

NAIMES

National Association of Institutions for Military Education Services

educating our people in uniform

NAIMES is an organization comprised of institutional members dedicated to the delivery of quality postsecondary education programs to the military community.

Through collaborative partnerships with DoD voluntary education leadership, sister organizations and agencies, NAIMES continuously seeks to promote quality degree programs, student support services, and principles of good practice. At its core, NAIMES is committed to the academic success of students within the military community.

**NAIMES –
We're on the Web!
www.naimes.org**



From the President

Gary D. Harrah, USAF (Ret)

NAIMES President

President@NAIMES.org

As a collaborative organization, NAIMES is committed to serve military affiliated students, and the institutions that support them. On the side panel to the left, the short description of who we are includes the statement, “NAIMES continuously seeks to promote quality degree programs, student support services, and principles of good practice.” As a means to that end, this series of newsletters attempts to open communication and highlight some of those initiatives, services, and best practices.

With commencement services recently completed and graduates celebrated, most institutions are preparing for a new fall term and a new batch of wide-eyed freshmen. It is important to note that the mission of the schools that serve those students in the military and veteran communities, as well as other non-traditional students, is a continuous process. Through online and distance learning modalities, on-campus and on-site instruction, and face-to-face advisement/counseling, ensuring military affiliated student success never really takes a summer break.

In this edition of our newsletter, we highlight some of the ways that institutions can further support their students, such as ensuring that faculty and staff are educated on the unique needs and resources available to effectively serve our heroes, and their families; understanding and recognizing who our veterans truly are; and, maximizing the application of military training credits from a student, as well as an institutional perspective.

To ensure continued and open communication, we have also highlighted an opportunity for any institution to identify and present best practices that they have in the military/veteran space, through participation in the concurrent sessions at next year's Council of College and Military Educators (CCME) Professional Development Symposium. We have also included the promised update on NAIMES membership, and an update on the planned Navy College Office closures. In our next newsletter, we hope to provide a detailed update on the pending legislation of the National Defense Authorization Act (NDAA) as it relates to base access for educational institutions serving military students.

Finally, I would be remiss in not recognizing the contributions of Joyce Larson as she announces her retirement. Joyce has been a true servant and friend of the military student, and our institutions. I have worked with Joyce for almost 12 years, and count her as a true friend and a mentor. If you have the opportunity, please take the time to reach out to congratulate and thank her for her service.

Mission Statement

NAIMES is a member-driven organization which advocates for the military student and partners with the military education community for the betterment of off-duty Voluntary Education programs. As a force for academic quality and continued improvement, and as a military student advocate (to include veterans, family members and DoD Civilians), NAIMES members promote best practices, provide a perspective of a diverse higher learning community, and will take positions that reflect the collective will of the membership.

CCME 2017 Annual Conference

*Atlanta Marriott
Marquis
Atlanta, Georgia
March 6 – 9, 2017*

Conference Theme:
*“Collaboration:
Strengthen Ourselves
for Those We Serve”*



CCME 2017

Collaboration: Strengthen Ourselves For Those We Serve

*Kelly Wilmeth
NAIMES President-Elect
VicePresident@NAIMES.org*

Call for Proposals

Council of College and Military Educators is seeking submissions for the 2017 Conference to be held in Atlanta, GA, March 6-9, 2017. Anyone wishing to present or provide an informational session is invited to submit a proposal.

CCME values sessions that present current and best practices, new ways to ensure successful transition, innovative ways of using technology, college initiatives and also any sessions pertaining to updated military education services. Please see the CCME website at ccmeonline.org for the required template for all proposal submissions.

Proposal Deadline is Friday, September 2, 2016.

Proposal Requirements:

- Title of Presentation: Accurately reflect the learning focus of your session (15-word max). Create a title that makes the reader want to learn more about your session.
- List of Presenter(s)
- Presenter Bios: For each presenter, describe the relevance of her/his expertise to the presentation topic plus presenting experience (150-word maximum).
- Abstract of Presentation: Concisely describe your presentation and what attendees will learn (75-word maximum). Note: This is what CCME will publish.
- Description of the Presentation: 3-4 pages
- Specific Learning Outcomes of the Presentation: Please include two (2) to four (4) learning outcomes. The focus here is on what the learner will gain, not what you want to tell them.

Presentations are all 60 min sessions and will run on Wednesday, March 8, 2017.

PLEASE NOTE: all presenters are expected to pay the CCME conference registration fee if attending the entire conference. A one day registration will be available.

Once the closing date has passed, we will be unable to accept any new proposals. Time is required for all proposals to be evaluated by the Concurrent Session Committee. All submissions must be posted through CCME’s website. If you have any technical issues, please let us know as soon as possible.

Concurrent Session Tracks

In addition to the conference theme, we identified 4 concentrated tracks to allow attendees to work towards a Professional Development Certificate.

Track Titles:

- Newcomers to Voluntary Education
- Best Practices in Voluntary Education
- Career Pathways for Transitioning Servicemembers
- Military and Veteran Student Services

CCME Scholarships

The Council of College and Military Educators (CCME) is pleased to offer \$1000 scholarships each year to United States Service members (active duty/veterans) and spouses of Service members who are working towards the completion of higher education degrees.

All applicants must submit the CCME Scholarship Application, transcripts, and **two recommendation forms**. Complete and submit your online application and then send your essay, transcript, and two recommendation forms to scholarship@ccmeonline.org.

The online application and additional scholarship details can be found at www.ccmeonline.org/scholarships.

The application deadline is **November 1, 2016**.

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CCME 2017 Annual Conference, cont.

Proposal Evaluation Criteria

All proposals will be evaluated based on the items noted below.

- Description and quality of content
- Adherence to conference theme and category
- Universal broadness of scope
- Clear purpose and content
- Intent of the proposal to engage the audience

If you have any questions, please contact Kelly Wilmeth, Concurrent Sessions Chair, at Kelly.Wilmeth@umuc.edu or Bethany Taylor at Bethany.Taylor@umuc.edu.

Is Your Institution In the "Zone?"



Gail Bicknell
Interim Director,
Military & Veterans
Programs, Pikes Peak
Community College



Ramona McAfee
Interim Program Manager
Northern Military Programs
University of Alaska Fairbanks/
Community & Technical College

In the Green Zone that is. With all the rhetoric about being a "military or veteran friendly" institution, how many of us can say we are doing all we can to support this student demographic? Are our faculty and staff trained to understand and better serve the military/veteran student, male or female? Do our offices provide a welcoming and supportive environment for military/veteran students who need assistance? Do faculty and staff have even a rudimentary understanding of what it means to be in the military or a veteran?

Developed in 2012 by Virginia Commonwealth University (VCU), the Green Zone program¹ was designed to create a greater awareness by faculty and staff of the unique needs of its military and veteran students and of the resources available. The goal was to establish offices with supportive environments to more comprehensively serve their military/veteran students. Offices who have trained staff display a decal signifying the office is a Green Zone; thereby letting military/veteran students know they will find understanding and helpful assistance inside.

The VCU Green Zone model can be designed to be institutional specific while maintaining the basic premises. The Green Zone is but one tool of many we can use to develop institutions which are truly military friendly. Engaging faculty and staff in becoming more aware and knowledgeable about their military/veteran students will assist in the military-to-college transition and greatly enrich the servicemember's college experience.

NAIMES invites all institutions serving military/veteran students to create an informative training program, like the VCU's Green Zone program, to educate faculty and staff about our favorite students.

¹Ann Nichols-Casebolt (2012). The Green Zone: A Program to Support Military Students on Campus, About Campus, March-April 2012. Published online in Wiley Online Library.

NAIMES Members

American Military University
 Brandman University
 Campbell University
 Capella University
 Central Michigan University
 Central Texas College
 Coastline Community College
 Columbia College
 Embry-Riddle Aeronautical University-Worldwide
 Grantham University
 Park University
 Pike's Peak Community College
 Saint Leo University
 Southwestern College
 Thomas Edison State University
 Troy University
 University of Alaska System
 University of Maryland, University College
 University of Oklahoma
 University of Phoenix
 Wayland Baptist University
 Webster University

One Size Does Not Fit All

Gail Bicknell
 Interim Director
 Military & Veterans Programs
 Pikes Peak Community College

Ramona McAfee
 Interim Program Manager,
 Northern Military Programs
 University of Alaska Fairbanks/
 Community & Technical College

For the better part of our country's first 150 years, women were not an official part of the military.

Even today, there are people who do not realize that women are veterans. The question is, are your faculty and staff aware of this fact? Recent social media dialogue indicates that many women veterans feel their service is not recognized, the assumption being they are merely the spouse, or a spouse using VA benefits transferred by their active duty service member. Transitioning to both civilian and higher education cultures present enough challenges without having to defend one's status as a veteran.

According to the Center for Women Veterans, it estimated that by 2020 10% of all veterans will be women¹. As of September 30, 2015, there were 21,680,534 veterans in the U.S.; 2,035,213 of which were women². Clearly, creating a supportive environment, and a greater awareness, for women veterans is long overdue as well as an imperative for the future.

What defines a supporting environment and how does it differ for women? How can we as educators provide support that is different than what we are currently doing? According to the American Legion³, women veterans are more comfortable discussing experiences such as sexual trauma with other women veterans, and as a result have seen multiple chapters organized for and by women where they can come together and share their experiences. Sponsoring campus groups can readily meet this need. Additional issues they may be confronted with are homelessness (many veteran shelters are for men only), the need for childcare if single parenting, and women's health resources. Identifying local resources that are designed specifically for women veterans and making this information available is a good starting point. Or, consider a survey that asks what types of support they need that is not currently provided.

¹ Center for Women Veterans (va.gov/womenvet).

² Fact Sheet, Department of Veterans Affairs, Table 6: VetPop2014, at

³ American Legion <http://www.va.gov/vetdata>.

**NAIMES
Governance**

President:
Gary Harrah

National Director,
Military and Veteran
Partnerships

University of Phoenix

President-Elect:
Kelly Wilmeth

Vice President,
Stateside Military
Operations

University of Maryland
University College

**Immediate Past
President:**

Louis Martini

Associate Vice President
Military and Veteran
Education

Thomas Edison
State University

Treasurer:

Joseph H. Houghton

Associate Director &
Director of Military
Programs - Global
Campus

Troy University

Secretary:

Barbara Bockman

Campus Director,
Whidbey Island Campus
Brandman University



NAIMES Spotlight on Best Practices

Making Your Military Training Count

Dan Maloney, LTC (Ret)
Manager, U.S. West Operations
Central Michigan University

All of us retired folks have many similar stories, like the time I was told at the MEPS (Military Entrance Processing Station) to remember these two things; "If it moves salute it, if it doesn't move paint it." Simplistic yes and a little off the mark but it sums up, in theory at least, life in basic training and Advanced Individual Training (AIT). Follow the always clear guidance from drill instructors and TACs and you'll be fine.

Military training is designed, at the entry level, to bring everyone who is physically and mentally capable into the fold at a baseline level. Learn the basics of military discipline, life, procedures and basic combat skills when you graduate up to a specific job in a specific branch (medic, gunner, etc.).

Beyond those entry-level training and education opportunities over the course of a career, there are several opportunities to gain experience, credentials and college credit by completing military training.

How can you make the most out of military training in order to transfer it to college credit?

Three factors are most important:

1. Volunteer (don't be voluntold)
2. Pursue training opportunities that enhance skills required for your position
3. Document

The first factor seems obvious but I imagine there are still times when soldiers, airmen, marines and sailors might prefer to not take on a training opportunity if it involves temporary duty or TDY (unless of course it's Hawaii) or takes away from their primary duties. Remember, many of the training opportunities you take on will improve your performance in your current position as well as possibly transfer as college credit.

The second factor in many cases will come about as a service member simply advances in his or her career. For example, a US Army Medic or Medical Specialist can earn up to 3 credit hours of college credit for his or her AIT. That same medic, attending an advanced medical specialist course, could earn up to 5 credit hours, according to the ACE Transfer Guide.

So an Army medic just advancing through his or her career could easily add a few general education credits to the credits earned for career progression and have a semester or more of college completed in a relatively short amount of time while serving on active duty.

Lastly, the documentation of training must be accurate prior to a service member retiring or leaving active-duty service. The Joint Services Transcript, or JST, has helped improve the process but service members must be aware of what is being

**NAIMES Standing
Committees**

**Nominations and
Elections Committee**

**Membership
Committee**

**Scholarship
Committee**

**Policies and Issues
Committee**

**NAIMES is
on Facebook**

Just type in NAIMES into the search box and you'll see the page. The new administrator, Dan Roby from AMU, will ensure you are approved within a day. If you have any inputs or ideas on making the page more beneficial for all, please feel free to contact Dan at droby@apus.edu.

www.naimes.org

NAIMES Spotlight on Best Practices, cont.

Making Your Military Training Count

applied to their JST and review thoroughly before they leave active duty. This is imperative in order to ensure an accurate calculation of possible transfer credit.

Military training is a fact of life for all service members, whether it's directly related to their duty position or necessary in order to complete the tasks required in an additional duty description. Training helps to ensure exceptional job performance and has the added benefit of possibly leading to a degree and a career after the military. So seek out opportunities and make sure all your training is accurately documented.



APUS Internal Credit Recommendation Service

*Heather Kesterson
Director, Educational Partnerships
American Public University System*

As a provider of distance and online education since 1993, American Public University System understands that valuable, college-level learning does not necessarily have to be acquired inside of a classroom. The mission of the internal credit recommendation service (IR) is to provide students with optimal transfer credit potential by evaluating non-traditional courses/programs and certifications for the award of academic credit toward APUS programs.

Many students attend training programs related to their professions that are taught at college-level rigor, but the training may or may not have been evaluated for credit, thus is not accepted as academic transfer credit. The review of such training can be a time-consuming process in which credit may or may not be awarded. Many institutions are also challenged with recommending the appropriate amount and level of credit, resulting in little or no credit awarded to excessive credit granted.

During the APUS IR process, evaluators determine if the request for credit review meets essential evaluation criteria before moving forward with acquiring and reviewing all necessary documents. Once these documents are compiled, an extensive review of course content and rigor is completed. If it is determined the course/module is of college-level learning and meets, at least, the minimum amount of contact hours required to award credit, it is reviewed for course equivalencies and/or elective credit. If applicable, a recommendation is documented and submitted through the reviewer/approval process. If the course/module does not meet academic standards, the recommendation will document "no credit awarded." Once the process is complete, all stakeholders are notified of the decision.

By maintaining a streamlined process and set of standards for determining eligibility and academic credit criteria, there is improved consistency and less subjectivity in the recommendation. APUS is dedicated to providing a valuable service in the review and recommendation of credit for non-traditional knowledge earned, which has the potential to positively impact our students by aligning their training to education and possibly lowering their educational costs and time to degree completion.

A Brief History of the NAIMES Organization

NAIMES was founded on March 26, 1975, in Los Angeles, California. Its first By-Laws were adopted on that date and have continued in force with only minor modifications since then.

Over the years, NAIMES developed a pattern of annual and semiannual meetings among its institutional representatives to discuss the relationship of the Institutions with the Department of Defense and with the individual military services. Of immediate and continuing concern was the desire of the member institutions to meet and exceed quality standards established by the military services. From its beginnings, NAIMES sought to provide a collective voice for the institutions to assist the DOD's established regulations for the department's Voluntary Education Programs. Over the years, NAIMES has grown from an original membership of seven educational institutions to its current membership of 22.

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CONUS Navy College Office Closures

Dr. Jeff Cropsey
VP for Strategic Initiatives and Government Relations
Grantham University

LCDR Kate Meadows, of Naval Education and Training Command Public Affairs, provided the following update on the Navy College Office closures in CONUS:

"The original announcement of the closure schedule of Navy College Offices remains in effect. Starting 1 October 2016 four NCOs will remain open: Naval Base Norfolk, VA, Naval Base San Diego, CA, Naval Base Jacksonville, FL, and Naval Base Kitsap (Bremerton). These remaining NCOs will also close effective 1 October 2017."



Joyce Larson Announces Retirement

After a long and successful career supporting military education, Joyce Larson will retire at the end of July 2016 with fifteen years service to Servicemembers Opportunity Colleges.

Joyce asked us to share her parting quote: "I have had wonderful mentors from the academic institutions and the military organizations with whom I have worked. We shared a common goal - to serve active duty military Service Members in accomplishing their educational and occupational goals in the midst of all the challenges they face. My only regret is not knowing more, sooner."



NAIMES Membership Committee Update

Jim Yeonopolis
NAIMES Membership Committee Chair
Chancellor, Central Texas College

The NAIMES Membership Committee met on April 26th. In attendance were Jim Yeonopolis, the Committee Chair, Jeff Cropsey, Elane Seebo and Kelly Wilmeth. The Committee made the following recommendations:

1. No changes should take place in the current membership structure. The current members meet the membership criteria as detailed in the bylaws and represent the desired mix of 2-year, 4-year, public, private, non-profit, for profit institutions, etc. The bylaws specifically state how an institution can be removed from membership and currently, no member is in violation of membership criteria.
2. In response to institutions who wish to join NAIMES to become involved and get to know what NAIMES is all about, we are providing a variety of ways for non-member institutional voices to be heard - Roundtables/Concurrent Sessions at CCME; NAIMES Newsletter; Annual Year in Review Report; NAIMES on Facebook, NAIMES Website, etc. These are examples of how NAIMES is trying to enlist feedback from non member institutions and provide them a forum to bring issues/concerns to the membership's attention.