**2023 Annual report**



January 11, 2024

NATIONAL ASSOCIATION OF INSTITUTIONS FOR MILITARY EDUCATION SERVICES

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Letter from the NAIMES President **Keith Hauk**

*Colleagues,*

*NAIMES is pleased to share our 20232 Annual Report with the military-affiliated education community. This past year was another busy one for NAIMES, both with internal organizational changes as well as initiatives to advance advocacy for and influence decisions impacting policy, legislation, and practices that safeguard the academic success of military-affiliated students.*

*At the 50th annual Council of College and Military Educators (CCME) Professional Development Symposium at the Marriot Marquis in New York City in January 2023, we were pleased to be joined by so many of our colleagues and we hosted the third in a series of roundtable discussions in collaboration with academia, government, and industry to collect feedback on defining “quality” education for military-affiliated students across four perspectives: students, institutions, employers, and funders.*

*We were also, at the 2023 CCME symposium, extremely pleased to present, in partnership & with the support of* [*Veterans United Foundation*](https://www.veteransunited.com/about/foundation/)*, NAIMES Student Spotlight scholarship awards to six deserving recipients and present our first-ever scholarship recipient—Staff Sergeant Leo Bunting, U.S. Air Force—to attend CCME in person to be recognized for earning a NAIMES and* [*Veterans United Foundation*](https://www.veteransunited.com/about/foundation/) *Student Spotlight Award. Our scholarship recipients, represented by Staff Sergeant Bunting, bring us back to our fundamental calling as institutions serving military-affiliated students and why NAIMES works tirelessly toward our mission.*

*At our 2023 annual meeting in October, NAIMES worked to identify issues of interest to the military-affiliated education community, and were honored to host our DoD partners, represented by the Honorable Bill Fitzhugh, Director of Officer & Enlisted Personnel Management and Mr. Jonathan Woods, the Director of voluntary education programs within the office of the Undersecretary of Defense for Personnel & Readiness. We were pleased to present the findings and insights from our collaborative series of CCME roundtable discussions and hear their thoughts and guidance concerning that information, as well as recommendations on moving those efforts forward. We look forward to hosting our next roundtable discussion at the 2024 CCME symposium in Denver, Colorado.*

*We were pleased to welcome two new institution members joining NAIMES in 2023—University of Arizona Global Campus and Keiser University. We look forward to their work with us in achieving our mission and realizing our organizational vison and goal.*

*I hope that you enjoy the NAIMES Annual Report as we recap our important initiatives and accomplishments from 2022, as well as sharing information and keeping a pulse on policy and issues in the military and veteran education community.*

*Warmest Regards,*

*Keith Hauk*

*NAIMES President*

# NAIMES Contact Information

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# NAIMES Newsletters

The NAIMES organization publishes a periodic newsletter distributed to the military voluntary education community. Key components of the newsletter include a Message from the President, an update from one or more regional ACME (Advisory Council on Military Education) organizations, Spotlight on Best Practices within the Vol-Ed community, special articles from collaborative partner organizations, and updates on scholarship opportunities and awards. The 2023 Newsletter can be found on the NAIMES website or accessed directly at the following link:

January 2023 NAIMES Newsletter - [https://mailchi.mp/62fb3cb679ef/naimes-newsletter-january-2023?e=cba398b24c](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmailchi.mp%2F62fb3cb679ef%2Fnaimes-newsletter-january-2023%3Fe%3Dcba398b24c&data=05%7C02%7Crhondasherman%40webster.edu%7C5ee3195e031c43618ddd08dc1dbd548e%7Cf57ccca6fb064b328226baf224ff198d%7C0%7C0%7C638417946236269512%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ze%2BHgGcVDCjm6KdlpxLOCiezEQxhNn%2FdEgvFXfDflLw%3D&reserved=0)

# **Mission, Vision, Principles and Practices**

**Adopted December 8, 2017**

Vision Statement

NAIMES is recognized as the trusted premier advocacy group among organizations that share the common goal of delivering quality educational programs and services to the military education community.

Mission Statement

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

Our Beliefs

* Sharing and advocating for institutional best practices in education
* A collective voice of reason is more powerful
* Making a positive difference requires mutual respect and collaboration

Our Practices

* We promote and advocate for best practices b institutions serving military-affiliated students
* We recognize diversity is an asset essential to accomplishing our mission. Membership is comprised of various types of educational institutions
* We collaborate with professional colleagues through transparency and mutual respect to build, and best ensure, student success

# **NAIMES Long-Term Strategic Goals**

The NAIMES Strategic Plan, unanimously adopted on December 8, 2017, identifies the following strategic lines of efforts toward the long-term goals for the organization:

1. Advocate for the military student
2. Be productive and relevant
3. Increase transparency
4. Facilitate a collaborative dialogue with higher education organizations
5. Establish and maintain partnerships across the higher education enterprise

# NAIMES Executive Officers 2023

President: Keith Hauk, University of Maryland Global Campus

Vice President: Rob Boone, Columbia College

Treasurer: Jennifer Farinella, Capella University

Secretary: Lisa Binger, Capella University

Immediate Past President: Vacant

# NAIMES Institution Members

|  |  |
| --- | --- |
| 2-Year Public Institutions:   * Coastline College\* * Pikes Peak State College | Private Non-Profit Institutions:   * UMass Global * Campbell University * Columbia College * Embry-Riddle Aeronautical University * Keiser University * Saint Leo University * Wayland Baptist University\* * Webster University |
| 4-Year Public Institutions   * Central Michigan University * Thomas Edison State University * Troy University * University of Arizona-Global Campus * University of Maryland Global Campus\* | Private For-Profit Institutions:   * American Public University System * Capella University * University of Phoenix |

\*Minority-Serving Institution (MSI)

# **Committee Reports**

## Nominations and Elections Committee Report

## The five-member Nominations and Elections Committee is a standing committee of the organization and is charged with soliciting nominations for officer positions and conduction bi-annual elections.

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Nominations and Elections Committee Report:

The three-member Nominations and Elections Committee is a standing committee of the organization and is charged with soliciting nominations for officer positions and conducting biannual elections. For the 2023 year, there are no open positions on the board; therefore, the committee did not meet nor hold an election.

Membership Committee Report

The list of NAIMES institution members continued to evolve in 2023, with some current members departing and new members joining the organization. Four institutions will not return to NAIMES in 2024, the University of Alaska System, Southwestern College, Central Texas College and Park University. All four institutions made significant contributions during their tenures; their counsel and military voluntary education experience will be missed.

 Though four institutions departed, NAIMES was fortunate to add two veterans of the Vol-Ed community to its membership, the University of Arizona Global Campus (UAGC) and Keiser University (KU). The UAGC is a 4-year public university accredited by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC), KU is a private, not-for-profit 4-year university accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

The Membership Committee is also responsible for the monitoring of member compliance with the membership criteria established in the bylaws. For 2023, all members met or exceeded the membership criteria, and no institutions are on probation for 2024

 NAIMES membership currently stands at 18 institutions

## 

## Scholarship Committee Report

The Scholarship Committee is a 5-member committee from NAIMES membership institutions responsible for the process and procedures associated with the application, selection and awarding of the annual Student Spotlight Awards. The committee develops the application questions, uses an agreed-upon rubric for objective scoring, makes the final selections and announces the winners. The scholarship applications are typically posted on the NAIMES website in summer and the application remains open until the end of October. Winners are notified by letter from the Scholarship Committee Chair and the names of the winners are also posted on the NAIMES website. The winners are invited to the Annual CCME Professional Development Symposium to be recognized and receive their award. Applicants can be from any DOD MOU institution; eligibility is not restricted to NAIMES member institutions. Established in 2005 and first awarded in 2006, the NAIMES Student Spotlight Award provides five scholarships annually to recognize and celebrate the academic achievements of our nation’s military affiliated students. Beginning in 2020, the Veterans United Foundation became our new scholarship sponsor, and NAIMES is fortunate to be partnered with this great organization. The award categories include active-duty undergraduate students who have earned less than 60 semester hours; active-duty undergraduate students who have earned more than 60 hours; active-duty graduate students; military spouses; and veterans.

## 2022 NAIMES Student Spotlight Awards

**2022 NAIMES Student Spotlight Awards (presented in 2023):**

**Active-duty undergraduate student (less than 60 hours) Award: Erick Trevino**

Erick is currently serving in the U.S. Marine Corps as a company supervisor. He is currently pursuing his Associates degree at Central Texas College in Organizational Management. Erick describes himself as always on the path of growth and driven by competitive spirit. Post-degree Erick plans to serve his community with direct outreach efforts and long-term projects to foster sustainable change.

**Active-duty undergraduate student (60 or more hours) Award: Edith Nunez Prado**

Edith currently is serving in the U.S. Navy in Washington working as a data analyst and maintaining all the records for the aircraft she works on. She is pursuing her degree from Columbia College Missouri in Health Services. After her completion of her commitment to the military, she plans to enter the nursing field. In Edith’s free time she loves to stay active by reading and jogging and volunteering at the local animal shelter.

**Active-duty graduate student Award: Randall Holt**

Randall is an active-duty NCOIC, in Security Coordination for the U.S. Air Force. Randall is pursuing a Master of Science in Information Security Engineering from SANS Technology Institute. Commitment to serving the military community for Randall is unwavering. Once earning his degree his goal is to mentor the next generation, bridge the gap between academia and the military, engage in community service, and advocate for the military community. In his free time Randall enjoys spending time with his family and learning about cutting-edge technology.

**Student Veteran Award: Juliet A. Taylor**

Juliet is this year’s Army Combat veteran recipient and is pursuing a doctoral degree in Counselor Education and Supervision from Capella University. She currently works for the Connecticut Veterans Legal Center as an Intake and Program Access Specialist. Juliet’s goal for the Ph.D. is to focus on military families’ resilience and reintegration and to help veterans make a strong transition back to civilian society, especially after combat tours.

**Military Spouse Student Award: Brittany Berry**

A military spouse deeply embedded in the military community and as a professional working for a company dedicated to serving military families. Brittany is seeking to earn her Bachelor of Science degree in Psychology from University of Maryland Global Campus. Brittany aims to combine her passion for soccer with her dedication to the military community to create lasting, positive impacts, offering support, resources, and growth opportunities for military families.

## Annual Report Committee Report

The purpose of the Annual Report Committee is to collect information on actions and activities accomplished by the NAIMES organization over the past calendar year. The Report includes a year in review by the President, committee reports, information on NAIMES membership, a summary of the NAIMES Annual Meeting and newsletters. The first annual report was accomplished for 2017; all annual reports are available on the [NAIMES website under Publications](http://naimes.org/).

## Strategic Plan Committee Report

This year the Strategic Plan Committee continues to move forward towards a comprehensive review and revision of the 2017 Strategic Plan.  With the current efforts for NAIMES to incorporate as a 501(c)(3) status for the organization, the committee will realign the strategic plan under this new focus.

This year we are pleased to welcome two new members to our committee, John Aldrich and Heather Maxson both of University of Arizona Global. The Strategic Plan Committee is excited for the experience they bring to our committee and our efforts. We are looking forward to an exciting and productive year ahead.

## Communications Committee Report

In 2023, the Communications Committee, encompassing the promotional materials, the NAIMES Newsletter, the NAIMES website, and social media continued working on the goal of standardizing our organization's communications and increasing our social media presence.  We prioritized our outreach on social media this past year, growing both our LinkedIn followers and postings. This allowed us to increase our outreach to interested parties in a timelier manner.  With this increase in accessibility, the NAIMES membership voted to move away from sending our quarterly NAIMES Newsletter.  In January 2023 the final NAIMES Newsletter was published. Work has continued to improve the NAIMES website with the purchasing of our own organizational software licensing. This will continue each year and allow us to have further autonomy when updates are needed.

Academic Research Committee

One of our co-chairs for the scholarly research committee, Beth Rubin, announced her retirement in this past year and is now enjoying time with friends, family and her husband in North Carolina. NAIMES and the Scholarly Research Committee offer warm thanks and gratitude to Beth for her years of service to military affiliated students and our organization over the years. She was a founding co-chair of the Scholarly Research Committee, and her contributions will be missed.

A new co-chair for the committee, Nicole Winget, of Campbell University has been selected and has accepted the role. Nicole is currently in her Doctoral program of study and shares a passion for quality research and a data driven approach to policy and decision making. We’re excited and grateful to have her aboard.

The Scholarly Research Committee took another big leap in data collection in 2023. A new project was launched to help address the question of how to effectively assess quality in education; A question that is top of mind for educators, students, employers, and all involved in helping to fund a student’s education. This project proposes a multi-dimensional approach to assessing quality which considers four key perspectives: Meeting student expectations, institutional expectations, employer’s expectations, and funder expectations. At CCME in 2023, a session consisting of several roundtable discussions considered several likely student expectations and sought to define the associated metrics and methods for measuring how well these expectations were met. The exercise resulted in the development of proposed longitudinal methods, surveying students at various key points in their education journey to assess their perspectives surrounding how well their expectations were met. These findings help to shape NAIMES’ evolving view on how to define meaningful quality assessments.

The next step in the project will now move to the institutional expectations. CCME 2024 will host another set of roundtable discussions where we will invite vigorous discussion around a set of likely institutional expectations. NAIMES will seek feedback and insight from attendees to identify appropriate metrics and measurements of how well these expectations have been met.

# **Annual Meeting Recap**

NAIMES’ membership held its 2023 Annual Meeting on October 5th and 6th at the University of Maryland Global Campus in East Adelphi, Maryland. We added virtual attendance capability for those institutions unable to make the trip which enabled full participation from 18 of 21 member institutions. Topics ranged from how to potentially establish NAIMES as a 501(c) 3, those relevant to the Department of Defense (DoD) Voluntary Education Program (VOLED) to the Department of Veterans Affairs and furthering our own strategic initiatives as an organization. We opened our Annual Meeting with the acting president giving a brief overview of the year’s accomplishments, what needed to be considered for further discussion, and items needing further review and actions from the past year:

Frequency of Newsletter

Bank Account Access & Transitioning

Renewed sponsorship for our Student Spotlight Award Scholarship

Scholarly Research study progress

Communications Improvements

Website Updates

Many of these items are ongoing. NAIMES will continue to monitor and engage with policymakers to encourage meaningful progress.

Annual Meeting minutes included the following:

Treasurer’s report was given with current balances and upcoming costs. Furthered discussed the Wells Fargo bank account status and body decision was made to close that account and research & discovery process will begin to find another banking institution. Last item discussed in the treasurer’s report was the tax 990 filing. Renewal filings can be done in the future at no cost.

Year in Review discussions by the Executive Board followed. Acknowledgement of the scholarly research committee already completed was discussed. The committee feels that we have a good direction, early results on the MHA discussion were shared, also MHA equity and how the VA is approaching this topic.

Membership changes and research were shared. Institutions have left and others have ignored our invitation to join. The question was posed. “Should we continue to look for institutions to join or should we take a passive stance and wait for institutions to ask to join?” by the Membership Committee chair. Ways to engage potential member institutions and the enhancement of policy related to special interests and connections to VOIP/DOD could assist in the peak of interest to attract more member institutions. Review of NAIMES Bylaws membership participation requirements and expectations were also completed.

Complete review and posed decision to incorporate via a 501 (c) 3 was sorted. Research for location to establish and costs associated with each member’s state was examined. Member vote on establishing 501(c)(3) status based the state of Maryland was decided upon.

As it relates to our strategic plan, the group discussed intent of organizational purpose. Posing the following questions: What does that mean and how do we demonstrate policy; How much do we want to focus on veterans moving forward; What does membership want to focus on in the coming year? Resolution is to focus on the following moving forward:

* DoD MOU rewrite
* Credit recognition (ACE and DANTES) and possibly leveraging AI
* MilGears
* Many opportunities that NAMES can get involved in specifically to policy and advocacy.

Day two concentrated on a roundtable with DOD and Voluntary Education updates. Meaningful discussions were had about the progress Voluntary Education is making on understanding the educational needs and support of our military servicemen/women and familial support. Jonathan Woods and William Fitzhugh presented critical progress made in the DOD’s understanding of the needs base and connecting it to service needs and what educational access is being offered through partnered institutions. The question posed to reps was what the expectation is, within the concept of permeability, what is the expectation of working with institutions to help develop the ability to transfer credit. What is the data source in planning the next pathways? These things are critical to auxiliary organizations like NAIMES to understand, as so we are not only carrying out the mission of being allies to Voluntary Education but to help uplift and permeate the research being done by the DOD to make the ROI multidimensional.

To close the discussion Johnathan and William gave thoughts about retention, the life cycle management of a service member and how VOLED, and NAIMES plays a role in that cycle. Leaving us with a receptive question of how we contribute to that in the community.

As always, discussions were engaging, and informative, and our NAIMES members walked away with powerful insights to help us contribute meaningful effort to the benefit of the VOLED student community.

This year’s Annual Meeting solidified for all NAIMES’ member institutions the importance of our work. We look forward to the year ahead where, with strengthened resolve, we will continue to add thought leadership to the VOLED landscape. Open dialogue, collaboration, and student focus will be the cornerstones of our efforts as we work together to affect positive change which sets students up for long-term success.

# **The Way Ahead**

As we move into 2024, many opportunities await NAIMES and our collective mission to collaboratively work – among member institutions and other stakeholders across the military and veteran education communities – to advocate for and influence decisions impacting policy, legislation, and practices that safeguard the academic success of military-affiliated students. We look forward to connecting in-person with our stakeholders at the 2024 CCME symposium and will use our roundtable event at the session to springboard into our 2024 efforts to influence decisions impacting policy and practices to safeguard the academic success of military-affiliated students. in continuing the conversation and work around defining quality, and tying quality to student outcomes, across the military-affiliated education community. We look forward to welcoming new institutions as NAIMES members in 2024 and will continue our work to engage and work with new non-educational stakeholders committed to military & veteran student success. As a reflection of that commitment, we invite you to check out our 2024 NAIMES Student Spotlight scholarship recipients, presented in partnership with [Veterans United Foundation](https://www.veteransunited.com/about/foundation/). We look forward to an engaging and productive 2024, working on behalf of military-affiliated students everywhere!

Keith Hauk

University of Maryland Global Campus

Incoming NAIMES President