The "income" generated by a box comes from the unequivocal absolute-want for people to be better... healthier... more confident. CrossFit helps all people ... for life!

Suggestion. The great CrossFit box strives for a community built on athlete self-reflection. Such reflection manifests itself in compatibility with training effectiveness, motivation to not limit and do what you can, reaching success points and examining for further development.

3. What are the liturgical merit badges of your CrossFit box?

Building and sustaining a culture of authenticity, meaningfulness and transformation has merit for a CrossFit box's accomplishments. If the single most salient key accomplishment is engaged aging populations embedded in the exercise journey, then the journey to self-mastery lies in the virtues of the merit badge sphere. That sphere is well captured by CrossFit's founder Greg Glassman when he said, "boxes must define their terms in the knowledge that athletes know what you are talking about. To define terms, start with the contextualising of an athlete's fitness needs and integrate the needs with being social, establishing accountability protocols, and being creative purposefully for and in a caring community" (Harvard Divinity School, 2015, CrossFit as Church with Greg Glassman).

Suggestion. Aim for the athlete to leave the box happy in the knowledge of a meaningful exercise experience. Practice the CrossFit golden rule of staying fresh, physically safe, look to be better, wanting feedback, be engaged in conversation. The welcome mat is always out!

4. What are the key non-metrics of your CrossFit box when thinking about older CrossFit athletes?

The mood and confidence of all that use the box emanates from happiness, trust, discourse, being early, being neat, honest. CrossFit boxes in Tasmania work hard at creating "box citizens" through the idea of... when you sweat with people you bond with people. Such bonding is powerful reminder that what can be achieved through a commonly shared sense of belonging for a greater purpose.

Suggestion. At its lowest common denominator, the box's business membership numbers of older athletes' matter. The true success of why it matters may be found in how the day-to-day operation of a box is nuanced in such a way that it is age inclusive (not age vilifying).

5. Why is your box and investment grade entity for older people?

The CrossFit box is elegantly poised to demonstrate the rewriting of the fitness regimen books through evidence-based practice for the aging athlete's each and every workout. As a space to find out what athlete's want in their life, the offering of a life style shift, improving self-belief, monitoring for fast improvement in skills, assessing for mobility and strength, is the daily reminder that all in the Tasmanian CrossFit community are part of something unique – which is to be functionally fit.

Suggestion. Offer a powerful & intentional fitness experience. Such a fitness experience should be a cognitive encounter. An encounter that is simultaneously integrated within physical, social, emotional and intellectual domains, which can be cause for interactions and discourse of observing, listening, thinking and doing exercise as a group. Seek to offer cognitively challenging fitness classes to better equip people to make decisions, solve problems, and deal with stress and change in their lives. Workouts will have a range of emotions. Measure workouts through accountability mechanisms.

6. Is your CrossFit box a perfect venue to reduce chronic disease?

The box is an environment that argues for 'prevention outshining the cure'. The box must present a 'way of being' to its athletes and in doing so the box is a sort of sanctuary from the degradation of people's health.

Suggestion. Box owners should offer a sanctuary built on the mantra of 'prevention first'. If indeed that mantra has 'rationality', then the question asked is ... what does this rationale mean for the box's training programming and its aging athletes?

7. Is your CrossFit box a trojan horse for delivering wellness?

We talk about wellness, though not overly so. Discussions about wellness are spontaneous and we foster that discussion in a non-intrusive manner. Sometimes that discussion can be on emotional wellness, which is more common in the older CrossFit athletes. A key element that Tasmanian boxes have learned is that the older athletes will talk with their coaches about the state of their wellness (and most of these coaches are up to 30 + years younger than the athlete).

Suggestion. Encourage informal conversation about issues of wellness. Ask a prompt-question on a topic like 'muscle soreness', 'a workout's technical inquiry' or "how's your day going"? Always gets a reaction! Also, use one to one or small group chat during the warm up (it's powerful discourse). Powerful because great ideas come to light in brief moments of emphasised discourse. Great ideas are a) championed by the owner/coaches, b) the box is the resource to make the idea happen, c) everyone brings the energy. The box space hosts a neo-tribal gathering of preventative health liturgists.

CrossFit

There's an ongoing litmus test for all CrossFit boxes – ask, why and how does my CrossFit box serve the end-user better? In considering the views expressed by box owner / operators in Tasmania, their insights, presented through the prism of a rapidly aging small island community, indicate that understanding what's going 'right now, being spontaneously adaptive, overcoming self-doubt, offering ritual and repetition through relationships and community is crucial. So, what do we think say or do (?), ... rethink aging in the knowledge that age is but a milestone and not an obstacle.

For more information contact Michael.Craw@UAH.edu

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Ms Anna Smee is a Senior Teacher at Hobart College (Tasmania, Australia)

Ms Alexandra Mack is a private practice Occupational Therapist (Hobart, Tasmania).

All authors are committed CrossFit athletes.

Toward the Development of an International Program

Recognition: A NAKHE Project

By: Betty Block



& Tara Tietjen-Smith



The National Association for Kinesiology in Higher Education (NAKHE) has a mission dedicated to fostering leadership and guidance to the field of kinesiology. To that end, leadership is required in the promotion and support of innovative programming in higher education: specifically, programming that does not fit within traditional specialized professional accreditations by Specialized Professional Associations (SPAs). Public and private universities that offer accredited programs in kinesiology are often constrained by the standards imposed by accreditors, because the criteria are focused on sub-disciplinary content in the Field (e.g. exercise physiology, biomechanics, physical education, sport and recreation management). Currently, a system does not exist whereby innovative, interdisciplinary academic programs in the field of kinesiology are evaluated and recognized. Further, existing control systems are not designed to evaluate non-traditional innovative programming. Innovative and interdisciplinary programs are often abandoned before consideration, because the content or vision for the programs does not align with existing criteria.

Programs that are developed by forward-thinking faculty from the sub-disciplines, who want to work together in an interdisciplinary manner to solve social problems or meet the needs of a changing student demographic, do not fit within the framework of traditional sub-discipline programming. Therefore, the sub-disciplines remain separate. Kinesiology programming continues while not responding to the demands of the wider-society in a timely manner, and our programs produce graduates who are experts in one sub-discipline and know little about the others. The suggestion is not that accountability be removed for programs. However, it is recommended that professionals working across sub-disciplinary lines should have autonomy to create relevant and timely programming that responds to the changing environment without constraints from accreditors. Also, additional accreditation tends to be cost-prohibitive for small-to-medium sized institutions. Thus, a secondary purpose of this program is that it will be more affordable than traditional accreditations (e.g. CAAHEP, COSMA, CEPH). With these ideas in mind, NAKHE is proposing a new International Program Recognition Project (IPRP). A sub-committee, appointed by the president, has been tasked to bring this project to fruition.

The International Program Recognition Project (IPRP) is designed to recognize and acknowledge innovative, interdisciplinary, academic programs that strive to address the unique health and physical activity needs that have evolved due to the complex nature of the twenty-first century. The IPRP aims to support faculty leaders and departments who are actively developing innovative academic programs and recognize those faculty leaders and departments who have existing academic programs of excellence with an international recognition.



From the Bylaws Committee

with Lindsey W. Nanney

Below are the proposed changes with red font (addition) and strikethrough (deletion). Overview: The changes involve moving Social Justice and Cultural Diversity from Task Force to Standing Committee.

ARTICLE VI. COMMITTEES

Section 1. Standing Committees. The standing committees of the corporation shall be Awards, Bylaws, Elections, Foundations, Future Directions, Marketing, Nominations, Publications, **Social Justice and Cultural Diversity**, and Leadership Institute. The chairpersons and members of all standing committees shall be appointed by the President, acting with the approval of the Board of Directors. The members of all standing committees must be members of this corporation. The chairpersons of standing committees, as well as the members of each standing committee, should reflect balanced representation of men and women.

...

Section 3. Task Forces. The task forces of the Organization shall be **Social Justice**, ~~Cultural Diversity~~, Membership, and Technology. The chairpersons and members of all task forces shall be appointed by the President, acting with the approval of the Board of Directors. Each task force will work and report to the Vice-President on special events related to the annual conference. The members of all sub-committees must be members of this corporation. The chairpersons of sub-committees, as well as the members of each standing committee, should reflect balanced representation of men and women.

NAKHE Online Magazine is Upgrading Again in 2020

As you may have noticed we are now publishing the on-line Magazine five times per year and we want your help! Please consider writing a piece for the Opinion and Thought Section, The Journey (My Personal Story) Section, or the Best Practices Section! Perhaps you have an idea for a new section. Want to join the Online Magazine Staff, just say the word! Anne and I would love to have you. Also, we are always looking for assistance on the Marketing Committee, let Donna Woolard know if you are interested in serving as an assistant with the webpage or let Tim Baghurst know if you would like to help out with social media.

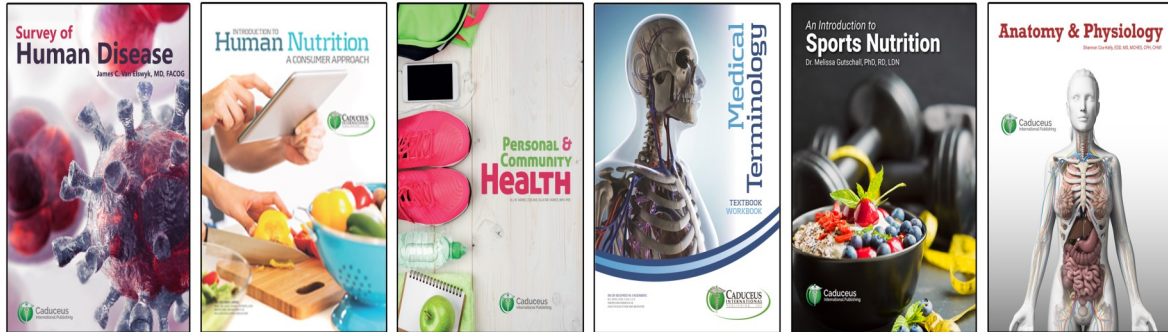
Please Note that we welcome the addition of Leora Gabay,



College of the Canyons and Los Angeles Valley College, as an official team member to the Marketing Committee, assisting with Twitter and other Social Media.



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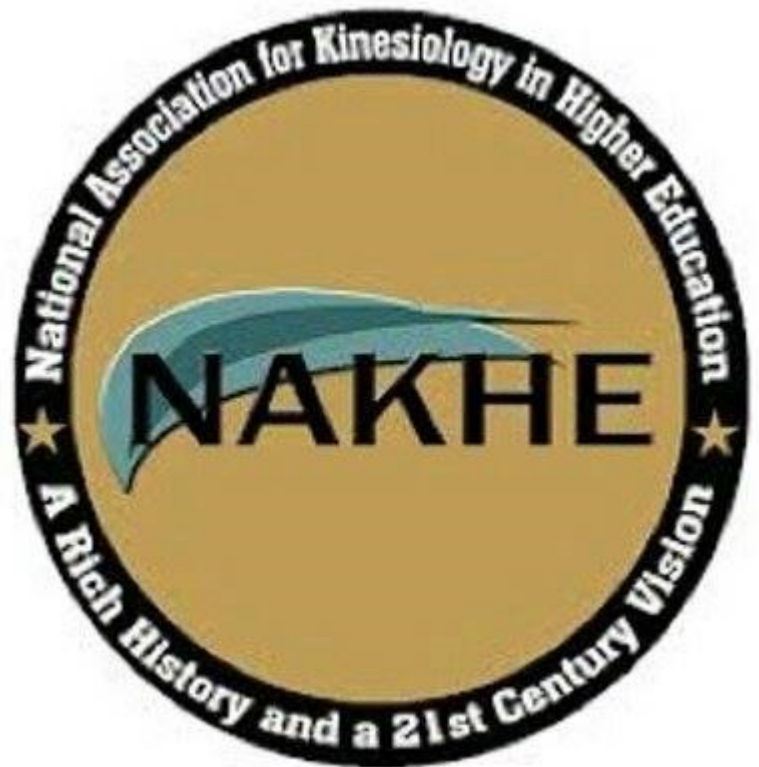
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To Learn More about the upcoming 2020 Conference in California, and especially to gain additional information about all of our programs and opportunities, like us on Facebook and be sure to go to our Website!

<https://www.facebook.com/nakhe2>



<https://www.nakhe.org/>



I belong to NAKHE & here is Why

*with Kacey DiGiacinto,
Elizabeth City State University*

1. HOW YOU HEARD ABOUT NAKHE: I was in my second year of my doctoral program at West Virginia University and my dissertation chair, Dr. Sean Bulger recommended I submit a proposal for the 2009 National Association for Kinesiology and Physical Education in Higher Education (NAKPEHE) conference in Sarasota, FL. NAKPEHE was my first national conference to attend, let alone present.

2. WHY YOU FIRST JOINED: Dr. Bulger said it would be a good organization for me. As his doctoral student he said jump and I jumped. He was right; he has always been right. He attended the conference too and he made sure to help me navigate the conference. He introduced me to a lot of people and everyone was very welcoming.

3. WHY YOU COME BACK: I continue to come back because ever since that first conference I have been able to grow professionally at a pace that is good for me. I always enjoy the content of the conference sessions. I can honestly say I rarely find myself in a session I don't like at NAKHE. When I first started at NAKPEHE I liked being able to observe the other professionals and (for the most part) choose when I felt comfortable speaking up. This will be surprising to the people who know me know, but I observed for a lot of years and didn't speak up for a long time. I was observing, learning, growing, and taking my time with my occupational socialization. Once I felt like I put in my time and earned my place I started speaking up and I felt like my professional opinion was instantly valued and considered.

In 2009 I started really building my personal professional network. Those professional colleagues who turn in to true friends. It started when I met Dr. Brian Culp in Sarasota. Thanks to Brian I now have a tight group of colleagues/true friends that I feel I can call at any time for professional and personal support. I don't know that I would have that without NAKHE. NAKHE conferences and Leadership Development Workshops have become more than just a place to learn during session; they are a place to connect with old and new friends to solve the problems facing our profession.

4. WHAT ARE YOUR EXPECTATIONS FROM MEMBERSHIP AND PARTICIPATION: I would tell a new member to start attending the Leadership Development Workshops in the summer. In the past NAKHE has really worked hard to keep the costs down for that event and it ends up being an intimate setting. There is a really big opportunity for a new member to get advice from other members at all different points along the career spectrum.

Very early in my career, my first year as an assistant professor, I was made program coordinator of our Physical Education Teacher Education program. Through NAKHE's leadership development opportunities, I was able to learn a lot of administrative skills and problem solving to help me do my job better at my university. The mentoring at NAKHE even helped me understand the decision making process that would lead me to step back from leadership opportunities that were not in my best interest. This can be a tough skill to master when many of us feel pressure to always say, "Yes" to our universities or our administrators. However, it is a necessity when being a part of a national group that is now becoming international!

6. CLOSING MESSAGE: NAKHE is a great organization to allow you to grow in to the professional you want to be. It is the place where you can build professional relationships that will last your whole career.

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