

# NAIMES

National Association of Institutions for Military Education Services

*educating our people in uniform*

## **Our Mission**

NAIMES is an organization dedicated to excellence and advocacy for military-affiliated students.

## **Our Vision**

To advocate for and influence decisions that impact policy, legislation, and practices that safeguard the academic success of military-affiliated students.

NAIMES –

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

## **From the President**



John Aldrich  
NAIMES President  
President@NAIMES.org

Colleagues & Friends:

As 2019 ends and we look ahead to the approaching New Year, I offer my thanks to each of you for making NAIMES such a great organization. As with everything, change is inevitable and 2019 notes a significant “changing of the guard” for NAIMES members. Due to retirements, we have said “good bye” to long time members, Jeff Cropsey of Grantham University, Ramona McAfee of the University of Alaska, and Joycelyn Groot of Coastline College. We owe them a great deal of gratitude for their many years of service to NAIMES, their institutions, and servicemembers. Thank you all for a job well done! Although many great members have left, we welcome several new members who are already making their presence felt. Tonda Navarrete of American Public University System; Keith Hauk of University of Maryland Global Campus; George Colon of Grantham University; and Tyler Upshaw of Saint Leo University.

In 2019, the NAIMES board focused on completing our annual report, strategic plan, and creating white papers addressing the current tuition assistance cap, increasing costs of delivering education, and the Post 9/11 military housing allowance for online learners. This year’s efforts will provide a springboard for 2020.

In 2019, Congressman Gus Bilirakis introduced H.R. 3897 that proposed amending Title 38, U.S. Code, to increase the monthly housing stipend under the Post-9/11 Educational Assistance Program for individuals who pursue programs of education solely through distance learning on more than a half-time basis. The bill propounds that veterans, pursuing their education online or in a classroom, will receive the same housing allowance. H.R. 3897 is in the process of scoring by the Congressional Budget Office and NAIMES will continue to advocate for this important initiative.

There have been a number of bills and amendments, in Congress, proposing the change of 90/10. Currently, Senators Carper, Tester, Lankford and Cassidy are working on a bipartisan bill that would add TA & GI funds to the “90” but would be implemented three years after enactment, include three additional years of phased-in sanctions, and an automatic appeals process.

In 2020, NAIMES will continue to focus our efforts on increasing the military tuition assistance cap and highlighting the Post 9/11 military housing allowance disparity between online and on-ground learners. Our third strategic priority for 2020 will be a collaborative effort, by NAIMES member institutions, with the introduction of scholarly work. We look forward to having this new resource to utilize in our efforts with key initiatives that support servicemembers and veterans.

I wish you and your loved ones a joyous holiday season and look forward to working with you, on behalf of our servicemembers and veterans, in the coming New Year.

## **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 11 educational institutions to its current membership of 22.*

November 2019  
Volume 4, Issue 2

## **NAIMES Annual Meeting Recap**



By: Eric Ryan

*NAIMES Secretary*

Director of Student Operations and Administrative Services  
University of Phoenix

September 19th & 20th, 2019 – Washington D.C.

NAIMES' membership held its 2019 annual meeting on September 19th and 20th in Washington DC. Seventeen of the 22 member institutions were in attendance to share best practices and engage in deep discussion around how to best deliver higher education to military-affiliated students. Topics ranged from those relevant to the Department of Defense (DoD) Voluntary Education Program (VolEd) to the Department of Veteran Affairs, to our own strategic initiatives as an organization. We opened our annual meeting reflecting on what NAIMES accomplished in the past year:

- Engagement with CCME Professional Development Symposium 2019
- Multiple engagements with State ACME's
- Newsletters
- Completion of annual report and strategic plan
- Discussions with Congressman Bilirakis regarding Post 9/11 MHA
- Discussions around Navy TA changes
- White paper addressing TA Cap

Some of these items are ongoing. NAIMES will continue to monitor and engage with policy makers to encourage meaningful progress. We will continue to report on progress in future newsletters.

On day one of our Annual meeting, NAIMES hosted Dr. Jonathan Woods, acting Director of DoD VolEd. Dr. Woods shared insights on the DoD VolEd program, its purpose, and the problems that face us collectively which must be solved to administer an effective program for our military servicemembers. From his perspective, we have two generational problems that must be solved:

1. Managing the relationship between service members and institutions. Thanks to the DOD MOU's guidelines and the oversight provided by the Institutional Compliance Program (ICP), this problem is mostly solved.
2. Transforming from a "how" environment to a "why" environment as it relates to service members thinking about higher education. Dr. Woods explained that to do this he believes we will need to elevate our collective view of the DOD MOU from being a contract to more of a social compact. In this view, we collectively buy into the ideal that when a person gives themselves over to military service, that what they give is a version of "self 1.0" and what we owe back to them when their service is complete is the opportunity to have developed their "self 2.0".

## NAIMES Members

American Military University  
 Brandman University  
 Campbell University  
 Capella University  
 Central Michigan University  
 Central Texas College  
 Coastline 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 Global Campus  
 University of Oklahoma  
 University of Phoenix  
 Wayland Baptist University  
 Webster University

## Annual Meeting Recap Con't

Dr. Wood's insights left members inspired and energized to progress the partnership between DoD, students and institutions. Dr. Woods also fielded questions and took feedback on the DOD MOU renewal process and the ICP program.

Also, on day one members heard and approved a proposal to begin to support scholarly research in the higher education and military-affiliated space. This project will progress over this year and aims to provide actionable insights to inform policy decisions for law makers and regulators.

This year's Annual Meeting highlighted for all NAIMES' member institutions the continued need for engagement among all stakeholders and constituents working to improve the lives of service members and veterans as they pursue their educational and career goals. We saw in action the power of our collective voice and continue to seek out new ways to affect positive change. All participating members demonstrated that by working together and participating in proactive and collaborative dialogue, we can produce tangible results that positively influence student success.

## Service Branch Updates

### Tuition Assistance and Navy College Program Policy Updates Announced

Story Number: NNS190521-08 Release Date: 5/21/2019

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Navy announced changes to Tuition Assistance (TA) and Navy College Program for Afloat College Education (NCPACE) program management May 21, in NAVADMIN 114/19.

Beginning Oct. 1, 2019, enlisted Sailors and officers must complete a minimum of two years of service before becoming eligible to use TA or NCPACE instructor-led or Distance Learning (DL) courses. This requirement may not be waived.

In addition, TA and NCPACE (DL) funding is capped at 12 semester hours (or equivalent quarter hours) per fiscal year (FY) and a total of 120 semester hours (or equivalent quarter hours) in a career. Most Sailors in recent years have only used up to an average of nine semester hours annually.

"Due to unprecedented usage and fiscal constraints, Navy is reshaping how we administer the TA and NCPACE programs," said Jim Johnson, head of Navy Voluntary Education (VOLED). "We want to keep both programs available and sustainable for eligible Sailors, while ensuring our Sailors remain focused on their professional qualifications."

For complete information on changes to the TA and NCPACE programs, read NAVADMIN 114/19 or visit <https://my.navy.mil/quick-links.html>.

Please view full article at: [https://www.navy.mil/submit/display.asp?story\\_id=109658](https://www.navy.mil/submit/display.asp?story_id=109658)

## **NAIMES Membership by Sector**

### 2-Year Public

Central Texas College  
Coastline College  
Pikes Peak Community College  
Southwestern College

### 4-Year Public

Central Michigan University  
Thomas Edison State University  
Troy University  
University of Alaska System  
University of Maryland  
Global Campus  
University of Oklahoma

### Private Non-Profit

Brandman University  
Campbell University  
Columbia College  
Embry-Riddle Aeronautical  
University  
Park University  
Saint Leo University  
Wayland Baptist University  
Webster University

### Private For-Profit

American Military University  
Capella University  
Grantham University  
University of Phoenix

## **Best Practices**



By: Alisha Miller

Associate Director, Office of Military and Veteran Education  
Thomas Edison State University

### **TESU's Military and Veteran Portal: A Pathway for Military and Veteran Student Enrollment and Career Counseling**

Thomas Edison State University (TESU) presented our first launch of our Military and Veteran Portal (MVP) at the 2014 CCME Professional Development Symposium. The MVP provides college entrance and career counseling services for military and veteran students and their families in an automated and autonomous environment. The information provided to prospective students in this platform aid us in meeting Department of Defense and Department of Education regulation requirements from the Principles of Excellence Executive Order and the DoDI 1322.25 for Military Voluntary Education programs.

After four years of use and user feedback, we have recently released a new, upgraded MVP platform with enhanced functionality and user interface. We presented our upgraded MVP at the 2019 CCME Symposium with great feedback from the attendees. This upgraded student services portal allows for prospective and current students to upload their JST or CCAF transcript, enter courses taken at other colleges and universities and obtain an instantaneous unofficial transfer credit evaluation prior to application to the University at no cost for the student. Students can view exact costs of degree completion based on the number of credits they have remaining to take for a particular program and also view education benefits from TA or VA benefits for which they may be eligible based on their current military status or time in service.

Through a CIP code to SOC crosswalk, students can now search for a career in which they are interested and be shown which degrees could aid them in being successful in those careers. In addition, students can explore civilian careers that are closely related to their military occupation and training for which they may be well-trained through that same crosswalk. Students are able to view career information fed from the Department of Labor such as wages, certifications needed, tasks that would be associated with a career and even view live jobs available within that career field and apply for those jobs immediately through the site.

The MVP is used by hundreds of students each month to help realize their educational goals and is also used as a tool by education counselors on military installations to help students discover if TESU is a good fit for them. We encourage any institution's staff or students to set up a free account today to check out this great service –

<https://mvp.tesu.edu>

*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.*

November 2019  
Volume 4, Issue 2

## Best Practices



By: Michaela Jarvis  
Embry-Riddle Aeronautical University  
Worldwide

### **Embry-Riddle Partners with Industry to Bring Veterans into the Aviation Workforce**

As an MV-22 Osprey crew chief and mechanic in the U.S. Marines, Chris Porter was able to do two things he had always loved: work with his hands and solve mechanical problems. Now transitioning into civilian life, he has an opportunity to transform his experience and skill into a high-prestige career, thanks to a program offered by Embry-Riddle Aeronautical University.

“My true passion for working on aircraft was discovered while serving,” said Porter, “and it is something that I wish to continue doing as a veteran.”

The [Aviation Maintenance SkillBridge](#) course is an intensive nine-week program that trains transitioning military, veterans and eligible military spouses in aviation maintenance and connects them to aerospace industry partners who can offer them lucrative and exciting careers.

The program will launch on August 5 at the Embry-Riddle Worldwide campus at the Marine Corps Air Station (MCAS) New River, near Camp LeJeune in Jacksonville, North Carolina. Dignitaries attending a ribbon-cutting ceremony to take place at 9 a.m. include U.S. Marine Corps Colonel Curtis Ebitz, MCAS New River commander; Justin Blum, senior human resources manager for Pratt & Whitney’s West Palm Beach location; Ryan D. Goertzen, vice president of aviation maintenance workforce development at AAR; and Embry-Riddle Aeronautical University Worldwide Chancellor Dr. John R. Watret.

“This inaugural cohort of SkillBridge participants is the first of many planned at locations throughout the country,” Watret said, adding that Embry-Riddle has signed a Memorandum of Understanding with the U.S. Department of Defense and is looking to expand the program to five to seven additional sites. “We look forward to establishing a secure path for former service members to career success in a booming industry.”

The participants in the first group are guaranteed an interview with industry partners Pratt & Whitney, an aerospace manufacturer with customers in 180 countries, or AAR Corp., an aerospace and defense company with more than 6,000 employees in over 20 countries. Participants will also get career coaching and help with writing resumes and will experience activities designed to help prepare them for new careers with the industry partners.

Chris Curtin, Pratt & Whitney executive director of talent, inclusion & engagement, said his company has a long history of hiring veterans and their family members.

“The SkillBridge program gives us another great opportunity to continue hiring talented service members into our organization,” Curtin said.

Brian Sartain, AAR senior vice president of repair and engineering services, also explained

Continued...

**CCME 2020 Professional  
Development Symposium:**

Philadelphia Marriott -  
Downtown  
1201 Market St.  
Philadelphia, PA 19107

**March 9 - 12, 2020**

**Conference Theme:  
"20/20 Vision: Clearer  
Pathways**

**Registration is now  
open!**

**Early Bird Deadline has  
been extended until  
1 December 2019**

his company's eagerness to hire the SkillBridge participants.

"The unparalleled experience and knowledge base veterans gain in the military lay a strong foundation in pursuing aviation certification," said Sartain. "Veterans are equipped with the technical skills and focus we look for in candidates, and that is why AAR is a top military-friendly employer. AAR will be looking to hire the veterans who graduate from the SkillBridge Program."

Participants in the program are not required to have an aviation background. Program organizers said diesel and truck mechanics, heavy equipment operators, gas turbine operators and others with demonstrated mechanical aptitude can qualify.

"Even if they've never touched an airplane, we can take them from zero to having that foundational knowledge to be successful when they enter the industry," said Dr. Kenneth Witcher, dean of the Embry-Riddle Worldwide College of Aeronautics. "The industry needs this program, Embry-Riddle is happy to provide the knowledge, and the transitioning service members really benefit."

The program includes six courses, providing broad knowledge of general aeronautics, airframe systems and power plant systems. All of the courses can be counted toward an Embry-Riddle associate or bachelor's degree in aviation maintenance or aeronautics.

Porter, who will start working toward his SkillBridge Aviation Maintenance Technology Certificate as soon as the program begins, said he is confident the experience will be valuable to him.

"Not only is the SkillBridge certificate important, but the name attached to it, 'Embry-Riddle Aeronautical University,' shows the caliber of the education and training," Porter said.



## NAIMES Governance

### President:

**John Aldrich**

*Vice President,*

*Military, Veterans & Educational Partnerships*

*American Military University*

### President-elect:

**Alisha Miller**

*Associate Director, Office of Military & Veteran Education*

*Thomas Edison State University*

### Immediate Past

#### President:

**Kelly Wilmeth**

*Vice President, Stateside*

*Military Operations*

*University of Maryland*

*Global Campus*

#### Treasurer:

**David Harvey**

*Manager, East Coast*

*Operations, Global Campus*

*Central Michigan*

*University*

#### Secretary:

**Eric Ryan**

*Director, Student*

*Operations & Administrative Services,*

*Office of Military Affairs*

*University of Phoenix*

## Best Practices



By: Amy Byrne

Senior Manager, Strategic Engagement

Office of Military and Veteran Affairs

University of Phoenix

### University of Phoenix Offers Interactive Resources to Enhance Faculty Members' Military Culture Competence

Perhaps one of the most significant influences on military-affiliated students' academic experiences are their interactions with faculty. These students may face unique challenges while pursuing a higher education because of military duty, deployment, unique experiences, challenges and disabilities. It is important that faculty are sensitive to and able to support these circumstances to provide the best possible experience for students.

After receiving multiple requests from faculty members at University of Phoenix about how to handle certain situations in the classroom, the University's Office of Military and Veteran Affairs worked with PsychArmor Institute to create an online professional development opportunity called "Military and Veteran Students in the Classroom." These self-paced, interactive, scenario-based tutorials address common challenges faced by faculty with military-affiliated students, such as mental health concerns, military leave requests, navigating political differences, and enforcing attendance policies. When presented with a scenario, faculty are asked to choose a response, and are provided with feedback about why each response is or is not the best way to handle the situation. This tutorial provides relevant insight to increase faculty members' military culture competency.

In addition to this customized offering, University of Phoenix also encourages faculty to complete some of PsychArmor Institute's other free online courses, such as "An Overview of the US Military," which provides an overview of the mission, purpose, rank structure, branches, active and reserve components, and lifecycle of a service member. These resources assist faculty in connecting with and supporting military and veteran students throughout their educational journeys.

**Good News**

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By: Keith Hauk  
Associate Vice President, Stateside Military Operations  
University of Maryland Global Campus

**GI Bill 75th Anniversary**

2019 marks the 75th anniversary of one of the most impactful pieces of legislation ever passed by Congress – The Servicemen’s Readjustment Act of 1944, which has become known as the “GI Bill.”

When President Franklin D. Roosevelt signed the bill into law on June 22, 1944, he wrote “With the signing of this bill a well-rounded program of special veterans’ benefits is nearly completed. It gives emphatic notice to the men and women in our armed forces that the American people do not intend to let them down.” The GI Bill made provisions for education and training, guaranteed low-cost home and business loans, rehabilitation and job placement programs, and veterans’ health care.

What happened as a result of the GI Bill’s educational provisions changed the course of American history. Immediately following the war, nearly eight million veterans of that “Greatest Generation” enrolled in higher education programs, and the number of degrees awarded by U.S. colleges and universities more than doubled between 1940 and 1950. In just a few short years, higher education went from something only available to the elite, to an attainable goal for the average American, and many of these Veteran students were the first in their families to attend college.

This investment in education set the stage for the U.S. to become the world leader in scientific and technological advances, and launched one of the greatest periods of economic growth in history. As Paul Lawrence, VA Under Secretary for Benefits has stated, when looking at the significant technological advances of the last 75 years, some of the credit for that must be attributed to the GI Bill. Since 1944 over 25 million beneficiaries have used GI Bill education benefits, and the VA has paid-out about \$400 billion in education-related GI Bill payments.

That impact continues today, linking education to military service and bringing quality recruits to our armed forces. The GI Bill has democratized higher education, bringing a college degree within reach for all who are willing and able to serve their country—and, as education costs continue to rise, the GI Bill remains one of the greatest drivers of upward mobility for low- and middle-income families. Just last year alone—under its most widely-used GI Bill education benefit, the Post-9/11 GI Bill—the VA paid over \$4.6 billion to over 685,000 beneficiaries.

And, that GI Bill continues evolving to better serve our nation’s veterans. With passage of “Forever GI Bill” changes in 2017, these benefits will always be there to reinforce the nation’s commitment to ensuring the quality of our armed forces and to the concept that higher education fuels both personal and national economic success.

**Good News Continued...**

***A Brief History of the NAIMES Organization***

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*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.*

When signing the original GI Bill legislation, President Roosevelt further wrote that "What our Service men and women want, more than anything else, is the assurance of satisfactory employment upon their return to civilian life." That need is as true in the early-21st century as it was in the mid-20th century. While the landscape of higher education, fueled in part by the GI Bill, has changed tremendously in the last 75 years, what HASN'T changed is the desire for access to the opportunities offered by higher education – a new job, a better job, a career change, and economic success & well-being.

For the past 75 years the GI Bill has brought those opportunities within reach for all who are willing and able to serve their nation, and it will continue to do so for the next "Greatest Generations."



By: Jennifer Ehrlich  
Regional Director  
Park University

**Park University Spearheads Effort of Congress-Led Systematic Review of Minorities Being Denied Medal of Honor**

The U.S. House of Representatives and U.S. Senate have introduced separate bills to require the systematic review of minority veterans who served in World War I. Park University has been the driving force behind the bipartisan bills introduced in Congress on April 10 (H.R.2249) and April 11 (S.1218).

The Valor Medals Review is being conducted by the University's George S. Robb Centre for the Study of the Great War and the Valor Medals Review Task Force which was formed in August 2018 in conjunction with the Foundation for the Commemoration of the World Wars on behalf of the U.S. World War I Centennial Commission.

The legislation, if signed into law, will require the Department of Defense to carry out a systematic review of select members of the U.S. Armed Forces, who, in spite of valorous deeds, may have been denied the Medal of Honor due to race. The bills also waive the statute of limitations associated with any cases identified by the review, authorizing the award of a Medal of Honor to any individuals identified by the DOD in the study.

To be eligible for the review, a veteran must have received a Distinguished Service Cross and/or received/been recommended for a Medal of Honor or the French Croix de Guerre with palm. Additionally, the veteran must be African-American, Asian-American, Hispanic-American, Jewish-American or Native American. With the exception of Native Americans, this criterion is based exactly on existing precedent used by Congress since the beginning of the systematic reviews in the 1990s. Though excluded by the World War II and later reviews, Native Americans are included in this review as their World War I service predates the Indian Citizenship Act of 1924 (also known as the Snyder Act).

**Good News Continued...**

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*Saint Leo University*  
*Southwestern College*  
*Thomas Edison State University*  
*Troy University*  
*University of Alaska System*  
*University of Maryland Global Campus*  
*University of Oklahoma*  
*University of Phoenix*  
*Wayland Baptist University*  
*Webster University*

The Valor Medals Review Task Force is comprised of volunteer scholars and veterans prepared to complete the records collection phase of the project using private donations, precluding the need for government appropriation to finance the most costly and time-consuming aspects of the effort. In its first eight months of operation, the Task Force has been endorsed by the two largest veteran service organizations in the nation — the American Legion and the Veterans of Foreign Wars — as well as more than a dozen other veteran and military service organizations, the grandson of Alvin Cullum York (known as Sergeant York) and three retired flag officers.

The VMRTF's research team is chaired by Timothy Westcott, Ph.D., associate professor of history at Park University and director of Park's George S. Robb Centre for the Study of the Great War, and Jeffrey Sammons, Ph.D., professor of history at New York University. The Centre's namesake, a 1912 Park University graduate, was a white officer in the "Harlem Hellfighters" (the mostly black 369th Regiment of New York), a World War I hero and a 1919 Medal of Honor recipient.

Despite comprising two combat divisions, including the "Harlem Hellfighters," which logged more combat days and casualties than any other American regiment, none of the more than 367,000 African-Americans soldiers who served in the World War I received the Medal of Honor.

Additional information on this project can be found at:

[https://www.cbsnews.com/video/professors-set-out-to-prove-wwi-hero-deserves-the-medal-of-honor/?fbclid=IwAR0Nwq8pur08UjzPD3tiIzE3GhOjp9cg77ZfP\\_S0pVnJCqRoXIOHFFAxpD0](https://www.cbsnews.com/video/professors-set-out-to-prove-wwi-hero-deserves-the-medal-of-honor/?fbclid=IwAR0Nwq8pur08UjzPD3tiIzE3GhOjp9cg77ZfP_S0pVnJCqRoXIOHFFAxpD0)

[https://www.kctv5.com/news/project-to-give-wwi-heroes-posthumous-medals-of-honor-leads/article\\_bf-3b456c-b2ba-11e9-937e-37f87d6077b3.html](https://www.kctv5.com/news/project-to-give-wwi-heroes-posthumous-medals-of-honor-leads/article_bf-3b456c-b2ba-11e9-937e-37f87d6077b3.html)