



## NSEA General Business Meeting Report

October 15, 2020 (Edited for accuracy October 27, 2020)

Virtual Conference Meeting

Prepared by Bridget Schwartz, NSEA President

**2020 Board:** The 2020 NSEA Board has seen several changes and shifted course multiple times throughout the year. Many board members faced furloughs and lay-offs at their schools, dramatic changes and increases in their daily work responsibilities, which resulted in a few resignations throughout the year. The 2020 Board members are:

- President: Bridget Schwartz
- President Elect: Whitney Neal (January 2020 – May 2020), Currently Vacant
- Vice President of Administrative Services: Kelly Wentz
- Vice President of Conference Services: Desiree Noah
- Vice President of Marketing & Membership: Candace Washington
- Vice President of Professional Development: Claudia Baer (January 2020 – May 2020), Lauren DeHaan (May 2020 – June 2020), Currently Vacant
- Vice President of Research & Advancement: Patrick Brantley (January 2020 – March 2020), Mike Burnes (March 2020 – current)
- Director of Curriculum & Professional Certification Development, Nicklas Lantz
- Director of Membership Engagement, Justin Mumford
- Board Relations Coordinator: Shirley Govindasamy

**2021 Board:** In late May, the Board of Directors released a membership vote regarding the postponement of board elections until 2021 due to the uncertainties and added responsibilities members face due to the COVID-19 pandemic. At the close of this vote on June 5th, the results were:

- 89% Yes, in favor of postponement
- 4.8% No, against postponement
- 6.2% Abstained from voting

The special election cycle to fill the President-Elect and the newly vacant Vice President for Professional Development position started in on Oct 8, 2020.

### Thank You to Our Current Committee Members, Project Leads, Trainers:

- Diversity, Equity, & Inclusion Committee: Jerome Thomas, Diana Mendez, Carnesiha Walker
- Website Project Lead: Jenny Heller
- National Student Employee of the Year Project Lead: Mary Young, Tonya Hammons, Nedra Goodrich, Tara Campbell, Kathleen Canfield, Anastasia Stabile
- Scholarships Project Lead: Kathleen Canfield
- Conference Committee: Les Miller, Renee Davitt, Cheryl Combs, Alexandra Shorkey, Theodore Ogaldez, NESEA Board
- National Trainers: Amber Weaver-Shifflett, Nedra Goodrich, Paula McLain, Desiree Noah, Kris Parker (National Training Coordinator)

- SEE Trainers: Aimee Parks, Donya Gadley, Kris Parker, Dawn Chong, Gloria Jenkins, Kate Suriyatip, Manching Tom, Stefanie Rich.
- Regional Training Coordinators: Angela Varner, J. Marshal, Mariah Schroeder, Manching Tom

**COVID-19 Response:** To support membership during the COVID-19 crisis, the NSEA board quickly created/instituted the following:

- **Community Forum**, Coronavirus Board was instituted, and 27 topics and 128 posts have been submitted (in general a significant increase in the other board topic areas has also occurred). We opened the Coronavirus Board so that prospects could see the topics and responses to provide support for Student Employment professionals that could not join at the time.
- **COVID-19 Announcements Website** created to provide updates to regulations and NSEA events.
- **Social Media**, Frequent posts on Facebook, Twitter, and LinkedIn were made regarding regulation updates like I-9 flexibility extensions and FWS payment options.
- **National Student Employment Week:** Resources created for virtual NSEW celebrations
- **NSEA Together Hours** virtual meet ups were held bi-weekly to support each other and to discuss how other schools were adapting to the challenges faced.
- **Student Employment in the Midst of COVID-19 Panel Webinar** was held free of charge.
- **2020 NSEA|NEASEA Conference:** we along with our event representative from Reliable Facility Placement negotiated with the 2020 conference hotel site to change the Baltimore conference date to 2022, alternatively NSEA would have been contractually responsible to pay the hotel \$110,072.80 to cancel our reservations. We are also offering a mini virtual conference to NSEA and NEASEA members free of charge.
- **SEE Training:** The National SEE Trainers are currently designing a virtual SEE training option that will roll out to a test group of professionals that had their SEE trainings cancelled this year. The first training will occur in December 2020 with hopes to offer the option more widely in the first months of 2021.

### SEE Training Stats:

*Numbers represent the number of registrants.*

- February 2020 SEE Training held at Southern Methodist University Dallas, TX with SASEA – 21
- March 2020 Louisiana State in conjunction with SASEA – 26 cancelled
- March 2020 Princeton, NJ with NEASEA – 12 cancelled
- March 2020 St. Joseph, MO with MASEA – 20 cancelled
- June 2020 Clearwater, FL in conjunction with SASEA annual conference – 7 cancelled
- June 2020 Louisville, KY in conjunction with MASEA annual conference – 8 cancelled
- July 2020 University of Rochester – no registrations as form was never activated – cancelled
- October 2020 NSEA/NEASEA Annual Conference – no registrations as form was never activated – cancelled

### Webinar Stats:

*Numbers represent the number of attendees.*

- NSEA Speaks Out - Free
- Diary of a Federal Work Study Improvement Program – 28 attendees
- Connecting Through Effective Outreach – 20
- Tracking and Compiling Student Employment Data – 27
- Student Employment in the Midst of COVID-19 Panel- Free
- Best Practices for DACA and Undocumented Student Employees – 19
- Building Partnerships with Off-Campus Employers – 26
- Education Outside of the Classroom: Creating a Professional Development Program for Student Employees – 22
- Making Connections: Reflective Conversations - 2

## Membership Stats:

Edited: 10/27/2020 due to issue with correctly analyzing information from Memberclicks. In October 2019 we had 536 members, and October 2020 we have 495 members, a difference of 41 individuals. The decrease is due to continuing institutional members reducing their membership to individual memberships and lack of having in person SEE Trainings and an annual conference.

## News Outlets with NSEA Quotes:

- Diverse Issues in Higher Education: [Students Struggling to Make Ends Meet Given COVID-19's Impact on Jobs](#)
- CNBC: [Over a half-million students rely on disappearing Work-Study jobs. Here are options to make up lost income](#)
- Scripps National News: [Pandemic Impacting Access to Work Study Jobs](#)
- The Heights: [With Federal Funds Depleted, BC Says it Won't Pay Students Unable to Work](#)
- The Chronicle of Higher Education: [When Covid-19 Closed Colleges, Many Students Lost Jobs They Needed. Now Campuses Scramble to Support Them.](#)
- Inside Higher Ed: [Work-Study Pay Loss](#)

**NSEA Strategic Plan:** The NSEA board has crafted and voted to approve the NSEA Vision Statement, Mission Statement, and Core Values, and Pillars. For transparency and accountable these, along with our current projects to support our strategic plan is available [online](#). Please see the last two pages of the report for a copy of the Strategic Plan and below for a current list of projects, project lead, and progress.

## 2020 Projects and Status Updates

GOAL/Project	RELATED PILLAR(S)	Description	BOARD MEMBER AREA (Include Project/Committee)	Update: Oct 2020
Redesign and finalize the NSEA Strategic Plan to include the association's Core Values and Pillars.	Community	<p>Design the Strategic Plan to reflect the values of the association, that will guide us to provide excellent resources for our membership and environment of collaboration and inclusion.</p> <p>Practice transparency and clearly communicate with NSEA members regarding the priorities and progress of the board.</p>	President, Bridget Schwartz	<ol style="list-style-type: none"> <li>1. The board approved and voted on the Strategic Plan on 2/28/2020.</li> <li>2. NSEA membership receives a notification on 3/3/2020 in the biweekly newsletter.</li> <li>3. All goals and projects are on the NSEA website, for transparency and accountability.</li> </ol>
Ensure that NSEA practices are inclusive and reflect our core value of Diversity, Equity, and Inclusion.	Community	The NSEA Diversity, Equity (DEI), and Inclusion Committee will provide guidance on NSEA practices and priorities and support educational opportunities for the NSEA community.	Diversity, Equity, and Inclusion Chair, Jerome Thomas.	<ol style="list-style-type: none"> <li>1. A member of the DEI Committee served on the NSEA Conference Steering Committee prior to canceling the in-person conference.</li> <li>2. Jerome Thomas, assumed the Chair Position of the DEI committee and is working with Marketing and Membership to grow and further develop the committee members and goals for next year.</li> </ol>
Create a community of support and belong and provide opportunities for NSEA members come together.	Community	Adapt, change, and grow with the ever-changing support needs of the NSEA membership.	Justin Mumford, Director for Membership	<ol style="list-style-type: none"> <li>1. To support NSEA members during the COVID-19 crisis, NSEA hosted bi-weekly of NSEA Together hours virtually to discuss recent updates, get ideas about how other school were adapting, and support each other during this high stress time.</li> <li>2. Released statements and social media posts in response to <a href="#">social injustice</a>, <a href="#">Juneteenth</a>, and <a href="#">Pride</a>.</li> </ol>

Identify methods to better communicate with and among the membership.	Engagement	Examine the better use of social media, Memberclicks "circles," and surveys to gather membership feedback.	VP for Marketing and Membership, Candace Washington Director for Membership Engagement, Justin Mumford	<ol style="list-style-type: none"> <li>1. An Instagram account has been created and there has been a commitment to utilize our Facebook, Twitter, and LinkedIn accounts to provide membership with important information more quickly.</li> <li>2. In collaboration with the regional associations a membership engagement has been designed and sent to see how NSEA and the regional association can best support membership.</li> <li>3. Sent 13 newsletters since January 2020 that includes Student Employment articles, professional development opportunities through NSEA and externally, and announcements.</li> </ol>
Design and coordinate a website audit.	Engagement	Create a process to frequently audit the NSEA website to ensure accuracy, transparency, accessibility, and relevance	VP for Marketing and Membership, Candace Washington	Although a complete audit of the website is still the goal, frequent updates to the site have been made to provide accurate, transparent, accessible, and relevant information.
Streamline new member orientation.	Engagement	Create a new member welcome packet that showcases how to take advantage of NSEA benefits & involvement opportunities; perform outreach to welcome new members when sharing this packet.	Director for Membership Engagement, Justin Mumford	<ol style="list-style-type: none"> <li>1. New member and renewal emails have been updated.</li> <li>2. New member orientation, In Progress.</li> </ol>
Research and design database options	Education	Complete the initial database to include active member engagement results that can be used by members to further develop campus programs or as a research tool.	VP for Research and Development, Mike Burns	<ol style="list-style-type: none"> <li>1. Will use the Memberclicks LMS system to house research and Student Employment articles. A member's board has also been created to share information quickly.</li> </ol>

Research, identify, and implement new technology to support professional development opportunities.	Education	Identify systems that can be used for events management like conference and in-person training apps to easily communicate and promote events, while allowing the attendees to easily organize their time at the event. The learning management system should include the ability to house print and recorded resources, research, host/and or be a library for webinars, and be used as a certificate and assessment tool.	VP of Conference Services, Desiree Noah VP for Professional Development, TBD	Memberclicks LMS and Events management system identified and is being configured to roll out to membership.
Explore and develop an NSEA Professional Certification Program.	Education	Research and develop the framework for a professional certification program to be available to members that which to continue their professional development after SEE training.	Director for Curriculum and Professional Development, Nicklas Lantz	A working group has been identified; an initial meeting was held in January. In progress.
Examine opportunities for NSEA leadership to present and represent NSEA at other professional organizations.	Growth	Compile a list of professional organizations, presentation proposal due dates, and submit proposals to present on the importance of student employment where applicable.	Director for Membership Engagement, Justin Mumford  President, Bridget Schwartz	1. Submitted to present on student employment at other conferences like CUPA-HR, however most were cancelled or have modified formats - have not been able to make further progress. 2. Have been recognized as a content expert for several media inquiries during COVID.
Increase awareness of NSEA & recruit prospective colleagues.	Growth	Perform outreach activities in conjunction with peer national associations and with Student Employment work at campus' not represented already within NSEA membership.	VP for Marketing and Membership, Candace Washington  Director for Membership Engagement, Justin Mumford	In progress. The DEI committee will also be looking at ways to promote NSEA to HBCU's.



# NATIONAL STUDENT EMPLOYMENT ASSOCIATION

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# STRATEGIC PLAN

## VISION

The National Student Employment Association (NSEA) is a professional association recognized as the leading authority on student employment in higher education.

## MISSION

The National Student Employment Association supports and advocates the advancement of student employment professionals through training, professional development, and research opportunities for the purpose of skill building and career development of student employees.

## CORE VALUES

- **Integrity:** Practice transparency and mindfulness, and openly collaborate with stakeholders in the pursuit of impactful influence.
- **Innovation:** Empower and support members by paving the way to genuine learning, continuous improvement, and growth through discovery.
- **Stewardship:** Exercise care, leadership, and value in the actions we take to build a strong community that is committed to the development of student employees.
- **Diversity, Equity, & Inclusion:** Act with acceptance and respect to others without bias, build a community of belonging, seek out differing views, and ensure our practices are accessible.

# PILLARS

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COMMUNITY

ENGAGEMENT

EDUCATION

GROWTH

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**Community:** Build and support a community of belonging to ensure that all NSEA practices, programs, and opportunities exhibit our core values.

**Engagement:** Practice transparency and increase engagement with and among the membership.

**Education:** Develop tools and resources to support opportunities for membership's professional as well as leadership development within the industry.

**Growth:** While practicing fiscal responsibility, increase outreach to support a diverse membership, develop relationships with other professional organizations, and strengthen NSEA's recognition as leaders in the field of Student Employment.

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