



# **NSEA**

# **ALMANAC**

# **2020**

**AN HISTORICAL RECORD OF THE ORIGINS, DEVELOPMENT,  
PEOPLE AND PROGRAMS OF THE NATIONAL STUDENT  
EMPLOYMENT ASSOCIATION (NSEA)**



## Preface

This “Almanac” is a record of the people and events that comprise the history of an organization, the National Student Employment Association (NSEA). It is recorded in this form to suggest that the history of NSEA is more than a dry list of officers and meetings, but a genuine, vital, and exciting experience shared by many people.

As with any historical record, this Almanac is based largely on written documents, reflecting many meetings, conferences, personalities, and actions. It can include only by implication and imagination the myriad of personal conversations, the planning, and sharing among NSEA members over many years. The written record is but the skeleton around and through which the living organization has found expression.

The articles enclosed are written by NSEA members, gathered from regional documents and anecdotal recall.

Most of the data in the Almanac was published in 1999 as a Special Report of the NSEA Historian for the 25<sup>th</sup> Annual Conference on Work and the College Student, held in San Diego, California, October 23-26, 1999. The report served as a draft of the historical record and many NSEA members have submitted corrections, additions and suggestions incorporated into this Almanac. The Historian appreciates the encouragement and help received from many present and past officers, members and friends in preparing this document.

As NSEA grows, and as student employment continues to develop as an integral part of American education and employment, it will build on the founders’ vision and the character and wisdom of NSEA members since 1974. Readers are encouraged to draw strength from the past and to find your own place in the continuing history of student employment.

Bill Ramsay  
NSEA Historian  
1999

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## Introduction to Student Employment

The phenomenon of college students working didn't begin with the founding of NSEA or its predecessors. Nor did it begin with the advent of legislation providing for support of student Work Study, although the Federal Work Study Program has been a major factor in student employment since the Economic Opportunity Act of 1964. Rather, student employment developed from the natural demands of the job market. It is a feature of American higher education in which more than half of American college students participate. In the rest of the world, however, the working college student is not as common. Such employment reflects the democratic ideals of educational opportunity for all and emerges from the practical concept that gainful employment experiences are an essential part of learning. Through such work, students learn how to take care of themselves and develop a meaningful ethic.

To provide a historical setting for the development of NSEA, three articles have been prepared for the Almanac. First is "An Informal History of Student Employment," by Rick Kincaid, SUNY College at Brockport, NY. Second is "A Brief History of the Work Colleges," by Bill Ramsay, former Dean of Labor at Berea College. Third is "The History of Federal Work Study," based largely on materials provided by Maryln Lee McAdam, of Washington, DC, and revised and updated in 2006 by Sharon Welsh, NSEA Federal Relations Chair from Rutgers University, New Jersey.

### Informal History of Student Employment\*

By Rick Kincaid, SUNY College at Brockport

Trivial Pursuit (the source of much of my knowledge on many subjects) credits Zechariah Brigden as the first student to work his way through college. The fourteen-year-old made his way through Harvard College by "ringing the bell and waiting" to graduate in 1657.

Source: Kane, Joseph. Famous First Facts, (3<sup>rd</sup> Ed.). The H.W. Wilson Company. New York: NY. 1964. (He later went on to publish an almanac espousing "Copernican Astrology," work as a goldsmith, and fight Native Americans in King Philip's War).

Since then many millions have followed his path. Has the experience of working while a student changed that much? I think not. Although I will eventually get to some real history (I was a history major after all), the essentials of student employment have not changed since Zechariah.

Below are excerpts from a book published in 1915 that describes one young man's efforts to support his education through work. It still rings true.

#### **On Student Employment Administrators:**

"Well, I was in debt and desperate for a job. Soon after I came here I heard about the Student's Self-Help Bureau and had registered with them. That feeling of desperation about my financial situation drove me nearly frantic. Now I want to say a word right here about the bureau. There have been two secretaries in my time, both of them certainly the right men for the right place. Most important of all, they were both cheerful, and I think that is about the first requirement for a secretary of the bureau. A man who goes there is a man in trouble. There are never enough jobs to go around. I often went there at the beginning of my freshman year and was told that there was nothing doing. But I never went there without getting a certain amount of cheering up, and I need that as much as I needed money."

**On Learning** (by delivering laundry):

“I was forced by necessity to become what you might call an undergraduate business man, and the first step necessary to success was to know the world I had to deal with. I also learned there what qualities I had to possess. In the first place, there is one thing the student is famous for—it is his unreliability. I made up my mind that here I would have to be the exception, and I pride myself that I have tried to keep my engagements, as any man in business would do.”

“The second point was of equal importance. In my new work I came to know the student well, and, of course, you know his work is not the world outside, or the world that I was used to. All men in college have certain points in common, but they differ among themselves as do men in the world, and I learned to know their differences. My work carried me into the rooms of a very large number of students. I saw them all and learned to know them as they are and not as they pretend to be.”

### **On Time Management:**

“How did I manage to crowd it all into one day? There wasn’t any crowding; I was forced to reduce it to a system, and everything fitted in nicely. Yes, I can give you specimen days from my diary. Through the winter I got up about 5, studied, and went out to take care of the furnaces—at one place you will remember, I shined shoes and carried the coal, etc; returned home at 7 or 7:05, took a shower and changed clothes, and was at the commons for breakfast at 7:30, for I still worked at the commons; took charge of the stand for about an hour a day. Went to three classes in the morning, had lunch; in the afternoon put in two hours at (my job in) the studio; would ride down on my wheel to the job at the farm and take charge of the books for an hour and a half or two hours; came back for dinner, fixed up the furnaces for the night, which took about an hour, went home and studied a bit; and when there was distributing (clean clothes for a laundry service) to do, did that, and when there was no distributing, went out canvassing for slickers (sold rain slickers). I got home between 10 and 11, studied for a while, and was up again between 4 and 5:30, according to the number of classes I had to prepare for that day....”

“It’s a curious fact, but it’s true, that the busier I was, and the more I had to do, the more time I seemed to get for things outside and the more I enjoyed them. Some of the keenest moments of enjoyment that I ever remember having were the little intervals of rest between two jobs when I came back to my room.”

### **On Academics:**

“You can’t carry a schedule of that sort and waste time. I didn’t fall off in my studies. The best grades I ever received in college I received in these two (busiest) terms. The great value of that year lay in the fact that it taught me how to use every moment of time. I could study for ten minutes and get ten minutes’ worth of study out of it. I got into my books immediately, and learned to work rapidly when I had time to work. This one lesson has been one of the greatest things that my college course was to give me.”

From **Through College on Nothing a Year**: Literally Recorded from a Student’s Story

By Christian Gauss, Charles Scribner’s Sons 1915

Originally published in installments in the *Princeton Alumni Weekly*

Source materials courtesy of Bob Cunningham, Student Employment, Princeton University

The earliest references to student employment are concurrent with the founding of our oldest university, Harvard, in 1636. With this pedigree, student employment taps some of our deepest national ideals:

- deserving and talented young people should be given an opportunity, regardless of background,
- hard work and ambition should allow one to overcome meager beginnings and make a success of oneself,
- overcoming obstacles strengthen and temper an individual,
- each generation has an obligation to assist and promote success in the next,
- education is the key to success.

These deeply American themes are present in all the eras of student employment.



## **The Colonial Period**

Admission to the professions (law, medicine, ministry, teaching) had traditionally been via lengthy apprenticeships in which the training was employment, albeit at steadily increasing levels of responsibility. Universities added a classroom component, but because of transportation difficulties and geographic isolation of the period, much training was still in the form of apprenticeships or on the job training.

While apprentices were supported financially by their masters during the period of apprenticeship, universities had no such arrangement. Universities even expected the student to pay them. But the quality of education, the opportunity to be exposed to a wider community of scholars, the desire to emulate Europe, the increasing population and improving transportation all worked toward the rise of universities. They attracted young men of ambition but not always of means.

In the earliest cases, these students often just hired themselves out. Many well-to-do families sought private tutors, particularly for daughters. Lawyers hired clerks. The jobs provided welcome extra money, and less need to be dependent on family.

But many students either arrived at the university without means, or illness or other factors interrupted the support of the family. In these cases, faculty at the university often became involved. Small jobs, such as maintenance or agriculture were provided, usually at the intercession of a concerned faculty member.

As the need and number of students grew, and the advantages to the institution became apparent, the programs became formalized. All of our early private colleges, led by Harvard, Yale and Princeton, subscribed to the belief that lack of financial resources should not constitute an insurmountable barrier to an education. Scholarship programs were established, and some jobs (most often in service areas) were reserved for needy students. Financing came from higher tuition charged the wealthier students, and bequests and donations from supporters.

But, throughout the period, these programs and the number of students participating were still small. A university education remained largely the province of the wealthy.

## **The Civil War through the Depression**

### **The State University**

The Land-Grant College Act of 1862, introduced by Justin Smith Morrill of Vermont, provided funding for institutions of higher learning in each state. Each state received 30,000 acres of federal land for each congressional representative from that state to be sold to provide an endowment for "...at least one college where the leading object shall be...to teach such branches of learning as are related to agriculture and the mechanic arts." The Second Morrill Act of 1890 went further, providing annual appropriations for these growing universities.

The establishment of the land-grant universities (Michigan State, Cornell, and University of Vermont to name a few) was very important in the next stage of student employment.

First, a school teaching agricultural and the mechanical arts was a practical place. Campus farms and laboratories were common. They needed to be staffed, the students needed to learn, and what better employees than students.

The land-grant universities, by virtue of serving an entire state, were large and generally in rural areas. The older model of a small number of boarding houses at the edge of campus meeting the student body's

needs did not work. The college community of residence halls, dining halls, sports facilities, and shops began to evolve. And each function needed workers.

The student body and the curriculum were changing too. Scientific agriculture and modern engineering were emerging. Higher education was to never again be solely the province of the professions, or just for the children of the wealthy. The majority of the students began to come from lower class and middle class backgrounds, many from farms. Immigrants quickly embraced the idea that education and merit was the road by which their children might advance in the more open society of America. These were young people who were used to doing, not depending on servants or slaves. Labor was not the province of the lower classes- it was what they and their parents had been doing all of their lives. Working at college was just an extension of their background.

However, education has risks as well. Parents feared that education might turn a young person away from the old ways and their values. Many parents of these first-generation college students embraced that the student would work. Work showed the student the value of a dollar, and was perceived as keeping the student true to their roots.

Although the student employment programs at the land-grant universities were not initially centrally organized, the numbers of students working finally forced this organization, usually as a branch of the financial aid area.

### **Student Entrepreneurs**

During this period, many of the private universities in the east developed differently. Lacking some of the forces driving the land-grants, another form of student employment evolved- the student agency.

Ambitious students often began small businesses selling goods or services to other students. Our student in the introduction had a job delivering for a laundry and pressing service. Although not quoted here, he started an agency selling programs at home athletic events, and another business to sell yellow rain slickers (then a traditional garb for sophomores at Princeton), hiring younger students to work for him.

Obviously, many of these agencies came to provide something the campus needed, yet the founder of the profitable agency inevitably graduated and moved on. The Ivy League universities responded by formalizing their support, providing a mechanism to pass a business on to a promising underclassman, and assisting with support services such as accounting, post boxes, warehouse space or whatever else was needed. Student entrepreneurs earned money both for themselves, and the fellow students they employed. (The student agencies survive today although they have not had the same success outside of the Ivy League).

### **Work Colleges**

**Bill Ramsay, NSEA Historian  
Retired Dean of Work  
Berea College, Berea, KY**

### **Cooperative Education**

In 1906, at the University of Cincinnati, Professor of Engineering Herman Schneider made two observations. First, there were certain elements of his curriculum that were not readily taught, or absorbed by students in a classroom setting. And he noticed the large number of his students that were working in their spare time, most often in jobs unrelated to their studies and career goals. His solution was cooperative education, alternating periods of career-related work and classroom study- the goal being to blend practical experience with academic theory. Area employers hired the budding engineers, and soon found them valuable for special projects and as future recruits. The concept spread to other technical programs, and became the form of student employment most closely integrated with the academic programs.

## **The Depression**

With unemployment approaching 25% and the New Deal trying to “put America back to work,” federal programs were established to provide work. One such program, the National Youth Administration Student Work Program, focused on providing jobs to high school and college students. Established in 1935, it was the first federal program to directly aid students. Much like the present Federal Work Study Program, the N.Y.A. was administered by individual institutions, operating with fiscal guidelines issued by the federal government. Although much latitude was given for the local operators, schools were encouraged to consider the student’s interests and aptitudes and relate the work to the academic program. However, a criticism in the program’s final report stated:

“Since traditionally, the American school and college plan was designed primarily to meet academic needs, it was natural that school officials in devising work assignments under the first N.Y.A. allocations met with difficulty. Job assignments went to two extremes, from the highly academic on one hand, to the more menial or “leaf-raking” type on the other.”

The program operated through 1943 when the war effort, the consequent enrollment declines at colleges, and manpower shortages in industry caused its demise. At this time, it was estimated that between one-third and one-half of all college students were working to earn at least some expenses.

One interesting note about the program is Lyndon Johnson’s early and influential involvement in student employment. Johnson had come from very humble beginnings, and, by necessity, worked steadily during his college years. In fact, the president of Southwest Texas State, impressed by LBJ’s ambition, put him in charge of doling out jobs to other needy students. Johnson parlayed this power into political influence in student government. Those experiences led to his first federal position as statewide administrator for the Student Work Program in Texas. He had a sympathy and passion for the NYA and students working that made him effective and the opportunity to travel and visit all the schools in Texas and help bright young students was the genesis of his political network.

## **After World War II**

The GI Bill greatly expanded the idea that the federal government had a role in providing financial assistance to college students. Although its purposes were multiple (diverting a percentage of discharged GI’s out of the labor market to prevent massive unemployment, a reward for a job well-done, a recognition that a better-educated labor force was necessary), the GI Bill greatly changed the student employment landscape, even though it did not include an employment component.

College enrollment spiraled with the direct aid provided to the GI’s and the services necessary to support this influx followed. By 1947 one half of all students were on the GI Bill and by 1950 enrollment at public colleges exceeded that at the privates. College housing, student services, and local retailing all boomed. In addition, these students were different- older, more worldly and with considerable skills. The local economies, including the colleges, hired these very capable student employees and broadened the perception of the kinds of jobs students could do.

A concurrent trend was the increasing recognition that our human resources were a national resource. World War II was decided as much in the industrial plant as on the battlefield. The productivity of the American economy, fueled in no small part by the education of the workforce, was what had beaten the Axis, and might be needed to beat the Communists. President Truman appointed a commission that concluded that half of the capable high school graduates who could benefit from a college education could not afford one- that cost, not ability, was the obstacle. Although the report was not acted upon by the federal government, these perceptions fueled more private and corporate support for college endowments.

Eisenhower appointed a similar commission, which found that half of all scholarships funds were concentrated in only the fifty wealthiest colleges. Large numbers of deserving, capable students could not attend college. The Soviet Union's launching of Sputnik galvanized the necessary political support, and the National Defense Education Act was passed, providing grants to states for student aid, and the first student loan program. Although not included in the final bill, the Eisenhower commission recommended "greatly expanded on-campus work opportunities at fair wages financed by the Federal Government," and cited four advantages to such a program:

- student financial assistance
- additional workers for the institutions
- ability to help both public and private institutions without regard to issues of separation of church and state
- keeping students from competing with local workers in areas of labor surpluses.

### **The 60's: The Great Society**

Lyndon Johnson knew firsthand the value of student work, and, as part of the broader effort of the "War on Poverty," the College Work Study (CWS) Program was begun. Coincident with the establishment of CWS, more low-income students, encouraged by civil rights advances, were likely to see higher education as an option. The first wave of the Baby Boom was also reaching college age, and enrollments were swelling again, doubling from four to eight million in the decade. As with the land-grant universities and the GI's, support services on and around campus boomed and needed employees.

Community colleges were founded and expanded, and increasing numbers of students were older and enrolled part-time. The phrase "non-traditional" was coined to describe them. Many of these students were employed persons who happened to take a class, not the more traditional student who happened to work.

### **The 70's: Professionalization**

With the success of the Johnson's programs, and the expanding need for them, the Federal Government began to identify broad goals for the financial aid programs. The Higher Education Act of 1972 sought to promote equality of opportunity, promote the national interest (slightly broader than the national defense concept), encourage a diversified system of private and public education, and encourage state involvement. Aid to students (instead of to institutions) encouraged student choice of schools in a "free market" approach and was politically popular with both the parents and students. Needs analysis became more formalized and ever more tightly under federal guidance, and the concept of aid as "entitlement" was introduced.

In 1978, the Middle-Income Assistance Act expanded aid eligibility beyond the neediest students, and suddenly the children of the much larger and more politically influential middle class began to be eligible. Aid, including Work Study, became part of the fabric of college life: an expectation of most families, and a necessity as college presidents projected budgets.

### **Job Location and Development**

Recognizing the fiscal limits of the government, and the limits of campus communities to absorb WS students in useful work, the Middle Income Assistance Act established the Job Location and Development (JLD) Program to help students find off-campus jobs while still enrolled, "without regard to financial need." Colleges were allowed to divert a portion of WS funds, provide matching funds, and establish programs and hire staff for this purpose. An unwritten purpose of JLD was to help colleges hire staff to deal with the increasingly unwieldy regulations.

### **The 80's: Reaganomics**

As part of a much larger effort to reduce the size and intrusiveness of the Federal Government, the Reagan Administration attempted to reduce eligibility for aid programs with a combination of funding cut recommendations, and tighter eligibility standards. Elimination of funding for Work Study was proposed annually and defeated by bipartisan support in Congress although Congress never passed increases in funding. Adjusted for inflation, the net effect of stable funding was a reduction in aid available, a shifting of costs to families, and a need by more students to work more.

Work they did. By the end of the decade, 56% of 20-24-year-old students were working at a “snapshot” point in fall semester. This was a steady increase from 25% of this group working in the late 40s, to 44% in the late 50s, to 51% in the late 60s.

In keeping with Reagan’s belief that private efforts were superior to public ones, legislative authority was given to colleges to place WS students with private, for-profit employers with wages subsidized by WS (few colleges have participated in this).

The 80s also saw the politicization of reallocated WS funds. Each year, some schools do not spend all of their WS, and return some to Washington. With First Lady Barbara Bush’s interest in literacy, these funds were earmarked for reallocation to schools to use WS students as literacy tutors. As in other aid programs, a worthy but unrelated issue was attached.

### **The 90’s: Community Service**

The 80s had seen political scrutiny and regulatory reform of grant and loan programs, as a result of abuses in “fly-by-night” trade schools and high loan default rates. However, WS had virtually no evidence of abuse and was popular with elected officials of both parties. Congressional suggestions were minimal.

However, the trend begun by politicization of reallocated WS funds was expanded in the 90s. The original WS legislation allowed employment with public or private, non-profit employers. In the 60s or 70s many schools placed significant numbers of students with off-campus agencies, in positions related to the public good.

However, as inflation eroded funding for WS, and as colleges came under their own fiscal pressures, more and more campuses had spent the last two decades using WS as an “in-house” labor force, existing primarily for the benefit of the college.

Congress became sensitive to several issues. Were students working in menial campus WS jobs, unrelated to career goals? Were needy local public and non-profit agencies being shortchanged? Could WS funds serve the additional goals of assisting the community, and agencies in addition to the colleges?

The result was a requirement that colleges spend at least 5% of WS in jobs defined as community service (largely off-campus). (This will increase to 7% in 2000-01, and there continues to be Congressional sentiment for at least more scrutiny of what students do.)

### **The Future:**

As Winston Churchill wrote, “The farther backward you can look, the farther forward you are likely to see.”

\*In 2010, NSEA celebrated 75 years of Student Employment which began with the first federal program during the depression in 1935 with New Deal programs.

\*In 2014 NSEA celebrated the 40<sup>th</sup> year of the Association.

## **A Brief History of the Work Colleges**

By William R. Ramsay, Edisto Beach, South Carolina

Former Dean of Work

Berea College, Berea, KY

Among America's rich variety of colleges and universities are a few private liberal arts colleges that are committed to work-learning experiences for all students as part of the students' educational program and community citizenship as well as for financial self-help. Each of these schools is different and has developed in different ways, but they hold in common a belief in the value of work experience for all their students which lead them to make it a requirement of their institutional programs.

Several of these institutions had been in communication with each other over many years and met to discuss their shared commitment and experiences. In fact, a panel representing these colleges made a presentation at the conference on Work and the College Student at the University of South Carolina in Columbia, SC, in 1978. This was the conference that adopted the constitution and by-laws of the National Association of Student Employment Administrators (NASEA).

### **A Study of Five Work Colleges**

In 1978-1979 five of these work colleges received a grant from the Ford Foundation to examine their experiences with student work programs and consider what values the programs had demonstrated over the years. The five colleges were:

Alice Lloyd College, Pippa Passes, KY founded in 1923

Berea College, Berea, KY founded in 1855

Blackburn College, Carlinville, IL founded in 1837

College of the Ozarks, Point Lookout, MO founded in 1906

Warren Wilson College, Swannanoa, NC founded in 1894

The colleges prepared several papers based on their examinations and hosted a conference on Work, Learning and Service at the end of the study period. But in the process, not only did a great deal of program enhancement occur, but areas of common problems of interfacing with tax laws, labor laws and financial aid regulations were identified. Most of the legislation and regulations in these areas developed long after the colleges' programs were well established and, often were based on different assumptions about student work. This led to consideration of legislative changes which were realized in a special provision for "work colleges" in the 1992 Higher Education Amendments.

### **Earlier History**

Long before these events and even before the founding of these colleges, there had been experiments in American education with the idea of combining education and manual labor. In the early 1800's several institutions, including Oneida Institute, Lane Seminary and Oberlin College, instituted manual labor programs for enrichment of education. In 1831, a "National Society for Promoting Manual Labor in Literary Institutions" was founded. Its spokesman, Theodore D. Weld, listed many advantages of manual labor. First, was that it furnished exercise most natural to man. Of course, at that time most students worked unskilled or semi-skilled in agriculture or in the trades. It was also claimed to develop character and establish habits of industry. Toward the end of the list of benefits was that it would diminish the expense of education. This was before education was available to most and only the privileged went to

college. In general, these experiments failed and did not continue. (Excerpted from Berea's First 125 Years; 1855-1980, by Elizabeth Peck/Emily Ann Smith, University Press of Kentucky, 1982)

The work colleges that participated in the Ford grant had developed their programs later from considerations more practical than philosophical, although there were philosophical assumptions as well. The students these institutions sought to serve needed opportunities for self-help and the student manpower was needed to build and operate the institutions. As the programs developed, broader values were recognized and other considerations were incorporated to provide job skills, to foster career development, and to develop productive habits and attitudes. The requirement that all students work was, at least at some of the institutions, a reflection of a strong commitment to democracy and community, where students would not be divided into the "working class" and the "privileged." As the programs matured, student workers were seen as a vital part of the institution as contributors as well as consumers and as having important services to offer the community. The Ford study showed that students and graduates of these colleges had a stronger than usual sense of identity with the institution – a greater sense of community.

Although the work was real, students were not simply "part-time workers," but had work assignments as part of their college program. However, the work was not necessarily a vocational extension of a particular area of study, as in cooperative education but a part of the learning about self, communications, problem solving, relationships, organizational behavior, leadership, and other components of a liberal arts education. Student work was also an integral part of the institutions financial fabric and affected the amount of, or lack of, tuition, board and room and other fees. The financial and work-hour relationships caused problems as legislation began to deal with questions of tax on student "wages" and scholarships, fellowships and other aid, and as wage-hour laws began to define the conditions of work. And then, with the advent of the Federal College Work Study Program more problems of different assumptions emerged.

### **Work Colleges Legislation**

In the Tax Code, prior to the Tax Reform Act of 1986, a small provision recognized "Work Study Programs," providing under section 117 that:

The value of tuition, payments and credits toward room, board and incidental educational expenses given to students for work in a college-operated activity are scholarships if the awarding college, under its educational philosophy requires all students to take part in a work program. This exempted student "earnings" under these programs from income tax under the old tax code. In the rewriting of the Tax Code, this little paragraph did not survive. Conversations with members of Congress led to the need for a "legislative definition" of work college, before any legislative relief could be found.

The legislation that provided the best opportunity for a definition of work colleges and would speak most directly to the concerns of these colleges was the Higher Education Act, 1992 amendments. These amendments established a new "Work Colleges" provision under Sec. 448. The purpose was "...to recognize, encourage, and promote the use of comprehensive work-learning programs as a valuable educational approach when it is an integral part of the institution's educational program and a part of a financial plan which decreases reliance on grants and loans."

The legislation requires a 50-50 match of funds, rather than the regular Work Study program match, showing the degree of commitment by the institutions. In addition to qualify, the legislation requires that the institution:

- has been a public or private non-profit institution with a commitment to community service;
- has operated a comprehensive work-learning program for at least 3 years;

- requires all resident students who reside on campus to participate in a comprehensive work-learning program and the provision of services as an integral part of the institution's educational philosophy; and,
- provides students participating in the comprehensive work-learning program with the opportunity to contribute to their education and to the welfare of the community as a whole; and

The legislation further provided that:

The term "comprehensive student work-learning program" means a student work/service program that is an integral and stated part of the institution's educational philosophy and program; requires participation of all resident students for enrollment, participation and graduation; includes learning objectives, evaluation and a record of work performance as part of the student's college record; provides programmatic leadership by college personnel at levels comparable to traditional academic programs; recognizes the educational roles of work-learning supervisors; and includes consequences for nonperformance or failure in the work-learning program similar to the consequences for failure in the regular academic program

### **Other Work Colleges**

Under these provisions, two additional institutions have joined the original five – Goddard College and Sterling College. The seven colleges have formed a consortium for exchange of information, joint training programs, promotion of work-learning and combined community service projects. In addition to the work colleges, as now defined by this legislation, there are other institutions that feature student work as part of their program, such as Berry College in Georgia and Oakwood College in Alabama. And, of course, most institutions now have student employment programs that see student work as more than just self-help financial aid.

The work colleges keep up with student work records much as they do with academic records, and they have done studies on the relationship of work success or failure and academic success or failure. In a sense they serve as laboratories for understanding Work Study as part of higher education and the most effective ways of achieving maximum value from Work Study in all its dimensions.

## **History of the Federal Work Study Program**

Based largely on the material provided by Maryln McAdams, Washington, DC

Revised and updated by Sharon Welsh, NSEA Federal Relations Chair, Rutgers University, New Jersey

The Federal Work Study Program (FWSP), formerly the College Work Study Program (CWSP), is part of the student financial aid provisions in Title IV of the Higher Education Act of 1965 as amended. From its beginning, under the Economic Opportunity Act in 1964, its primary purpose has been to assist needy undergraduate and graduate students in financing postsecondary education costs through part-time employment. FWSP along with SEOG (Supplemental Equal Opportunity Grants) and the Perkins Loan Program are known as the campus based student financial aid programs. However, unlike grants and loans, Work Study is more than a financial transaction. It involves the student directly in activity, requires student time and effort and results in the provision of goods or services. It provides students opportunities to gain skills and experience and to make contributions through work or service. Accordingly, special considerations and regulations are necessary to set the boundaries of the FWS



program, beyond simple eligibility requirements, having to do with the content, context and conditions of the student work assignment.

The idea of student work has enjoyed wide support and the FWS program has been generally popular. However, supporters often have different views of the values, and therefore the purposes, of the program causing much discussion and many adjustments as the priorities, possibilities and limitations of the program have evolved. These have been reflected in the legislation, regulations and administration of the FWS program over its 40+ years. Some of these issues have been and are:

- the balance between grants, loans and work
- the ratios of cost sharing where the employer receives some benefit
- the degree of on-campus versus off-campus work
- the involvement of the private sector and proprietary schools
- the values of relating work to careers or academic programs
- the contributions of students to community service
- the need for flexibility in administration
- the stimulation of work/service opportunities for all students

In general, NSEA's legislative position has been to encourage the maximum flexibility in FWSP, allowing individual institutions and individual students to make their own choices within basic purposes and broad boundaries established by legislation. Because FWSP has been strongly supported by Congress, it has been seen as a convenient vehicle for other program goals that can be served (and therefore funded) by student work. Also the predominance of student work assignments on-campus is seen by some as simply a way for institutions to get "cheap labor" through government subsidy. In fact, the FWS program does benefit the institutions that utilize it, but on-campus jobs are most convenient for students and make most efficient use of time in most cases, and also are not limited to unskilled work, but include many academically and career related opportunities. Institutions vary widely in their Federal Work Study programs and it is important to allow this variety to meet the needs of a diverse population of students.

#### **1964**

The Economic Opportunity Act (P.L. 88-452, Title I, Part C) authorized grants to institutions of higher education to assist in the operation of Work Study programs for low-income students. For the first two years funds were to be 90% federal and then reduced to 75% federal. Authorization for 1965 was \$412.5 million.

#### **1968**

The Higher Education Amendments of 1968 (P.L. 90-575) transferred the CWS program to Title IV, Part C, of the Higher Education Act and extended the program through FY 1971. The matching provision was changed to 80% federal and 20% nonfederal. The program was made available to proprietary and vocational institutions of higher education.

#### **1972**

The Higher Education Amendments of 1972 (P.L. 92-318) extended the program through 1975 with a maximum annual authorization level of \$420 million. A 10% reserve for discretionary funds was established. A separate Work Study program for part-time student employment in community service was authorized at \$50 million through 1975 (but never funded). Moving away from the rigidity of income standards the purpose was reworded to refer to students "...with great financial need."

#### **1976**

The Amendments of 1976 (P.L. 94-482) added authority for job location and development projects (JLD) using FWS allocations. Funds authorized were substantially increased from \$420 million for FY 1976 to

\$720 million for FY 1982. This reflected, according to the House report, “wide acceptance and support,” of the program. New flexibility was added where students work assignments provided earnings beyond the need threshold. Part-time employment opportunities for all students were encouraged.

### **1980**

Amendments in 1980 (P.L. 96-374) extended the program through 1985 and added a provision that assured institutions of allotments at least equal to funds used in FY 1979. A 10% carry forward or carry back provision was included. The JLD program was authorized to utilize up to 10% of allocations or \$25,000, whichever was least, for a JLD center. A community service-learning Work Study program was authorized using up to 10% of institutions administrative allotments. Student wages were required to be at least minimum wage.

### **1986**

This year’s Amendments (P.L. 99-498) authorized \$656 million for FY 1987. It approved the use of up to 25% of funds for use with private sector employment on a 50-50 matching basis if the work is academically relevant. Community Service Job Location and Development programs were authorized to use up to 10% of allocations or \$20,000, whichever is less, for program administrative costs. The maximum federal share for students in community service was raised to 90% with an 80% - 20% split for other FWS employment.

### **1992**

The federal share for all FWS assignments was set at 75%, but 5% of all assignments is required to be spent in community service. Congress specified as one of the program purposes, “...to encourage students...to participate in community service activities that will benefit the Nation and engender in the students a sense of social responsibility and commitment to community.” A Work Colleges provision was included to recognize a special category of institutions where all students work as part of their program.

### **1996**

The FWS actual appropriation jumped 35% this year to \$830 million with an increased emphasis on community service and a special focus on reading programs. Effective July, 1997, matching of funds was waived for students engaged in a reading tutoring program for elementary and pre-school children. The America Reads Coalition is formed.

### **1998**

The Higher Education Amendments of 1998 authorized an increase in funds for FY 1999 to \$1 billion and increased the community service requirement to 7%. At least one reading tutor or family literacy project is required at all institutions. More flexibility is added in defining “community service” and reasonable costs of travel and training are allowed. The federal share is authorized up to 90% for students working with nonprofit organizations or government agencies that are not part of the institution. Such organizations and agencies must demonstrate financial need and must be selected on a case by case basis for this benefit. Not more than 10% of an institution’s FWS positions may fall under this category. Direct credit of pay to a student’s account is allowed upon a student’s request. The requirement that a private-sector job be academically relevant is given more flexibility in interpretation “to the maximum extent practicable. ”

This brief view of the FWS program’s growth would suggest that the issues reflected, and others, related to students working will continue to find their expressions in legislation and regulations as the program moves into the new century.

## State Funded Work Study Programs

By Betty Gebhardt, Washington Higher Education Coordinating Board

State work study programs developed particularly in the later 1970s and the early 1980s. The National Student Employment Association's (NSEA) attention was drawn to members whose state work study programs began to develop. Under an NSEA committee a special study was conducted and lead by a member from Rhode Island. At the time, state programs were especially considered when "block grants" to the states were being suggested as an alternative to large federal programs in financial aid.

More recently, the Washington State Higher Education Coordinating Board has been a consistent source of information on state and federal work study programs. The following chart is provided from information obtained by The National Association of State Student Grant & Aid Programs (NASSGAP) 2003-04 35<sup>th</sup> annual survey.

### STATES WITH WORK STUDY FUNDING 2003-04

<u>State</u>	<u>Start Year</u>	<u>Est. Dollars in Millions</u>
Washington	1974	17.5
Colorado	1969	16.0
Pennsylvania	1966	13.3
Minnesota	1975	12.4
Michigan	1987	7.6
New Mexico	1982	5.2
California	1989	4.7
Texas	1989	3.5
Idaho	1989	1.2
Montana	1974	1.0
Florida	1982	0.9
Kentucky	1975	0.9
Indiana	1984	0.9
Kansas	1989	0.5
Vermont	1989	0.2
Rhode Island	1977	0**

\*\*\$.5 program eliminated SOURCE: 2003-04 NASSGAP

The primary objective for most state work study programs is to provide opportunities for students to earn money to help pay for their college costs, and in most cases, to help students gain a valuable work experience related to their academic or career interests. However, state supported work study programs take on many different dimensions. What is considered a requirement in one state may not be a determining factor in another. State Work Study programs differ among states; several programs contain one or more of the following requirements:

- Student eligibility is based on state residency and financial need.
- Common restriction on the number of hours per week a student may work.
- Maximum earnings are limited to financial need and/or fixed dollar amount.
- Decentralized administrative support and selection of recipients is determined by the institution and based on issued program regulations.
- Emphasis placed on providing placements for full time undergraduate students.

While state work study programs vary in requirements, they all recognize the opportunity employment represents in the college student experience and they all recognize the multiple benefits offered through the program.

## **Constitution, Bylaws, Incorporation & Tax Status**

The Resolution of Intent was adopted by the Midwest Association of University Student Employment Directors (MAUSED) in 1962 (Appendix A). The first record of NSEA's Constitution and Bylaws dates to 1978 (Appendix B). Revisions were in process almost immediately and have continued over the organization's history, leading to the current Bylaws of the Association. The most current copy of the Bylaws is posted on the NSEA website at <http://www.nsea.info/>.

NASEA operated for its early years without incorporation until 1984 when it was incorporated in the state of Nevada, home of Sandy Litkenhaus who was president at the time. A copy of the original Articles of Incorporation is included in Appendix D. Tax exempt status 1986 then updated in 2012 is in Appendix E. When the "Corporate Home" was established at Princeton University, the corporation was re-located to the state of New Jersey. This incorporation lapsed after the Corporate Home was moved from Princeton to Omaha, Nebraska and was reinstated in 1998. A copy of the reinstatement notice is included in Appendix F. In 1999, the Corporate Home was officially moved to Eugene, OR where it is currently located. At this time, the corporation was also moved from New Jersey to Oregon. The Corporate Home office was officially moved to Richardson, TX in August 2008, however, the corporation remained in Oregon. In 2014 the Corporate Home Office was moved to Austin, TX and midway in 2018 it was moved to Auburn, Maine where it currently resides. NSEA maintains its incorporation with the state of Oregon.

A "New Employer Identification Number" was assigned to NASEA, shortly after its organization, in 1979; however, a new number was assigned later in relation to an application for tax exempt status, which was approved in 1986. Copies of the EID# can be found in Appendix C.

## Chronology of NASEA/NSEA Leadership

### The Men and Women Who Led the Student Employment Movement 1961-1974

#### Roots in the Midwest

It is always difficult to pinpoint the beginnings of a movement and to identify those who provided early leadership. Many movements seem to arise from several roots as an idea whose time has come, and no one source can be said to be the exclusive origins of the stream that follows. In the case of the National Student Employment Association, the actions which gave rise to the association came most immediately and most clearly from a group of student employment professionals at Midwestern universities who set out to promote the interests of student employment regionally and nationally. In March of 1961, this group came together at the University of Illinois, Urbana, with John Griffin, of that institution, acting as convener. The group included:

Alice Duncan	Indiana University
Frank S. Endicott	Northwestern University
John Feinler	Purdue University
Edward Fitzpatrick	Michigan State University
John Griffin	University of Illinois
Roland Keene	Southern Illinois University
John A. Lardie	University of Michigan
Charles McCombs	Ohio State University
Howard Moffitt	University of Iowa
Gerald Peck	University of Illinois, Urbana
Alan Purdy	University of Missouri, Columbia
Robert K. Richards	University of Michigan
Richard Stewart	Purdue University
Marten S. Zahrt	University of Illinois, Navy Pier, Chicago

The group formed an association named Midwest Association of University Student Employment Directors (MAUSED). Listed below are the presidents of MAUSED from its beginning until its change of name to Midwest Association of Student Employment Administrators (MASEA). This change coincided with convening the national First Annual Convention on Work and the College Student at Southern Illinois University at Carbondale, IL in 1975.

- 1961-62 – John Griffin, University of Illinois, Urbana
- 1962-63 – Charles McCombs, Ohio State University
- 1963-64 – Robert Richards, University of Michigan
- 1964-65 – Frank Adams, Southern Illinois University, Carbondale
- 1965-66 – Richard Stewart, Indiana University
- 1967-68 – Howard Moffitt, University of Iowa
- 1968-69 – George Brooks, University of Missouri, Columbia
- 1969-70 – Judith Lewis, University of Wisconsin, Madison
- 1970-71 – H. “Hap” Harbison, Jr., Wayne State University
- 1971-72 – Bob McKay, Bowling Green State University
- 1972-73 – Dorothy Bolder, Northern Illinois University
- 1974-75 – Cherie Lenz, University of Illinois

## **The Transition Years**

To convene a national convention on “Work and the College Student,” required leadership from MAUSED, renamed MASEA, and a growing group of leaders from other areas. The MAUSED/MASEA Board of 1974-75 and a special MAUSED/MASEA Committee on Work and the College Student worked hard to get the national process started. After the convention in 1975, the former MASEA committee became a national committee, under the name National Association on Work and the College Student (NAWCS), charged with carrying on annual conventions and beginning to explore the formation of a national association. Leadership during these crucial years in the formation of what became the National Association of Student Employment Administrators (NASEA), and was later modified to National Student Employment Association (NSEA) 1996, was provided by MASEA and NAWCS. The chairs of the NAWCS committee were, in effect, the first “presidents” of NASEA along with the presidents of MASEA who provided leadership while the new national association took form. Some confusion developed over how to record “presidents” before NASEA was officially named. At the 1982 conference, Jim Campbell was listed as the 1<sup>st</sup> NASEA president and Barbara Lutz was voted by referendum to be the “first Immediate Past President”. Although in the 1978 conference program, Jim Campbell signed his welcoming statement as “President, NAWCS.” The following record reflects the sequence of positions as they actually developed and does not assign a sequential numerical value on “presidents.”

1974-75 – MASEA President, Cherie Lenz, University of Illinois  
NAWCS Chair – Frank Adams, Southern Illinois University

1975-76 – MASEA President, Raymond DeJarnett, Southern Illinois University  
NAWCS Chair – Gary Weipking, Ohio State University

1976-77 – MASEA President, George Emery, Ohio University  
NAWCS Chair – Barbara Huston, University of Texas

1977-78 – MASEA President, Ruth Burson, Eastern Michigan University  
NAWCS Chair – James Campbell, University of South Carolina

By the time of the South Carolina Conference in 1978, MASEA had been joined by three other newly formed regional associations, Northeast (NEASEA), Southern (SASEA) and Western (WASEA), and all were represented at the 1978 conference by their presidents.

MASEA – Bill Bushaw, University of Iowa  
NEASEA – Bob Cunningham, Princeton University  
SASEA - Stan Grantham, New Orleans, LA  
WASEA – Margene Orzalli, University of California/Davis

## **NASEA Years 1978 - 1996**

At the Fourth Annual Conference on Work and the College Student, held at the University of South Carolina, November 8-10, 1978, constitutional amendments were adopted under the name of the National Association of Student Employment Administrators (NASEA) and officers were elected under that name for the first time.

This record is compiled from various documents and may contain gaps in information due to various election procedures and times of reporting. For example, the NASEA board terms for many years ran from conference to conference, usually from October or November of one year to the conference in the fall of the next year. Presidents of the regional associations, MASEA, NEASEA, SASEA and WASEA, served on the board, but were elected, usually in spring or summer months, so membership changed

during the year. Until all were changed to an annual basis, regional presidents are listed as of the national conference date. This was usually the year, in which they began their presidency, e.g.: for the national year 1980-81, ending with the conference in 1981, the regional presidents of 1981-82 are listed.

### 1978-79

President	Margene Orzalli	University of California/Davis	CA
1 <sup>st</sup> Vice President	George Emery	Wayne State University	OH
2 <sup>nd</sup> Vice President	Elaine Chiles	West Virginia Institute of Technology	WV
Secretary	Rick Manzanares	University of Washington	WA
Treasurer	John Kundel	University of Iowa	IA
Member-at-Large	Lupe Morin	University of Texas	TX

### Regional Presidents

MASEA	Gary Belleville	Western Michigan University	MI
NEASEA	Bob Cunningham	Princeton University	NJ
SASEA	Stan Grantham	New Orleans Service Learning	LA
WASEA	Judith Lewis	US International University	CA

### 1979-80

President	George Emery	Wayne State University	MI
1 <sup>st</sup> Vice President	Eleanor West Conry	University of Massachusetts/Amherst	MA
2 <sup>nd</sup> Vice President	Judith Casey	University of Texas/Dallas	TX
Secretary	Jacqueline Smith	University of Texas/Austin	TX
Treasurer	Cherie Lenz	University of Illinois/Urbana	IL
Member-at-Large	Robert Cunningham	Princeton University	NJ
Past President	Margene Orzalli	University of California/Davis	CA

### Regional Presidents

MASEA	Mel Dario	University of Minnesota	MN
	Jim Bowling	Michigan State University	MI
NEASEA	Patricia Hurley	Boston College	MA
SASEA	Wes Dunson	Midlands Technical College	SC
WASEA	Candy Barra-Scalberg	University of California/Los Angeles	CA

### 1980-81

President	Robert Cunningham	Princeton University	NJ
1 <sup>st</sup> Vice President	Judy Casey	University of Texas/Dallas	TX
2 <sup>nd</sup> Vice President	Allan Jensen	University of California/Berkeley	CA
Secretary	Sandy Litkenhaus	Western Nevada Community College	NV
Treasurer	Mary Ann Morgan	Case Western Reserve University	OH
Member-at-Large	Pat Hurley	Boston College	MA
Past President	George Emery	Wayne State University	OH

### Regional Presidents

MASEA	James Bowling,	Michigan State University	MI
NEASEA	Jeanette Piantadosi	American University	DC
SASEA	Judith Casey	University of Texas/Dallas	TX
WASEA	Pedro Mercado	New Mexico State University	NM

### 1981-82

President	Mary Ann Morgan-Davis	Case Western Reserve University	OH
1 <sup>st</sup> Vice President	Allan Jensen	University of California/Berkeley	CA
2 <sup>nd</sup> Vice President	Sandy Litkenhaus	Western Nevada Community College	NV
Secretary	Susan "Bruce" Nolan	University of North Carolina	NC
Treasurer	Gary Belleville	Western Michigan University	MI

**1981-82 Cont**

Member-at-Large	Robert Gallione	Columbia University	NY
Past President	Robert Cunningham	Princeton University	NJ

**Regional Presidents**

MASEA	Charles Gray	Northern Kentucky University	KY
	Robert Thomas	Wayne State University	MI
NEASEA	Billie Jones	Rutgers University	NJ
SASEA	Diane Warren	University of Texas/Arlington	TX
WASEA	Blanch Bluford	San Francisco State University	CA

**1982-83**

President	Allan Jensen	University of California/Berkeley	CA
1 <sup>st</sup> Vice President	Sandy Litkenhaus	Western Nevada Community College	NV
2 <sup>nd</sup> Vice President	Gary Belleville	Western Michigan University	MI
Secretary	Susan "Bruce" Nolan	Univ. of North Carolina/Greensboro	NC
Treasurer	Robert Gallione	Columbia University	NY
Member-at- Large	Ann McCormick	Boston University	MA
Past President	Mary Ann Morgan Davis	Case Western Reserve University	OH

**Regional Presidents**

MASEA	Bill Ramsay	Berea College	KY
NEASEA	Rosemary D'Arey	Bryant College	RI
SASEA	Wes Dunson	Midlands Technical College	SC
WASEA	Kathy Sahlhoff	Western Washington University	WA

**1983-84**

President	Sandy Litkenhaus	Truckee Meadows Community College	NV
President Elect	Susan "Bruce" Nolan	Univ. of North Carolina/Greensboro	NC
Vice President	William Bushaw	Cornell University	NY
Secretary	Charly Totoro	Rhode Island HEAA	RI
Treasurer	Christine Baker	North Texas State University	TX
Member-at-Large	Joy Doremire	Central Michigan University	MI
Past President -	Allan Jensen	University of California/Berkeley	CA

**Regional Presidents**

MASEA	Susan Treinen	University of Minnesota	MN
NEASEA	Lucy VanDerwiel	Massachusetts Institute of Technology	MA
SASEA	Carol Lewis	Emory University	GA
WASEA	Dean Drainey	Weber State College	UT

**1984-85**

President	Susan "Bruce" Nolan	Guilford Tech Community College	NC
President Elect	Carol Lewis	Atlanta University	GA
Vice President	Joy Doremire	Central Michigan University	MI
Secretary	Rick Kincaid	SUNY/Brockport	NY
Treasurer	Christine Baker	North Texas State University	TX
Member-at-Large	Lynda S. Watson	Boston College	MA
Past President	Sandy Litkenhaus	Truckee Meadows Community College	NV

**Regional Presidents**

MASEA	Cynthia Redwine	Wayne State University	MI
NEASEA	John Bandfield	University of Pennsylvania	PA
SASEA	Denise Nugent	Guilford Technical College	NC
WASEA	Fulmer Barlow	University of Nevada/Reno	NV



<b>1985-86</b>			
President	Carol B. Lewis	US Environmental Protection	DC
President Elect	Rick Kincaid	SUNY/Brockport	NY
Vice President	Lynda Watson	Boston College	MA
Secretary	Shah Hassan	College of Wooster	OH
Treasurer	Pedro Mercado	New Mexico State University	NM
Member-at-Large	David Brooks	Bryant College	RI
Past President	Susan "Bruce" Nolan	Guilford Tech College	NC
<b>Regional Presidents</b>			
MASEA	Richard Brescia	University of Illinois/Urbana	IL
NEASEA	Patricia Broady-Ellerbe	Boston University	MA
SASEA	Chuck Blanton	Appalachian State University	SC
WASEA	Gloria Grant	Eastern Washington University	WA
<b>1986-87</b>			
President	Rick Kincaid	SUNY/Brockport	NY
President Elect	Bill Ramsay	Berea College	KY
Vice President	Susan Treinen	University of Minnesota	MN
Secretary	Cynthia Redwine	Wayne State University	MI
Treasurer	Pedro Mercado	New Mexico State University	NM
Member-at-Large	Lisa Crawford	Bentley College	MA
Past President	Carol Lewis	Center for Disease Control	GA
<b>Regional Presidents</b>			
MASEA	Bill George	University of Kentucky	KY
NEASEA	Ellen McShane	New England Culinary Institute	MA
SASEA	Penny Craig	Old Dominion University	VA
WASEA	Warren Ducote	North Idaho College	ID
<b>1987-88</b>			
President	Bill Ramsay	Berea College	KY
President Elect	John Heneisen	Berry College	GA
Vice President	Lisa Crawford	Bentley College	MA
Secretary	Connie Murray	University of Wisconsin/Whitewater	WI
Treasurer	David Brooks	Bryant College	RI
Member-at-Large	Sallie Glover	University of South Carolina	SC
Past President	Rick Kincaid	SUNY/Brockport	NY
<b>Regional Presidents</b>			
MASEA	Ben Rodriguez	University of Wisconsin/Madison	WI
NEASEA	Charles Totoro	Rhode Island HEAA	RI
SASEA	Sharon Thorpe	University of North Carolina/Greensboro	NC
WASEA	Richard Cons	Arizona State University	AZ
<b>1988-89</b>			
President	John Heneisen	Berry College	GA
President Elect	Bill George	University of Kentucky	KY
Vice President	Emily Newton	University of Rochester	NY
Secretary	Joy Doremire	Central Michigan University	MI
Treasurer	Connie Murray	University of Wisconsin/Whitewater	WI
Member-at-Large	Delores Oelfke	Texas Christian University	TX
Past President	Bill Ramsay	Berea College	KY

**1988-89 Cont****Regional Presidents**

MASEA	Dan Kreidler	Governors State University	IL
NEASEA	Emily Newton	University of Rochester	NY
SASEA	Stephen Miller	Univ. of North Carolina/Charlotte	NC
WASEA	Marilyn Dold	Portland State University	OR

**1989-90** (This board served from the fall conference 1989 through the whole calendar year 1990 under new term policies based on calendar years)

President	Bill George	University of Kentucky	KY
President Elect	David Brooks	Bryant College	RI
Vice President	Merle Ryan	University of Massachusetts/Amherst	MA
Secretary	Catherine Shaffer	Cal State/Dominguez Hills	CA
Treasurer	Connie Murray	University of Wisconsin/Whitewater	WI
Member-at-Large	Lynda Watson	Brandeis University	MA
Past President	John Heneisen	Berry College	GA

**Regional Presidents**

MASEA	Rick Carlson	University of Nebraska/Omaha	NB
NEASEA	Donna Ciarfella	University of Connecticut	CT
SASEA	Robin Joseph	UNC/Chapel Hill	NC
WASEA	Barbara Andrews	Walla Walla College	WA

**1991**

President	David Brooks	Bryant College	RI
President Elect	Merle Ryan	University of Massachusetts/Amherst	MA
Vice President	Lynda Watson	Brandeis University	MA
Secretary	Catherine Shaffer	Cal State University/Dominguez Hills	CA
Treasurer	Connie Murray	University of Wisconsin/Whitewater	WI
Member-at-Large	Richard Cons	Arizona State University	AZ
Past President	Bill George	University of Kentucky	KY

**Regional Presidents**

MASEA	Lillian Downing	University of Kentucky	KY
NEASEA	Merle Ryan	University of Massachusetts/Amherst	MA
SASEA	Cathy Hakes	St. Petersburg Junior College	FL
WASEA	Barbara Andrews	Walla Walla College	WA

**1992**

President	Merle Ryan	University of Massachusetts/Amherst	MA
President Elect	Sallie Glover	University of South Carolina	SC
Vice President	Richard Cons	Arizona State University	AZ
Secretary	Catherine Shaffer	Cal State University/Dominguez Hills	CA
Treasurer	Linda Anderson	Carnegie Mellon University	PA
Member-at-Large	Cathy Hakes	St. Petersburg Junior College	FL
Past President	David Brooks	Bryant College	RI

**Regional Presidents**

MASEA	Beth Page	Olivet College	MI
NEASEA	Joanne Stuewe	Rochester Institute of Technology	NY
SASEA	Ellen Allen	Fl Community College/Jacksonville	FL
WASEA	Andrew Salcido	Chapman College	CA

**1993**

President	Sallie Glover	University of South Carolina	SC
President Elect	Cathy Hakes	St Petersburg Junior College	FL
Vice President	Joanne Stuewe	Rochester Institute of Technology	NY
Secretary	Emily Newton	University of Rochester	NY
Treasurer	Linda Anderson	Carnegie Mellon University	PA
Member-at-Large	Barbara Andrews	Walla Walla College	CA
Past President	Merle Ryan	University of Massachusetts/Amherst	MA

**Regional Presidents**

MASEA	Arnold Wood	Grinnell College	IA
NEASEA	Dennis Chavez	Cornell University	NY
SASEA	Ellen Allen	Fl Community College/Jacksonville	FL
WASEA -	Andrew Salcido	Chapman College	CA

**1994**

President	Cathy Hakes	St Petersburg Junior College	FL
President Elect	Jim Fisher	Eastern Kentucky University	KY
Vice President	Beth Page	Olivet College	MI
Secretary	Emily Newton	University of Rochester	NY
Treasurer	Ellen Allen	Fl Community College/Jacksonville	FL
Past President	Sallie Glover	University of South Carolina	SC

**Regional Presidents**

MASEA	Arnold Woods	Grinnell College	IA
NEASEA	Robert Frederick	SUNY/Cortland	NY
SASEA	Roger Spayer	University of South Florida	FL
WASEA	Diane Garcia	University of Alaska/Anchorage	AL

In 1994, the NASEA Structure and Vitality Committee was formed to discuss the future of NASEA and to recommend solutions to help the Association move toward a fiscally sound and professionally strong association. The recommendations of this committee were approved by the Board of Directors in January 1995. This changed the structure of the Board, membership dues, and rotated the annual conferences between the regions. A copy of the full report can be found in Appendix A.

**1995 (Regional Presidents are listed but no longer ex officio on NASEA Board)**

President	Jim Fisher	Eastern Kentucky University	KY
VP Administration	Dawn Janis	Syracuse University	NY
VP External Affairs	Janie Barnett	Iowa State University	IA
VP Member Services	Dennis Chavez, Jr.	Cornell University	NY
Secretary	Debra McKinney	Marian College	WI
Treasurer	Ellen Allen	Fl Community College/Jacksonville	FL
Past President	Cathy Hakes	St Petersburg Junior College	FL
Director	Diane Garcia	University of Alaska/Anchorage	AL
Director	John Heneisen	Berry College	GA
Director	Janeen Sivon	Colorado State University	CO

**Regional Presidents**

MASEA	Debbie McKinny	Marquette University	
NEASEA	Sharon Mullen	Syracuse University	NY
SASEA	John Heneisen	Berry College	GA
WASEA	Janeen Sivon	Colorado State University	CO

**1996**

President	Jim Fisher	Eastern Kentucky University	KY
VP Administration	Mary Skaggs	University of Maine	ME
VP External Affairs	Janie Barnett	Iowa State University	IA
VP Member Services	Stacey Olivette	Columbia University	NY
Secretary	Sallie Glover	University of South Carolina	SC
Treasurer	Ellen Allen	Fl Community College/Jacksonville	FL
Past President	Cathy Hakes	St Petersburg Junior College	FL
Director	Joan Adams	Lane Community College	OR
Director	Diane Garcia	University of Alaska/Anchorage	AL
Director	Betty Gebhardt	Washington Higher Ed Board	WA
Director	John Heneisen	Berry College	GA
Director	Dawn Janis	Syracuse University	NY

**Regional Presidents**

MASEA	Janie Barnett	Iowa State University	IA
NEASEA	Mary Skaggs	University of Maine	ME
SASEA	Michael Amaloo	US Bank Corp	TX
WASEA	Janeen Sivon	Colorado State University	CO

At the NASEA General Business Meeting held at the annual conference, November 4, 1996, the membership voted to change the Association name from National Association of the Student Employment Administrators (NASEA) to National Student Employment Association (NSEA)

**1997 – Current NSEA, The New Name****NATIONAL STUDENT EMPLOYMENT ASSOCIATION****1997**

President	Janie Barnett	Iowa State University	IA
VP Administration	Mary Skaggs	University of Maine	ME
VP External Affairs	Diane Garcia	University of Alaska/Anchorage	AL
VP Member Services	D. Lynn O’Neil	Johns Hopkins University	MD
Secretary	Sallie Glover	University of South Carolina	SC
Treasurer	Ellen Allen	Fl Community College/Jacksonville	FL
Past President	Jim Fisher	Eastern Kentucky University	KY
Director - Budget	Joan Adams	Lane Community College	OR
Director - Publicity	Nancy Bruckner	University Southern Mississippi	MS
Director – Federal Relations	Betty Gebhardt	Washington State Higher Ed	WA
Director - Conference	Alisa Reichman	St Louis University	MO
Newsletter Editor	Ann Affleck	Dartmouth University	

**Regional Presidents**

MASEA	Alisa Reichman	St Louis University	MO
NEASEA	D. Lynn O’Neil	Johns Hopkins University	MD
SASEA	Faye Jordon	Furman University	NC
WASEA	Kathy Wilson	University of Nevada/Las Vegas	NV

**1998**

President	Janie Barnett	Iowa State University	IA
VP Administration	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
VP External Affairs	Allan Jensen	University of California/Berkeley	CA
VP Member Services	D. Lynn O’Neil	Johns Hopkins University	MD
Secretary	Sallie Glover	University of South Carolina	SC
Treasurer	Joan Adams	Lane Community College	OR

**1998 Cont**

Past President	Sallie Glover	University of South Carolina	SC
Director - Publicity	Nancy Bruckner	University of Southern Mississippi	MS
Director - Conference Chair	Alisa Reichman	St Louis University	MO
Director (Admin)	Ed McDermott	Georgetown University	DC
Director - Newsletter	Cody McMichael	Black Hills State University	SD
Training - Training	Leslie Mucha	Vanderbilt University	TN

**Regional Presidents**

MASEA	Cody McMichael	Black Hills State University	SD
NEASEA	Mary Beth Kennedy	Syracuse University	NY
SASEA	Faye Jordan	Furman University	SC
WASEA	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI

**1999**

President	Janie Barnett	AACRAO,	DC
VP Administration	Ed McDermott	Georgetown University	DC
VP External Affairs	Allan Jensen	University of California/Berkeley	CA
VP Member Services	Cody McMichael	Black Hills State University	SD
Secretary	Frances Hacker	University of Maryland/College Hill	MD
Treasurer	Joan Adams	NSEA Corporate Home	OR
Past President	John Heneisen	Berry College	GA
Director - Publicity	Nancy Bruckner	University of Southern Mississippi	MS
Director - Conference	Shereme Sickler	Point Loma Nazarene University	CA
Director -Training	Janeen Sivon	Colorado State University	CO
Director - Diversity	Arthur Walton	University of Cincinnati	OH

**Regional Presidents**

MASEA	Cody McMichael	Black Hills State University	SD
NEASEA	Lisa Folk	Bowdoin College	ME
SASEA	Leslie Mucha	Vanderbilt University	TN
WASEA	Sharon Wurm	Truckee Meadows Community College	NV

In 1999, the Board of Directors made the decision to officially move the NSEA Corporate Home to Eugene, OR and combine all financial operation and membership duties at Corporate Home. At this time the Treasurer position was renamed VP for Finance with responsibilities of overseeing Corporate Home.

**2000**

President	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
VP Administration	Sherene Sickler	Point Loma Nazarene University	CA
VP External Affairs	Michael Amaloo	US Bank Corp	TX
VP Member Services	Don Vince	University of Dayton	OH
VP Finance	Nancy Bruckner	University of Southern Mississippi	MS
Secretary	Frances Hacker	University of Maryland/College Park	MD
Past President	Janie Barnett	AACRAO	DC
Director (Volunteerism)	Elaine Stewart	Collin County Community College	TX
Director (Conference)	Alisha Reichman	St. Louis University	MO
Director (Training & Dev)	Chris Nowak	University of Miami	FL
Director (Federal Relations)	Reginald Cureton	Morgan State University	MD
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**2000 Cont****Regional Presidents**

MASEA	Arthur Walton	University of Cincinnati	OH
NEASEA	Frances Hacker	University of Maryland/College Park	MD
SASEA	Victor Monette	St. Edwards University	TX
WASEA	Sharon Wurm	Truckee Meadows Community College	NV

**2001**

President	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
VP Administration	Lynne Rust	CPA, PC	NH
VP Member Services	Don Vince	University of Dayton	OH
VP External Affairs	Michael Amaloo	US Bank Corp	TX
VP Finance	Mark Hansen	Brigham Young University	UT
Secretary	Victor Monette	St. Edward's University	TX
Past President	Janie Barnett	AACRAO	DC
Director	Paula Alfone	Loyola University	MD
Director	Tyrone Carr	OU-COM	OH
Director	Rick Kincaid	SUNY/Brockport	NY
Director	Elaine Stewart	Collin County Community College	TX
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	Don Vince	University of Dayton	OH
NEASEA	Lynne Rust	CPA, PC	NH
SASEA	Ronnie Swoopes	University of Georgia	GA
WASEA (2001-2002)	Mark Hansen	Brigham Young University	UT

At the business meeting at the annual conference in 2001, the membership voted to rename the Secretary position on the Board of Directors to VP for Communication.

**2002**

President	Victor Monette	St. Edwards University	TX
VP Administration	Audrey Baird	West Georgia University	GA
V Communication	Jennifer Grunden	Delaware Tech & Community College	DE
VP External Affairs	Tyrone Carr	OU-COM	OH
VP Finance	Lynne Rust	CPA, PC	NH
VP Member Services	Don Vince	University of Dayton	OH
Past President	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
Director - Training	Linda Bures	So. Puget Sound Community College	WA
Director - Research	Rick Kincaid	SUNY Brockport	NY
Director - Newsletter	Rob Manzke	University of Wisconsin/Stevens Point	WI
Director – Conference	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	Don Vince	University of Dayton	OH
NEASEA	Jennifer Grunden	Delaware Tech & CC	DE
SASEA	Audrey Baird	West Georgia University	GA
WASEA (2002-2003)	Joan Adams	NSEA/WASEA Home Office	OR

**2003**

President	Don Vince	University of Dayton	OH
VP Administration	Jennifer Houseknecht	Florida Tech	FL
VP Communication	Jennifer Gruden	Delaware Tech & Community College	DE

**2003 Cont**

VP External Affairs	Ann Wessman	Iowa State University	IA
VP Finance	Audrey Baird	West Georgia University	GA
VP Member Services	Elaine Taillon	Carnegie Mellon	PA
Past President	Victor Monette	St. Edward's University	TX
Director - Training	Linda Bures	So. Puget Sound Community College	WA
Director - Conference	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
Director - Membership	Dawn Janis	Syracuse University	NY
Director - Newsletter	Rob Manzke	University of Wisconsin/Stevens Point	WI
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	David Hogard	Pittsburg State University	KS
NEASEA	Elaine Taillon	Carnegie Mellon University	PA
SASEA	Jennifer Houseknecht	Florida Tech	FL
WASEA (2003-2004)	Jackie Biron	Life Chiropractic College West	CA

**2004**

President	Jackie Biron	Life Chiropractic College West	CA
VP Administration	Elaine Taillon	Carnegie Mellon University	PA
VP Communication	Arturo Elizondo	University of Texas/Arlington	TX
VP External Affairs	Heather Fox	American University	DC
VP Finance	Ann Wessman	Iowa State University	IA
VP Member Services	Linda Bures	So. Puget Sound Community College	WA
	Jim DeWilde	Western Washington University	WA
Past President	Don Vince	University of Dayton	OH
Director = Conference	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
Director - Training	Nora Cargo	Texas A&M University	TX
Director -	Frances Hacker	University of Maryland	MD
Director - Publicity	David Hogard	Pittsburg State University	KS
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	Ann Wessman	Iowa State University	IA
NEASEA	Laura Till	Wellesley University	MA
SASEA	Nora Cargo	Texas A&M University	TX
WASEA (2004-2005)	Josie Carbajal	University of California/Northridge	CA

**2005**

President	Jackie Biron	Life Chiropractic College West	CA
President Elect	Ann Wessman	Iowa State University	IA
VP Administration	Sally Daggett	Keuka College	NY
VP Communication	David Hogard	Pittsburg State University	KS
VP External Affairs	Heather Fox	American University	DC
VP Finance	Jim DeWilde	Western Washington University	WA
VP Member Services	Laura Till	Wellesley College	MA
Director - Advancement	Matthew Underwood	Mercer University	GA
Director - Membership	Cathy Taylor	Purdue University/Calumet	IN
Director - Training	Nora Cargo	Texas A & M University	TX
Director - Almanac	Amy Hunt	Hampden-Sydney College	VA
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**2005 Cont****Regional Presidents**

MASEA	Gale Gower	Michigan State University	MI
NEASEA	Heather Fox	American University	DC
SASEA	Arturo Elizondo	University of Texas/Arlington	TX
WASEA	Valerie Marsh	University of Montana/Missoula	MT

**2006**

President	Ann Wessman	Iowa State University	IA
President Elect	Heather Fox	American University	DC
VP Administration	Sally Daggett	Keuka College	NY
VP Communication	David Hogard	Pittsburg State University	KS
VP External Affairs	Matthew Underwood	Mercer University	GA
VP Finance	Jim DeWilde	Western Washington University	WA
VP Member Services	Jackie Biron	Life Chiropractic College West	CA
Director – Historian	Audrey Baird	University of West Georgia	GA
Director – Membership	Cathy Taylor	Purdue University Calumet	IN
Director – Advancement	Eileen Teel	University of Colorado/Denver	CO
Director – Training	Linda Morgan	University of Texas/Austin	TX
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	Patti Beck	University of Findlay	OH
NEASEA	Carol Gately	Boston University	MA
SASEA	Linda Morgan	University of Texas/Austin	AL
WASEA	Ann Mitchell	Central Arizona University	AZ

**2007**

President	Heather Ball	American University	DC
President Elect	Cathy Taylor	DePaul University	IL
VP Administration	Faye Jordan	Furman University	SC
VP Communication	David Hogard	Pittsburg State University	KS
VP External Affairs	Karen Clemente	Stony Brook University	NY
VP Finance	Matthew Underwood	Mercer University	GA
VP Member Services	Jackie Biron	Life Chiropractic College West	CA
Director – Historian	Joan Adams	NSEA Home Office	OR
Director – Membership	Leslie Bolton	University of Utah	UT
Director – Advancement	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI
Director – Training	Linda Morgan	University of Texas/Austin	TX
Director – Public Relations	Holly Holman	Auburn University	AL
NSEA Office Manager	Joan Adams	NSEA National Office	OR

**Regional Presidents**

MASEA	Cathy Taylor	DePaul University	IL
NEASEA	Matthew Long	Yale University	CT
SASEA	Nancy Lozano	University of Texas/Dallas	TX
WASEA	Ann Mitchell	Central Arizona University	AZ

**2008**

President	Cathy Taylor	DePaul University	IL
President Elect	Valerie Marsh	University of Montana, Missoula	MT
VP Administration	Faye Jordan	Furman University	SC
VP Communication	Karen Hollebeek	Calvin College	MI
VP External Affairs	Karen Clemente	Stony Brook University	NY



**2008 (cont)**

VP Finance	Matthew Underwood	Labor Finders	GA
VP Member Services	Amy Suter	Texas A&M University, College Station	TX
Director - Advancement	Patti Beck	University of Findlay	OH
Director - Membership	Leslie Bolton	University of Utah	UT
Director - Public Relations	Holly Holman	Auburn University	AL
Director - SEE Training	Beth Cilley	University of New Hampshire	NH
NSEA Office Manager	Joan Adams (Jan-July)	NSEA Home Office	OR
NSEA Office Manager	June Hagler (Aug-Dec)	NSEA Home Office	TX
<b>Regional Presidents</b>			
MASEA	David Reseigh	Purdue University	IN
NEASEA	Heather Dunn	Dickinson College	PA
SASEA	Amy Suter	Texas A&M University, College Station	TX
WASEA	Myrtle Ching-Rappa	University of Hawaii at Manoa	HI

In 2008, the Board of Directors accepted NSEA Corporate Home Office Manager's resignation and hired a new NSEA Corporate Home Office Manager; thereby, moving the office to Richardson, TX to continue financial operations and membership duties at Corporate Home.

**2009**

President	Valerie Marsh	University of Montana, Missoula	MT
President Elect	Patti Beck	University of Findlay	OH
VP Administration	Ann Wessman	Iowa State University	IA
VP Communication	Ann Mitchell	Central Arizona University	AZ
VP External Affairs	Pat O'Donnell	Cleveland State	OH
VP Finance	Lynn Hoehn	Owens Community College	OH
VP Member Services	Karen Hollebeek	Calvin College	MI
Director – Federal Relations	Sharon Welsh	Rutgers, The State Univ of New Jersey	NJ
Director - Advancement	Debi Chatman-Royce	University of the Arts	PA
Director – Membership	Amy Suter	Texas A&M Univ-College Station	TX
Director - SEE Training	Beth Cilley	University of New Hampshire	NH
NSEA Office Manager	June Hagler	NSEA Home Office	TX
<b>Regional Presidents</b>			
MASEA	David Reseigh	Purdue University	IN
NEASEA	Chad Puls	University of Rochester	NY
SASEA	Amy Suter	Texas A&M University, College Station	TX
WASEA	Monica Pena-Villegas	University of California, Davis	CA

**2010**

President	Patti Beck	University of Findlay	OH
President Elect	Beth Cilley	University of New Hampshire	NH
VP Administration	Ann Wessman	Iowa State University	IA
VP Communication	Debi Leonard	University of the Arts	PA
VP External Affairs	Luisa Metellus	Barry College	FL
VP Finance	Lynn Hoehn	Owens Community College	OH
VP Member Services	Ann Mitchell	Central Arizona University	AZ
Director – Federal Relations	Sharon Welsh	Rutgers, The State Univ of New Jersey	NJ
Director - Advancement	Nedra Goodrich	Texas Tech University	TX
Director – Membership Dev.	Jackie Biron	Life Chiropractic College West	CA
Director – Training & Dev.	Karen Hollebeek	Calvin College	MI
NSEA Office Manager	June Hagler	NSEA Home Office	TX

**2010 (cont)****Regional Presidents**

MASEA	Barb Fahnhorst	College of St. Benedict/St. John's U.	MN
NEASEA	Joanne Stuewe	Rochester Institute of Technology	NY
SASEA	Nedra Goodrich	Texas Tech University	TX
WASEA	Noreen Okikawa	University of Hawaii-Manoa	HI

**2011**

President	Beth Cilley	University of New Hampshire	NH
President Elect	Lynn Hoehn	Owens Community College	OH
VP Administration	Nedra Goodrich	Texas Tech University	TX
VP Communication	Debi Leonard	University of the Arts	PA
VP External Affairs	Patti Beck	The University of Findlay	OH
VP Finance	position not filled in 2011		
VP Member Services	Jackie Biron	Life Chiropractic College West	CA
Director – Membership Dev.	Roslynn Pogue	University of Louisiana-Monroe	LA
Director – Training & Dev.	Karen Hollebeek	Calvin College	MI
Director-Int'l. Student Employ.	Gayle Agla	Brigham Young University	UT
Coordinator—SEE Training	Carolyn Thorpe	Lynn University	FL
NSEA Office Manager	June Hagler	NSEA Corporate Office	TX

**Regional Presidents**

MASEA	Judy Brown	Xavier University	OH
NEASEA	Michelle Slagle	Penn State Erie, The Behrend College	PA
SASEA	Beverly Cage	Del Mar College	TX
WASEA	Collette Blackwelder	Brigham Young University	UT

**2012**

President	Lynn Hoehn	Owens Community College	OH
President Elect	Nedra Goodrich	Texas Tech University	TX
VP Administration	Debi Leonard	University of the Arts	PA
VP Communication	Desiree Noah	La Sierra University	CA
VP External Affairs	Joel Carstens	University of Pennsylvania	PA
VP Member Services	Joan Gamble	Terra State Community College	OH
Director – Membership Dev.	position was vacant most of 2012		
Director – Training & Dev.	Carolyn Thorpe	Lynn University	FL
Director-Int'l. Student Employ.	Gayle Agla	Brigham Young University	UT
NSEA Office Manager	June Hagler	NSEA Corporate Office	TX

**Regional Presidents**

MASEA	Mary Williams	Macalester College	MN
NEASEA	Shirley Govindasamy	Bates College	MA
SASEA	Crystal Williams	Winston Salem State University	NC
WASEA	Laura Wesley	Loyola Marymount University	CA

In December 2011, the NSEA Membership voted to decrease the number of Board members from 11 to 8, elect Board members into specific positions for a 2 year term, delete the requirement to have two representatives from each Region, add two Board appointees who will be chosen from regions that are under-represented, rename remaining VP position and realign their duties, not elect President Elect from the same region for more than two consecutive terms, and have on-line voting for all Bylaw changes at either the annual membership meeting or vote called at any other time. Since the 2012 Board of Directors had already been elected, the new Board structure will commence with the 2013 year.

**2013 - Reflects new Board structure titles including appointments**

President	Nedra Goodrich	Texas Tech University	TX
President Elect	Ann Mitchell	Central Arizona College	AZ
VP Administrative Services	Carolyn Thorpe	Lynn University	FL
VP Marketing & Membership	Desiree Noah	La Sierra University	CA
VP Professional Development	Joan Gamble	Terra State Community College	OH
VP Conference Services	Karen Hollebeek	Calvin College	MI
External Affairs Chair	Joel Carstens	University of Pennsylvania	PA
P & P/Bylaws Chair	Ann Wessman	Iowa State University	IA
NSEA Office Manager	June Hagler	NSEA Corporate Office	TX

**Regional Presidents**

MASEA	Katie Young	Missouri State University	MO
NEASEA	Jennifer Heller	Wheaton College	MA
SASEA	Crystal Ferguson	Winston Salem State University	NC
WASEA	Desiree Noah	La Sierra University	CA

**2014**

President	Ann Mitchell	Central Arizona College	AZ
President Elect	Desiree Noah	La Sierra University	CA
VP Administrative Services	Vacant		
VP Marketing & Membership	Janna McDonald	IUPUI	IN
VP Professional Development	Joan Gamble	Terra State Community College	OH
VP Conference Services	Karen Hollebeek	Calvin College	MI
Member Initiatives Chair	Susie Picar	University of Miami	FL
Electronic Training Chair	Thomas LeBeau	University of Rochester	NY
NSEA Office Manager	June Hagler	NSEA Corporate Office	TX

**Regional Presidents**

MASEA	Paula McLain	Northwest Missouri State	MO
NEASEA	Joseph Weglarz	Marist College	NY
SASEA	Orlando Paden	Coahoma Community College	MS
WASEA	Desiree Noah	La Sierra University	CA

In 2014, the Board of Directors accepted NSEA Corporate Home Office Manager's resignation and hired a new NSEA Corporate Home Office Manager; thereby moving the office to Austin, TX to continue financial operations and membership duties at Corporate Home.

**2015**

President	Desiree Noah	La Sierra University	CA
President Elect	Ann Wessman	Iowa State University	IA
VP Administrative Services	Nedra Goodrich	Texas Tech University	TX
VP Marketing & Membership	Janna McDonald	IUPUI	IN
VP Professional Development	Joan Gamble	Terra State Community College	OH
VP Conference Services	Aimee Rogers (1/1-5/31/2015)	University of Northern Colorado	CO
VP Conference Services	Shirley Govindasamy (6/1-12/31/2015)	Bates College	ME
P&P/Bylaws Chair	Shirley Govindasamy	Bates College	ME
Hospitality/Mentoring Chair	Karen Hollebeek	Calvin College	MI

**2015 (cont)**

Training & Development	Christine Shaffer (7/28-12/31/2015)	Washington & Jefferson College	PA
NSEA Office Manager	Linda Morgan	NSEA Corporate Office	TX
<b>Regional Presidents</b>			
MASEA	Craig Pelka	IUPUI	IN
NEASEA	Jessica Hickernell	University of Maine	ME
SASEA	Orlando Paden	Coahoma Community College	MS
WASEA	Jessie Payne	Western Washington University	WA

**2016**

President	Ann Wessman	Iowa State University	IA
President Elect	Janna McDonald	IUPUI	IN
VP Administrative Services	Nedra Goodrich	Texas Tech University	TX
VP Marketing & Membership	JoEllen Sturgeon	Pepperdine University	CA
VP Professional Development	Valerie Knopp	St. Cloud State University	MN
VP Conference Services	Shirley Govindasamy	Bates College	ME
Leadership Development	Myra Quick	Western New England University	MA
Training & Development	Christine Shaffer	Washington & Jefferson College	PA
NSEA Office Manager	Linda Morgan	NSEA Corporate Office	TX
<b>Regional Presidents</b>			
MASEA	Eric Wordlow	Columbia College-Chicago	IL
NEASEA	Teri Corso	The College of Saint Elizabeth	NJ
SASEA	Nedra Goodrich	Texas Tech University	TX
WASEA	JoEllen Sturgeon	Pepperdine University	CA

In January 2016, the NSEA Membership voted to remove the restriction in the Bylaws that stated, “*The President Elect cannot be elected from the same region for more than two (2) consecutive terms.*”

**2017**

President	Janna McDonald	IUPUI	IN
President Elect	Shirley Govindasamy	Bates College	ME
VP Administrative Services	Gloria Jenkins	Case Western Reserve University	OH
VP Marketing & Membership	JoEllen Sturgeon (1/1-8/31/2017)	Pepperdine University	CA
VP Marketing & Membership	Jenna Corcoran (9/7-12/31/2017)	IUPUI	IN
VP Professional Development	Valerie Knopp	St. Cloud State University	MN
VP Conference Services	Bridget Schwartz	The George Washington University	DC
Scholarships	Mark Watts	Grinnell College	IA
Website Development	Whitney Neal	Highpoint University	NC
NSEA Office Manager	Linda Morgan	NSEA Corporate Office	TX
<b>Regional Presidents</b>			
MASEA	Eric Wordlow	Columbia College-Chicago	IL
NEASEA	Paula Lee	New York University	NY
SASEA	Paul Schafer	Texas A&M University-College Station	TX
WASEA	Molly Gonzales	Pepperdine University	CA

**2018**

President	Shirley Govindasamy	Bates College	ME
President Elect	JenniferHeller	Wheaton College	MA
VP Administrative Services	Gloria Jenkins	Case Western Reserve University	OH



## NSEA PRESIDENTS

Starting with the chairs of the National Association on Work and the College Student (NAWCS) committee which preceded NASEA (NSEA), the association has had 29 presidents from 1975 through 2006. Following are statements from or about each of these presidents covering their period of NSEA history.



**Frank Adams, Southern Illinois University, IL  
NSEA President 1975**

Frank Adams was the chairman of the first committee NAWCS of the Midwestern Association of University Student Employment Directors (MAUSED), and the chair of the first convention at Southern Illinois University at Carbondale in November 1975. His committee eventually became the core of the national association organized under the name, National Association of Student Employment Administrators (NASEA). He was Director of the Office of Student Work and Financial Assistance and also Professor in the Department of Education at Southern Illinois. With his conviction that work is important and his commitment to education and the development of young people, he was the early philosophic leader of the student employment movement resulting in NASEA. To quote him:

The university is created to prepare our youth for the future; inescapably, work, regardless of its nature, is an invaluable asset in the Art of Living. Consequently, one can consider work as an inescapable component of the whole of education in its true sense.

He authored and co-authored several books on student employment and financial aid, wrote many articles, gave testimony and spoke out nationally for the values of student work. His vision for a national organization and his work to get it started in the right direction were determining factors in what NSEA has been and is today. Frank Adams lived to see his dream come to reality and to pass the leadership torch to others. He died at age 74 in 1990, a true pioneer of work, education and student development.

**Gary Weipking, Ohio State University, OH  
NSEA President 1975-76**

Gary Weipking had been active in the Midwestern Association of University Student Employment Directors (MAUSED), serving as its treasurer in 1974-75, the year preceding the first national convention. Gary held the position of Director of Student Employment at Ohio State University. He was one of the presenters at the first convention. For the 1975-76 terms, he served as Vice President of MASEA (formerly MAUSED) and was conference chairman for the second annual convention held at Ohio State University in September 1976. For this year, he carried the national association banner along with Frank Adams, who continued to provide leadership, Raymond DeJarnett, MASEA president for 1975-76 and George Emery, the 1976-77 president of MASEA.

**Barbara Huston, University of Texas, TX**  
**NASEA President 1976-77**

Barbara Forsberg (Huston) attended the first two conventions on Work and the College Student, chaired and hosted the third annual convention in 1977 at North Texas University where she was the Director of Student Employment from 1973 until 1979. The convention featured nationally recognized speakers: Bob Brocksbank, Manager of College Relations, Mobil Oil Corporation, Warren Troutman, Executive Director Advisory Council on Financial Aid to Students, Alva Cooper, Professor, Hunter College and Asa Knowles, Chancellor, Northeastern University. More than 350 attendees enjoyed 40 different interest sessions presented by education, business, and government leaders from across the country.

Barbara also chaired the seventh conference held in Dallas during Bob Cunningham's presidency. She has attended all but two conferences from the first one in 1975. She was Chairperson for the Public Relations and Grants and Development Committees. Barbara authored, edited, and/or produced three national publications: "Education That Works" 1984, "Education at Work", 1985 and the "Job Location and Development Manual" in 1987. The publications were distributed by the US Department of Education to all US colleges and universities. She obtained funding for publications from UPS and wrote the first UPS grant proposal in 1984. UPS is still providing resources for NSEA and the regional associations. Barbara has written grant proposals to various foundations and agencies in support of Student Employment related activities that amounts to more than three million dollars in funding.

Barbara has provided consulting activities for a variety of business and organizations, conducted seminars and/or given Key Note Addresses to hundreds of conferences on various student employment topics over the past 26 years. She was invited to provide testimony at the Congressional Hearings on Reauthorization of Higher Education act of 1965 in Mission Viejo, California (1983) and in Dallas, (1987). She was invited to present a paper at the White House Conference on Productivity (1983) and appointed to Governor Clements' Task Force on Business Development and Jobs Creation (1987) and to Governor Bush's Task Force on Welfare to Work in 1996. She was selected as Employee of the Year at The University of Texas at Arlington in 1988 and represented the University for the International Cooperative Education Program at Newcastle Upon Tyne University in Great Britain (1991).

Barbara had a dream to provide easier and more effective skill matching for students and employers and began sharing her jobs with area schools through a job bank system. She has been the Executive Director of the Students' Work Consortium since 1993. SWC is housed at the University which now comprises thousands of North Texas Area Colleges and Universities, business and civic organizations. This was one of the very first Internet accessible systems available in 1996 and now provides free and easy access to education, career and workforce management resources. The Website is <http://www.swcskills.org>.

For the past couple of years, Barbara has had to focus her attention locally, but still holds a place in her heart for NSEA and all the wonderful friends and colleagues she has developed over the years. She treasures wonderful memories of the past NSEA leadership and attributes her professional development to those very dedicated leaders who shared their talents through NSEA participation.

**James Campbell, University of South Carolina, SC**  
**NASEA President 1977-78**

Carrying the torch forward to the fourth annual convention was Dr. James Campbell from the University of South Carolina, along with the 1977-78 MASEA chairman, Ruth Burson. This was the convention where the business meeting was held that ratified the constitutional amendments giving the name National Association of Student Employment Administrators (NASEA) to the organization. The former NAWCS

committee, nurtured by MASEA, ceased to function. After Dr. Campbell's death in 1985, the Rookie of the Year Award was named in his honor and continues to memorialize his contributions.

**Margene Orzalli, University of California, Davis, CA  
NASEA President 1978-79**

Margene Orzalli, Student Employment Coordinator at the University of California/Davis was the leader who steered the formation of the Western Association of Student Employment Administrators (WASEA) and was its first president. She was elected president of the national association, the first under the name National Association of Student Employment Administrators (NASEA). At that time the primary responsibility of the president and board was to put on the annual conference and Margene chaired the Fifth Annual Conference on Work and the College Student at the Sacramento Inn, Sacramento, CA. Many of the conference patterns set at this event carried forward for many years in NSEA conferences. Margene Orzalli died less than two years after "her" conference. An annual award, established in her memory, has been granted to NSEA leaders since 1981.

**George Emery, Wayne State University, OH  
NASEA President 1979-80**

George Emery was Secretary of MAUSED at the time of its sponsorship of the First Annual Conference on Work and the College Student at Carbondale, IL. He became president of the newly named MASEA for 1976-77 and was active in the planning and management of both the second and third annual conventions at Ohio State and North Texas State universities. His term as NASEA president began in 1979 and culminated in the sixth annual conference in 1980 held in Washington, DC. He served as past president for a term until 1981. His leadership and services spanned the whole period of the formation and early years of NASEA. At the time of his presidency he was Director of Scholarships and Financial Aid at Wayne State University.



**Bob Cunningham, Princeton University, NJ  
NASEA President 1980-81**

Bob Cunningham, from Princeton University, was the first president of the Northeast regional association, NEASEA, and the first national president from the Northeast region. During his term the NASEA News saw its first issue under the editorship of Sandy Litkenhaus from the Western region. His past president was George Emery from the Midwest and the conference that completed his term was held in the Southern region at the Dallas Dunfey Hotel. This representation of all regions in the national organization and cooperation among regional associations was a theme of Bob's term and has carried forward. Beginning his term at the conference in Washington appropriately placed Bob in a strategic position as a liaison with legislators and Department of Education personnel. He carried on this special



interest and service for many years as legislative chair for NASEA and his contributions in this area to the field of student employment were very significant with impacts felt to the current time. Bob's office at Princeton was also the first host of NASEA's Corporate Home.

**Mary Ann Morgan-Davis, Case Western University, OH  
NASEA President 1981-82**

Mary Ann Morgan-Davis was Student Employment coordinator at Case Western Reserve University in Cleveland, Ohio. She had been a leader in arrangements for the establishment of NASEA as the national student employment professional organization and then served in various capacities up to her presidency, which began at the Dallas conference and ended with a really professional conference at Cincinnati, Ohio. Guest speakers at the Cincinnati conference included Eli Ginzberg, scholar, author and economist, Donald Zrebiec, Vice President for Personnel of the Business Systems Group of Xerox Corporation and James Moore, Director of Student Financial Assistance Programs for the United States Department of Education. Under her leadership NASEA continued to gain more national visibility.



**Allan Jensen, University of California, Berkeley, CA  
NASEA President 1982-83**

My tenure as an officer actually started in 1980-81 when I was elected to the NASEA board as 2<sup>nd</sup> Vice President, in 1981-82 I was elected 1<sup>st</sup> Vice President and finally President for the 1982-83 term. I served as Past-President in 1983-84.

The vignettes and memories are many. Even before my first term in 1980-81, I remember being cornered by the “Bobbsey Twins” Cunningham and Gallione in an airport lobby and basically being “invited” to become a member of the board. I think they felt that because the West had not been represented since Margene Orzalli served, and since I came from that “prestigious” California Public University in the San Francisco Bay area, not all could be bad or go wrong. One person who was slated to be in the “presidential” loop at that same time, whom I displaced in more than one way was Patricia Hurley from Boston College who I ended up marrying a few years later. She has since gone on to much greater things with the Financial Aid Association in California and nationally.

My board in 1982-83 is a Who's Who of NASEA, with Bob Cunningham, Bob Gallione, Ann McCormick, Sandy Litkenhaus, Gary Belleville, Susan Bruce Nolan and Mary Ann Morgan, serving as Past President. I cannot let pass mention of a NASEA stalwart who served me and the association as Chair of the State Work Study Clearinghouse, my dear friend Charly Totoro who is still at the Rhode Island Higher Education Assistance Authority. As a result of his hard, hard work and influence I became involved in the creation of the California State Work Study program which is still going strong to this day. There were others on a list too long to mention here whom I should acknowledge who were and even now remain strong influences in the association as well as the student employment industry for many years.

Margene Orzalli was my mentor and got me started with association work when I was but a brand new Work Study coordinator and charter member of WASEA in 1978. Bob Cunningham continued with me under his wing until I became president (and for many years after as well).

I remember having to pay my own way to the two regional conferences that term. (NASEA did not have the benefit of the UPS and other funds for board travel.)

Also during my term we completed a comprehensive National Survey on Student Employment. Chuck Blanton of Appalachian State and Bob Cunningham of Princeton were the co-producers of that survey which is being used as a model for a new survey being prepared by my Research Committee this year. What goes around comes around. We presented testimony at the Reauthorization hearings in July 1983. Our team included Denise Nugent, Susan Bruce Nolan and Barbara Lutz. And it was here that we first floated the idea that “for profit” employers be included under the Work Study umbrella. Terrell Bell was Secretary of Education at the time and turned out to be a staunch supporter of student employment. Adult literacy was the buzzword in those days and our members were involved in discussions in Washington, DC to include emphasis in Federal Work Study for this program.

The national conference that ended my presidency was held at the beautiful Clairmont Resort Hotel in Oakland/Berkeley and in spite of an evening that saw 80 mile an hour winds and rain, and a loss of electric power for many hours has been THE conference that most of us old-timers remember with affection and wish would happen again. Although Nantucket was a place I’d return as well. And that is notwithstanding the Dallas “Dumpy”, Bill Bobs, Johnny Mackey’s and a few other “joints” that NSEA crowds found in those days. We played as hard as we worked and set both as standards for future NSEA members that are still being tested. (Allan retired from the University of California, Berkeley on June 30, 2005).

**Sandy Litkenhaus, Western Nevada Community College  
NASEA President 1983-84**

Sandy Litkenhaus was first editor of the NASEA News and served NASEA in several other capacities before her election as president. She was located at Truckee Meadows Community College in Reno, Nevada. During her term steps were taken to incorporate NASEA and it was eventually incorporated in her state, although later moved to New Jersey where the corporate home was first located and, more recently, Oregon, present state of NSEA “headquarters.” A NASEA procedures manual was published as well as a new membership brochure and a special report, “Education That Works – Productivity through Student Employment.” The 1984 NASEA conference at the completion of her term was in Washington DC and brought NASEA to even more prominence as a factor in the legislative system.

**Susan “Bruce” Nolan, Guilford Tech College, NC  
NASEA President 1984-85**

Susan Nolan’s term saw development of a talent bank, a manual for implementing student employment week, a guide to the legislative process and other publications as well as activity on legislative and NASEA administrative matters, and an excellent conference in Orlando, Florida. This conference was the first to see a significant UPS presence, which has become such an important part of NSEA and its conferences. Susan was an advocate of “enthusiasm” and, after outlining NASEA’s roles in “Networking,” promoting student employment “Activities”, provision of member “Services,” “Educating” new and experienced professionals, and “Advocating” student employment, she added, “But NASEA is more...it is friends, it is energy, and it is enthusiasm.”

**Carol B. Lewis, Atlanta University, GA  
NASEA President 1985-86**

At the beginning of her term, Carol Lewis returned to Atlanta from a post at the Environmental Protection Agency in Washington, to Atlanta University. Carol carried on the qualities of enthusiasm and friendliness of NASEA and added many new contacts from her wide range of friends and associates in Atlanta and Washington. During this year, NASEA received its notice of federal tax exemption under IRS code section 501c (3), and the efforts of Sandy Litkenhaus and Bob Cunningham in this regard were acknowledged. NASEA published a report, "Education at Work – Productivity through Student Employment," with UPS financial support, and at the 12<sup>th</sup> organizational conference at Minneapolis MN, UPS announced that its UPS Foundation had awarded a grant to NASEA, of \$150,000 over three years. Barbara Lutz and her grants committee had worked hard with UPS's Chuck Austin and others to bring this grant into reality.



**Rick Kincaid, SUNY Brockport University, NY  
NASEA President 1986-87**

Rick Kincaid served as President during 86-87, a time of great beginnings for NSEA. Sharing our commitment to helping college students' work, UPS made the first of what was to be many grants to the association. Bill Ramsay quoted sociologist Thorsten Veblein that "the surest way to ruin a volunteer organization is to give it some money," so we worked very hard to escape this prophecy, and of course we have. Their \$50,000 annual grant allowed us to lay the groundwork for the publication of the first JLD manual, the establishment of a corporate home to manage our affairs, the genesis of the Journal of Student Employment, revenue sharing with regions, and an ambitious membership drive. With our financial survival no longer dependent on conference revenues, our Seattle conference showcased six concurrent sessions, featured presentations by a half-dozen presidents of other associations, was attended by nearly 300, and squeaked out a profit of \$200.

During Rick's term was the first of a long series of "presentation dinners" at which time UPS presented their annual installment of their grant to NASEA. The first was at the University of Texas/ Arlington, hosted by Barbara Lutz, NASEA Grants and Development Committee Chair. Congressman Dick Arney lent his support by attending and making remarks, along with Chuck Austin and other officials of the United Parcel Service and NASEA. (Rick is in Career Services, SUNY College at Brockport, NY.)

Rick passed away June 5, 2017 at age 67. He served the profession proudly for more than 30 years, and gained a reputation as one of the most knowledgeable individuals in the field.



**Bill Ramsay, Berea College, Berea, KY  
NASEA President 1987-1988**

My tenure as NASEA president came at a perfect time. I had been involved in NASEA and MASEA since the first conference at Southern Illinois in 1975, so I knew many of the members and the history. I was in a position at Berea College, as a vice president, that gave me some freedom and resources and I was able to get a half year sabbatical to devote to NASEA. The United Parcel Service Foundation had given NASEA the first grant the year before, under Rick Kincaid's presidency, and Rick had asked me to chair the committee on allocation of grant funds. We had unprecedented resources. So we set in motion the "Corporate Home," got the Journal under way, convened the first leadership retreat at Orlando, FL where we made plans that carried forward for many years and we made lasting friendships, which have always been a special feature of NSEA. The JLD manual, put together by Barbara Forsberg was completed with the blessing of the Department of Education. Arrangements for legislative services in Washington were made with Maryln McAdam.

One of the highlights of my tenure was the trip to the WASEA conference at Oakland. (I remember the lights going out in the hotel and visiting the men's room by candlelight!) My wife Rose, daughter Jennifer and I drove from Kentucky, visiting student employment offices at colleges and universities all across the country, and met some wonderful, dedicated student employment professionals and heard of their programs – very diverse and creative. The conferences at Seattle at the beginning and at Baltimore at the end of my tenure were also great experiences. I have been impressed that NSEA and the regional association continue to serve a large percentage of new people each year and yet always find strong leadership to carry forward. Another high point was the second UPS Grant Presentation Dinner which was held in Atlanta and a very special occasion with representatives of NASEA, UPS, government and education.

My hope is that NSEA will always promote the vision of student employment in all its dimensions – financial, vocational, educational, social and spiritual. (Bill is retired at Edisto Beach, SC.)



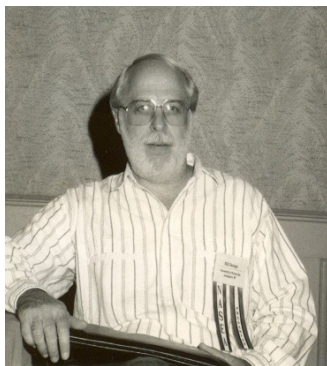
**John Heneisen, Berry College, Rome, GA  
NASEA President 1988-89**

It was my good fortune as president of NSEA to follow Rick Kincaid and Bill Ramsay after they had set the stage for the future of NSEA after the UPS Grant. Early in the year we had a planning retreat in Colorado Springs hosted by WASEA. We reviewed the plan put in place by the previous board. After making minor revisions we made plans to see that it was carried out.

During my term, NASEA took deliberate steps to support research important to student employment. The committee conducted a survey, and set goals and policies for NASEA research grants through a Research Committee under the leadership of Lynda Watson. We scheduled and hosted the third UPS Grant Presentation dinner, held at Princeton University with the help of Bob Cunningham.

The annual meeting was held in Atlanta and it was an adventure. We had signed a contract with the Radisson in downtown Atlanta and made our plans accordingly. A short time before the meeting the hotel notified me that they were not going to honor our contract because they had an opportunity to help host a meeting for surgeons. Guess who spends the most money. It sure isn't student employment professionals. I scrambled to find another hotel. We went to the Terrace Garden Inn in Buckhead. It was a small but very nice hotel but because of lack of space we held the banquet on the indoor tennis court. At that meeting we honored Chuck Austin who was the UPS visionary who started the UPS/NSEA partnership.

It was a good year and a very rewarding one for me. The people with whom I worked were dedicated professionals and I have maintained long term friendships with many of them. (John was Dean of Student Work at Berry College in Rome, Georgia. John retired on June 30, 2005)



**Bill George, University of Kentucky  
NASEA President 1989-90**

Bill George began his tenure as president at the 1989 Atlanta conference, but his term did not end at the next conference, which was in Milwaukee in 1990. During his term the bylaws were changed to move terms to a calendar year basis, rather than from conference to conference. He and his board served until the end of 1990. During this time the second round of UPS Foundation grants was announced and the fourth "presentation dinner" was held in Louisville, KY to receive the first installment on the new three year grant of \$225,000. In addition a grant was received from the Aetna Foundation to support NASEA minority concerns.

Membership had reached approximately 400 and special efforts were made to improve communications, records and procedures. A procedures manual was written, budget and financial records and processes were revised to improve internal controls and accountability. Bylaws were changed to provide for two year terms for Secretary and Treasurer for better continuity. Research activities and support by NASEA were emphasized and a NASEA survey of student employment was reported.



**David Brooks, Bryant College, RI  
NASEA President 1991**

I look back at my presidency as a time of continued growth in programming and professional development. Through the generosity of UPS funding we were able to bring to the table a more “serious” look at how to promote our profession and, in turn, better serve our students. My board and I were also aware that we needed to seek alternative means for grant funding. It was certainly not an easy task but we knew we had no choice. It is my hope that this is part of an on-going agenda.

I remember trying to keep board meetings to reasonable length of time by having committee chairs submit activity reports to other board members well in advance of the meeting. If there were no questions then there was no need for discussion.

Our conference, in 1991, was held at the Catamaran Hotel in San Diego. During our awards banquet we lost electricity. I had no lights and no mic so out came the candles and up went the voice. I remember that it went well. However, we can only assume that the right awards got to the right people.



**Merle Ryan, University of Massachusetts, Amherst, MA  
NASEA President 1992**

My affiliation with what was then NASEA began in 1984 in Washington, DC, my first national conference. The following year the conference was in Orlando and that began my first committee involvement – the Legislative Committee. That was the year that the infamous I-9’s came into being and changes occurred in tax laws – making it a very active year for that committee!

As a result of my involvement with the Legislative Committee, I attended the first leadership retreat in Orlando, Florida. It was there that I “got hooked” on being actively involved with NASEA. I then served

as Vice President during Bill George's term, then President-Elect on David Brooks' board. I began my presidency with a long-term vision for NASEA, one that took some years before it came to fruition. The Executive Board and representatives from each of the four regions met at a leadership retreat in Myrtle Beach, North Carolina. It was there that the seeds for a change in the organizational structure of NASEA were sown. It took a few years for those seeds to grow into the organizational structure of what we now know as NSEA.

My years of involvement with NASEA will always bring back many fond memories. Even though I am out of the field of student employment, that profession still holds a warm place in my heart and I still miss parts of it. More importantly, I developed and still maintain many warm, wonderful friends – friends whom I can still call and/or visit. No one can ever take away those wonderful memories and friendships – they will always be very precious to me.

I hope NSEA will continue to promote the values and importance of student employment, continue to nurture its members and, most importantly, share a common vision of the values of work with the broader community. (Merle is Assistant Dean of Students at the University of Massachusetts at Amherst).



**Sallie Glover, University of South Carolina, Columbia, SC  
NASEA President 1993**

My involvement with NASEA and NSEA conferences goes back to Dallas, Texas in the early 1980's. I found the NASEA's Annual Conference in Dallas in the Chronicle of Higher Education. I came specifically for information on setting up a JLD program. Barbara Forsberg was one individual responsible for part of this conference. I found everyone to be extremely helpful. They invited active participation by all of its members. I remember thinking how differently this organization behaves when compared to other professional associations. I felt in Dallas and I still do now, that NASEA truly values the opinion of its membership. If you want to develop professionally, there is a place and opportunity available for you. NASEA has maintained its sameness, yet moved into the forefront in becoming the spokesman for student employment. I don't think any other organization can boast of changing yet remaining the same.

While at the Dallas conference, I discovered the Southern had no formal organized structure. So I began my initial involvement with NASEA by working with individuals who were working on putting together the Southern Region. Persons involved were: Diane Warren (TX), Wes Dunston (SC), Susan Bruce Noland (NC), Chuck Blanton (NC), Denise Nugent (NC), Maxine Sumter (SC), Carol Lewis (GA) and many others that I have forgotten. After being active in the Southern region for several years, I also became involved with the National.

Now on to my tenure as President, one of the first things that I realized after becoming President of NASEA was that it was a full-time job. Consequently, I immediately began to look to the resources of my institution for support as well as member of the Executive Board. My institution was supportive in terms of providing the assistance of a graduate student and office manager to help with NASEA's correspondence. Secondly, I wrote the members of the Board and began to involve them in all of NASEA's Committees. During my presidency, the Publication Committee developed a prototype for a new student employment manual called, "The Work Book," and they also presented a design for NASEA's Annual Report. A Special Edition of the Newsletter was printed highlighting reauthorization bringing to the membership's attention matters needing their immediate attention and response. A Special Edition of the Journal of Student Employment was published, and it was distributed to Congress, the Department of Education, College Presidents, Newspapers, Television, Student Affairs Vice Presidents, etc. The Federal Relations Chair, Bob Cunningham, efforts assisted in getting the Community Service matching lowered to 5%. NASEA also studied itself that year. An ad hoc committee, Strategic Planning and Development, was established to help the Board review and reestablish its priorities. The membership was invited to comment. The committee gave its report along with reports from retreats which would be used to identify commonalties and establish short and long term goals for NASEA.

Corporate Home since its initial establishment was housed at Princeton University under the auspicious of Bob Cunningham. However, Bob gave up Corporate Home and it was moved to Omaha, NE under the auspices of Rick Carlson. NASEA became a part of the electronic conversation networks when Richard Cons and Dean Herbert established the Studemp Listserv, which became fully operational August 1993. It provided a forum for questions and answers and an opportunity to discuss a multitude of other ideas.

Even with all that was accomplished by NASEA during my presidency; I think that having NASEA's Annual Conference in my home state was the ultimate. Not only was the conference in my home state during my presidency, but I was employed, still am, at the University of South Carolina. It was the meeting at the University of South Carolina that gave birth to the national organization. Lastly, James "Jim" Campbell, a former NASEA president was a former Dean of Students and later professor in the College of Education at the University of South Carolina. One might say it was fate, another might say it was just a coincidence, but it was ironic that there were so many commonalties during my tenure. Lastly, not only was I able to bring greetings from my home state, but I also brought greetings from another South Carolina native, Kimberly Aiken, the reigning Miss America.



**Cathy Hakes, St. Petersburg Junior College, St. Petersburg, FL  
NASEA President 1994**

Having been an active member of NASEA for over 10 years, it is hard for me to reflect on all those years and not write a book about my experiences and friendships I gained over the years. My professional career has grown with the assistance of NASEA and all those special, caring persons I have had the pleasure of knowing and working with. Student employment professionals are some of the greatest folks



I have ever known. No group could be more student oriented and loyal to the cause than all of you. For this reason attending NASEA conferences was the highlight of my years in NASEA. I “stole some of my best ideas from my NASEA friends.” I have stated this many times to those I encourage to become members as I feel sure NASEA is what enabled me to further my career and my professional skills.

My year as NASEA President, 1994, was definitely a Transition Year for NASEA and for me professionally. Just prior to assuming the office of NASEA President I was given an opportunity to take on a new challenge at my institution, St. Petersburg Jr. College, as their Volunteer Program Coordinator. This change in position took me out of the role of student employment administrator and into the realm of volunteerism and community service. Little did I know that my personal link with community service would also become one of the key issues for many other student employment administrators in 1994/95 and the coming years. My change in position and new job responsibilities created a difficult decision for me as to whether I would be able to provide the necessary leadership I felt NASEA needed to position itself for the future. My decision to serve as president along with the support of a strong board provided me with one of the most rewarding years of my professional career.

In this transition year NASEA members and leaders took on many challenges that would forever change the way NASEA had done business in the past. There were new faces in leadership roles and stronger partnerships were built between the regional and national association. One of the committees formed to shape the future of NASEA was the Structure & Viability Committee. This committee recommended sweeping changes that would provide for the longevity of the association while continuing to provide quality member services in a more efficient manner. It was exciting to be part of this year of change.

Following my term as NASEA President I had the pleasure of continuing to serve the association as the national conference coordinator. From 1995 through 1997, I worked with many great leaders and members to put on national conferences that were well attended and outstanding in scope. Celebrating NASEA’s 20<sup>th</sup> Anniversary in 1995 in San Francisco was one of the special highlights for me. The convention in 1996 in Bethesda, MD was also a special one as those who attended experienced the sights and sounds of Washington, DC via the METRO. Coordinating 200+ attendees traveling by METRO from Bethesda to DC to a Student of the Year Reception at the National Aquarium was quite an undertaking. Everyone enjoyed the event and no one was left behind or lost. In 1997, I coordinated my last national conference for NSEA in my home state of Florida on Clearwater Beach. I enjoyed sharing the beauty of the Clearwater beaches with my old friends and new found colleagues at this beautiful location. Those who were part of Capt. Memos’s Pirate Cruise call tell you a few tales about this pre-conference activity! The convention was a happy and sad time as this was to be my last major leadership role for NSEA.

I have continued to serve as the Volunteerism chair, soliciting members to serve in a variety of roles in the association. I truly have missed the camaraderie that I experienced firsthand as an active board member but my life has taken on a goal. I am currently enrolled in a doctoral program in higher education at the University of South Florida. If all goes well I will graduate in the spring of 2001.

As I reflect on these and many other fond memories, I hope that those who follow me as NSEA leaders and members will have similar memorable experiences. As in all volunteer organizations, those who serve as leaders are never thanked enough for all their hard work and dedication. I know they feel like me, that they do it because they care and like the people they are working for. I guess this is the same feeling we need to instill in our students as we guide them in their career paths. It’s not how much money you make but the friends you make along the way that makes work satisfying.



**Jim Fisher, Eastern Kentucky University, KY  
NASEA President 1995 and 1996**

Highlights from Jim Fisher's term, and MASEA/NSEA career, provided by Jim are:

- Member of MASEA from 1984 to 1997, member of NASEA from 1987 to 1998
- As President, changed the name to National Student Employment Association, completely revised the Bylaws and organization structure, and gave each officer position specific responsibilities
- Developed the first organization chart
- Developed five year goals
- Initiated the first joint retreats between the national and regional presidents
- Created a process for funding the various committees
- Established several new standing and ad hoc committees
- Developed the first membership survey for the United Parcel Service
- Most importantly, helped develop several outstanding members who are currently active at the regional and national levels

Other highlights...

- Delivered a number of workshops at conferences
- Wrote two chapters in the "Work Book edited by Merle Ryan
- Wrote an article in the Student Employment Journal
- Edited 15 editions of the "NASEA News"
- Edited 28 editions of the "MASEA News"
- Co-edited the first national student employment week guide
- Planned a number of regional and national conferences

Jim Fisher is External Affairs Coordinator, Office of the Dean, College of Business, Eastern Kentucky University, Richmond, KY



**Janie Barnett, Iowa State University Ames, IA and AACRAO, Washington, DC  
NSEA President 1997, 1998, 1999**

Janie Barnett has been active in NSEA and MASEA for the last ten years, serving on the boards of both national and regional levels, writing for the Journal and serving as president of MASEA in 1996-97 and NSEA from 1997 through 1999. She received MASEA's Cherie Lenz Award in 1996, the national John Griffin Service Award in 1996 and the Frank Adams Founder's Award in 1997. She writes:

Well – I think I probably have some kind of record! Yes, I have been president for three years! What a wonderful association, we are small but mighty! This year we have some United Kingdom student employment administrators attending our national conference. I think that many of you know that I did a staff exchange to the University of Glasgow in Scotland. I was in my second year as NSEA's president and I marketed the association with a few outreach efforts during my stay. I am thrilled to think that maybe someday we can become the "International Student Employment Association" or at least get some "exchanges" going between countries for conference attendance.

I have enjoyed working on the relationships between the national and regional associations. This cooperative effort has enhanced all of our services and financial security. I am proud to say that I am an Honorary Member of all four associations!

Board Accomplishments while I have been President:

- Incorporation of Association (we needed to reestablish this incorporation)
- Coordinated efforts to establish a National Student Employment Essentials Training program (the first national training program expressly written by and for student employment professionals)
- Held three years of retreats with regional association presidents and coordinated efforts to work jointly on several projects to benefit all.
- Insured the association (general and professional liability)
- Marketed and coordinated efforts of the advertising and selling of our publications (Journal and The Work Book)
- Established a Professional Development Grant to provide members an opportunity to have the conference registration paid in return for service to the association.
- Continuing relationship/partnership with United Parcel Service who supports us with substantial grant funds
- Successful investments of the association funds to assist with keeping dues and conferences expenses at affordable amounts for members
- Continued the National Student Employment Week celebration, established a relationship with the White House to assure that the President of the United States would acknowledge the student with a written record
- We finally have all four regions participating in the Student Employee of the Year competition!
- Established a National Home in Eugene, Oregon and hired a Manager.
- Participated as a Negotiator in the Department of Education's Negotiated Rulemaking of TITLE IV Funds

- Gave testimony on negotiated rulemaking for the Federal Work Study Program before the U.S. Department of Education (12/4/98)
- Coordinated joint mailings with UPS to increase the value of our partnership
- The association funded three research projects that have been or will be published in our Journal
- Increased opportunities for Corporate Members to be presenters during conferences
- Established a national Diversity Education Committee to present training for both the regional and national conferences
- Developed the MASEA website and coordinated the efforts to develop the NSEA website
- Planned three successful conferences
- We have begun a review of the board structure which will lead to changes which should result in a stronger board



**Myrtle Ching-Rappa, University of Hawaii at Manoa, Honolulu, HI  
NSEA President 2000 & 2001**

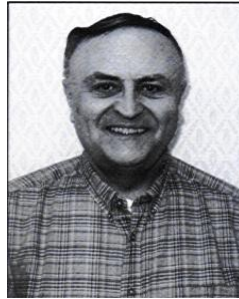
Myrtle Ching-Rappa has been a member of NSEA and WASEA since she started working in student employment in the early 1980's. She served on the WASEA Executive Board from 1996-2000, as secretary, vice-president, president and past-president. Myrtle was selected Best of Region in 1998 for her presentation, "SOETY, Hawaiian Style." She also received the WASEA Distinguished Service award that year. She served one year on the NSEA Board of Directors in 1998 completing a term for Diane Garcia, and then returned to the Board of Directors in 2000 as President. Myrtle writes:

At the time of this writing, I have completed half of my term as president. Following Janie Barnett as president was both a blessing and a curse. It was a blessing in that Janie had the organization in such good shape that anyone could have carried it on for a year. It was a curse in that Janie was such a hard act to follow. She had accomplished so much in her three years that I would have to be a super woman to even be in the same company. Fortunately for me, Janie is a great friend and mentor and has been by my side the whole way.

This year's Board of Directors has been developing a Strategic Plan that will provide direction for the association for the next few years. Included in the plan are goals dealing with developing NSEA's leadership role both in the US and internationally, improving membership services, continued and expanded relationships with the regional organizations, expanding research efforts, expanding training of members and improving diversity programs. We are already on our way with several of these goals.

- Three members of NSEA were invited to the meeting of the National Association of Student Employment Supervisors in Nottingham, England. We presented a brief history of NSEA in one session and how to conduct a National Student Employee Week in another session.
- Established a relationship with the AACRAO federal relations staff to increase NSEA's visibility in Washington, DC.
- Instituted weekly federal updates to members on issues in higher education and student employment.

- The Council of Presidents met in February and has continued to communicate through several conference calls and emails. Resulting from these meetings (1) the national conference will feature a session on what it means to serve on a volunteer board, (2) regional and national officers and committee chairs will have a chance to discuss common challenges at the conference, and (3) a speakers bureau is being developed.
- A survey of the membership was conducted and the findings will be used to improve services as well as to develop a marketing plan to increase membership.
- A second day of Student Employment Essentials training has been developed and will be launched in 2001.
- New diversity training materials have been reviewed for purchase and dissemination.



**Victor Monette, St. Edward's University Austin, Texas  
NSEA President 2002**

I was recruited by Michael Amaloo of SASEA, who wanted me to work with him on establishing the Student Employee of The Year award for SASEA. That was a great experience and lead to election as Vice-President, President Elect and finally President of SASEA where we started the Faye Jordon and John Heneisen Award to recognize a member who has given outstanding and dedicated service to SASEA. While President of SASEA, we changed the by-laws to have the President be the elected representative to the NSEA Board and that started my many years of service to NSEA.

I followed two great presidents in the annals of NSEA, Janie Barnett and Myrtle Ching-Rappa. The board continued to strive for ways to increase membership, continued the strong relationship with United Parcel Service and our role internationally where I attended the annual conference of the National Association of Student Employment Supervisors in Manchester, England. Here I had the privilege of presenting their first Student Employee of the Year Award. Ground work intensified for the annual conference to be held in Hawaii in 2003. Increasing dialog between regions and the national was the theme of the Council of Presidents held in February

It was at the end of my term that I took on the task of editing the 2<sup>nd</sup> edition of the WORK BOOK to bring it more into the current century.

Brother Victor died in 2008. He will be missed by all.



**Don Vince, University of Dayton, Dayton, OH  
NSEA President 2003**

Don Vince has been active in NSEA and MASEA since 1997. Originally serving as the Chair of MASEA's Multicultural Affairs Committee in 1997, he served as the Vice-President for Membership for MASEA in 1998 and 1999. In 1999, Don was President-Elect of MASEA. After that, he served as MASEA's President for three years, 2000-2003. Also in 2000, Don was elected to the Board of Directors of NSEA. Serving as Vice-President for Membership Services from 2000 through 2002, he served as NSEA President in 2003. Don has also served as a regional and national S.E.E. Trainer since 1999, and has presented at conferences for MASEA and NSEA, winning MASEA's "Best of Region" award for his "Attitudes of Differences" presentation in 1997.

The year 2003, for NSEA, was primarily a period of introspection and evaluation. In order to grow and to remain a strong, viable leader in the student employment profession, NSEA would establish a process to determine the value and worth of its services and the processes that govern its operation.

As a result, the Structure and Vitality Committee, last convened in 1994, was re-established. Its broad purpose was to ensure that the Policies and Procedures for the Board of Directors were updated and accurate. Further, within this committee, the process began to scrutinize the method by which the Board of Directors selected the President and the Vice-Presidents of the Association. Much of the year was spent evaluating these processes. The results of committee's efforts would not be realized until 2004 or later.

Also in 2003, NSEA began to extend our hand to new corporate partners, while reaffirming our presence with some old friends in the corporate arena. In February, NSEA's Board of Directors purposely held its planning meeting in Atlanta, GA, so that we could visit the UPS Corporate Headquarters. There, we met with Martin Taylor, Randi Menkin and some of the UPS staff. Later in 2003, largely due to the efforts of Audrey Baird and Victor Monette, UPS awarded a grant of \$40,000 to NSEA.

Additionally, NSEA continued its relationship with our friends at AACRAO. This relationship was most visible when the Federal Relations Committee developed a survey, which was distributed to NSEA members to measure their use of Federal Work Study funds. Further, we have maintained a partnership with NASES, our sister organization in the U.K. In July of 2003, Myrtle Ching-Rappa and Janie Barnett served as ambassadors for NSEA by conducting a two-day training session for the Association of University Administrators in London.

Victor Monette and Joan Adams continued to compile and edit articles for the Second Edition of the Work Book, which was available for distribution in 2004. Tracy Van Horn-Juart, Editor, produced the Journal of Student Employment, which was distributed for the first time in several years.

Student Employment Essentials (S.E.E.) and National Student Employment Week continued to be well-received by the members of NSEA. Erik Stromstad of the University of Minnesota-Duluth was named National Student Employee of the Year.

The highlight of 2003, however, came in November when NSEA held its annual conference at the Ala Moana Hotel, in Honolulu, Hawaii. Myrtle Ching-Rappa and the Conference Committee presented those in attendance with a well-orchestrated affair that was both enjoyable for the attendees, and beneficial to their professional development.

There have been many visible signs that 2003 was a productive year for NSEA. However, much of the work started in 2003 would not be truly visible until 2004, or after, as NSEA grows as the premier organization for student employment.

Respectfully Submitted,

Donald S. Vince, Jr.



**Jackie Biron, Life Chiropractic College West Hayward, CA  
NSEA President 2004 and 2005**

Jackie Biron became involved with student employment when she went to work for Life Chiropractic College West in Hayward, California in 1998. She worked as the JLD and Work Study coordinator and in October 2001 was named the Director of Student Services. She enjoys the diversity she experiences at Life West who enrolls students of Chiropractic from all over the world. She was introduced to WASEA when she attended a SEE Training in 2000.

Jackie has served on various committees for the Western Association of Student Employment Administrators and as Vice President in 2002-03, President in 2003-2004 and Past President in 2004-05. She received the Bill Mayes Award in April of 2003, the Distinguished Service Award in April 2005.

Jackie was elected to the NSEA Board of Directors, representing the western region in August of 2003 and then elected by the board to serve as the NSEA President in November 2003. She was awarded the Jim Campbell Rookie of the Year Award in 2004 by NSEA. She was re-elected by the Board of Directors to serve a 2<sup>nd</sup> year as NSEA President in 2005. She also served as the Nashville Annual Conference Chair in 2005 due to the resignation of the conference chair.

Jackie's focus as President was to build a team of working board members with an emphasis on cooperation between NSEA and the four regional associations. She reintroduced the importance of producing an Annual Report and encouraged advancement and grant applications for funding various programs to benefit the NSEA membership.



**Ann Wessman, Iowa State University, Ames, IA  
NSEA President 2006**

Ann joined NSEA in 1999 when she began her duties in the Student Employment Center at Iowa State University in Ames, Iowa. She received MASEA's Dan Kriedler Newcomer of the Year Award in 2001, and NSEA's Frank Adams Founders Award in 2006. She served on the MASEA Board of Directors from 2001-06, first as Vice President for Professional Development, and then as President. Ann served on the Board of Directors of NSEA for four years, as Vice President for External Affairs, Vice President Finance, President-Elect, and President.

**2006 Highlights:**

- Completion of Work Study brochure through the work of Sharon Welsh and the Federal Relations Committee: This piece has been used to create awareness in Congress as to the benefits of the Federal Work Study Program.
- Implementation of the Career Center on NSEA's Web site: NSEA teamed with Job Target to develop a site for employers to post professional job positions related to the student employment arena. This added service for NSEA members and others in the student employment field also added a new revenue source for the association.
- Completion of annual survey by the Federal Relations Committee: Our response rate improved to 166 from 112 in the previous year, and also increased from 41 to 45 states represented.
- Created a new grant program through the generous support of UPS: Five grants, each in the amount of \$500, were awarded to institutions to assist in starting a Student Employee of the Year Program on their campuses.



**Heather Ball, Georgetown University, Washington, D.C.  
NSEA President 2007**



Heather Ball started her career in Student Employment in 1999 working for American University in Washington, DC. She became involved with both the regional and national associations at the 2000 Baltimore NSEA/NEASEA co-hosted conference. Heather has served in various capacities for both associations. For NEASEA, she started as Membership Chair and moved onto positions such as VP for Member Services, President-Elect, President and Past President. She received the Robert Cunningham Rookie of the Year award in 2002, the NEASEA President's Award in 2003, and the Robert Gallione, JR. Regional Representative Award in 2007. She is currently serving as South District Representative.

In 2002, Heather began her involvement on the national level as a conference moderator and was nominated to the NSEA Board of Directors in 2004 and served as the VP for External Affairs for two years. As VP, Heather ensured successful renewals of the UPS grant. During her second term on the Board, she served as President Elect and President in 2007. Heather also served as conference co-chair of the 2006 Kansas City Conference. Heather's focus as President was to continue work on NSEA's strategic plan and continued focus on utilization of UPS grant monies to fund research and training opportunities for NSEA Members. Heather continues her involvement with NSEA today as the Chair of the Awards Committee.



**Cathy Taylor, DePaul University, Chicago, IL  
NSEA President 2008**

Cathy Taylor began her career in Student Employment in 2004 when she became involved in the Midwest Association of Student Employment Administrators (MASEA) and NSEA simultaneously. She has served MASEA in the role of moderator, moderator chair, President Elect, President, and is currently Past-President of MASEA. She has served NSEA in the role of Director of Membership, President Elect, and President, as well as on numerous committees. She has presented at regional and national conferences as well. She received the NSEA Rookie of the Year and President's Awards in 2006. In addition to her board work, Cathy is a National SEE Trainer.

During her Presidency, NSEA transformed the quarterly member newsletter, "NSEA News" into a smaller, easier to digest electronic format sent a few times each month to members via e-mail highlighting current topics of interest to members. Additionally, during 2008 NSEA committed to a new website which will provide NSEA with a professional association web presence moving forward while providing members with additional web resources.



**Valerie Marsh, University of Montana, Missoula, Missoula, MT  
NSEA President 2009**

Valerie started in student employment in July 2002 and immediately became a member of NSEA and attended her first conference and SEE Training in Cleveland, OH. She then became a WASEA member and became involved in the WASEA organization as the SEOTY/Awards Chair. She served on the WASEA Board for 5 years and served on the NSEA Board for 2 years as President Elect and President.

In 2009 NSEA went live with a new website and became able to accept Credit Card payments for the conference registration. We thoroughly evaluated the SEE Training program and created specific criteria for individuals to become trainers and updated the SEE Training Manuals. The UPS scholarship was increased which allowed us to expand our Diversity Outreach with new scholarships and an excellent keynote speaker at the Orlando Conference. NSEA representatives met with a delegation of Career Services professionals from China for an exchange of insightful information. Another first for NSEA this year were the 2 webinars offered at the conference as breakout sessions. We also implemented the Above & Beyond Certificate of Completion program for more advanced training to our members.



**Patti Beck, The University of Findlay, Findlay, Ohio  
NSEA President 2010**

Patti Beck became involved with NSEA by attending SEE Training and the National Conference in the fall of 2001 just after she was named to create the first student employment office at The University of Findlay. “I was so impressed that there was an organization that dealt specifically with the details of my job. I found the information I gathered from SEE Training, conferences, and the many professional contacts I have made invaluable in helping me set up and continuously tweak the student employment practices at The University of Findlay.”

Since then she has been active in both MASEA and NSEA. She has served MASEA on various committees and spent 5 years on the Board of Directors as the Vice President for Professional Development, President Elect, President, and as Past President. She currently continues to be the State of Ohio Representative for MASEA. She has assisted with NSEA national conferences and has served on the Board of Directors for three years. She continues on the NSEA Board currently in the role of Vice

President of External Affairs. In addition, Patti has presented at both MASEA and NSEA conferences and at the United Kingdom National Association of Student Employment Services Conference in Scotland.

During 2010, NSEA developed and offered the first two S.E.T. (Student Employment Tutorials) Trainings entitled “The FWSP: Management Concerns & Solutions.” These workshops offered in New Jersey and California continue where S.E.E. Training leaves off, concentrating on one specific topic in depth. These low cost trainings are promoted as a ½ day or 1 day workshop and marketed to colleges and universities within easy driving range of the training location. NSEA implemented a lending library for members beginning with sets of two diversity materials; *Recognizing Harassment in a Diverse Workplace* and *Ouch! That Stereotype Hurts!* Four additional Above and Beyond offerings were offered at the National Conference allowing some participants to complete requirements for this certificate program. Certificate recipients will be recognized at the 2011 Conf. The Ad Hoc Committee for “The Work Book” continued its efforts writing the third edition of the publication with the first chapters released for use on the NSEA website in January, 2011. The Ad Hoc SEE Training Review Committee updated SEE Train the Trainer Manuals prior to the February, 2010 Train the Trainer Training. This committee agreed SEE Training should remain a broad introduction to the many aspects of student employment and continues to look at needed revisions to the SEE training manuals. An Ad Hoc Committee for Professional Standards was established with the intent to research professional standards published for similar organizations and to compile an NSEA Professional Standards Statement for student employment professionals. NSEA celebrated the 75<sup>th</sup> anniversary of the formation of National Youth Administration, the first program that was a predecessor of the current Federal Work Study Program.



**Beth Cilley, University of New Hampshire, Durham, New Hampshire  
NSEA President 2011**

In 2009, Beth Cilley was appointed an Assistant Director of Financial Aid and the Federal Work Study Coordinator at the University of New Hampshire. In 2000, she became a member of both NEASEA and NSEA, attending SEE Training and the joint conference in Baltimore, MD. She held the positions of District Representative and Vice President for Professional Development in NEASEA as well as serving as the NHASFAA Training Coordinator. In 2008, she took over the position of NSEA National SEE Training Coordinator and served in this position through 2009. She was elected President-Elect of the NSEA Board in 2010 and served as NSEA President in 2011. Beth was presented with the Robert Gallione Jr. Regional Representative of the year by NEASEA in 2006 and received the President’s Award from NSEA President Valerie Marsh in 2009.

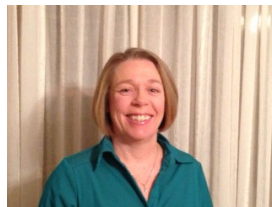
In 2011, an Ad Hoc Committee was formed to review the current Board structure. On the committee’s recommendation and Board approval, changes to the By-Laws to reflect a restructuring of the Board was presented to and approved by the NSEA membership. The NSEA Board has been reduced in size from 11 to 8 voting members. Six Board members will be elected by the membership into specific positions on the Board with two members being appointed to maintain equitable representation from all regions. The responsibilities of all VP and Director positions have been redefined. The Policies and Procedures Manual will be updated in 2012 to reflect the new responsibilities of each position. Based on the new governing structure, a Long-Range Strategic Plan was adopted by the NSEA Board in December 2011.

Five new chapters were added to the on-line addition of The Work Book.

The Ad Hoc SEE Training Review Committee completed an overall revision of SEE Training. The modules in Track A are now Legal Issues in Student Employment and in Track B, Job Development and FWS in Student Employment. The new modules were first used at the Train-the-Trainer program in Atlanta, GA in 2011 and all current SEE Trainers were given a refresher course on the new modules.

An Ad Hoc Committee for Professional Standards was established with the intent to research professional standards published for similar organizations. A statement, NSEA Principles of Professional Practice was developed, approved by the Board and posted on the NSEA website.

A second Student Employment Tutorials (SET) Training module was developed. This module on International Student Employment will be offered starting in 2012.



**Lynn Hoehn, Owens Community College, Toledo, Ohio  
NSEA President 2012**

Lynn Hoehn became the Job Location and Development (JLD) Coordinator at Owens Community College in 2004 and joined both NSEA and the Midwest Association of Student Employment Administrators (MASEA) that same year. She attended SEE Training at the 2004 MASEA conference in St. Louis, MO. “Being new to student employment and financial aid, the information I gained from attending SEE Training was invaluable.”

She has remained active in both organizations, serving as a State Representative for MASEA for a number of years as well as a session monitor for both MASEA and NSEA. In 2008, Lynn was asked to serve as the NSEA Scholarship Chair, the following year she was appointed as the VP of Finance for NSEA. She served in both positions in 2009 and 2010. She also served as the 2010 NSEA Conference Co-Chair. She was re-elected to the NSEA board for 2011 and 2012 and accepted the nomination for President-Elect for 2011. In addition, Lynn co-presented with Nedra Goodrich at the 2012 SASEA conference and the National Association of Student Employment Services (NASES) conference in Manchester, England. Lynn continues to serve as the Scholarship Chair for NSEA.

2012 was a year of many changes for NSEA:

- The Policies and Procedures (P&P) were revised to reflect the new Board structure that was approved by the membership in 2011 and takes affect for 2013.
- Elections were held for the new governing structure with Board members being elected into specific positions for 2 year terms.
- A new Student Employment Tutorials (S.E.T.) Training “International Student Employment”, was offered in New Orleans and Utah.
- A new chapter of *The Workbook* was published and two additional chapters are in final edits.
- NSEA welcomed its first international member from New Zealand.
- The next *Journal of Student Employment* is scheduled to be published in early 2013.
- Attendance at the NSEA Annual conference continued an upward trend with 187 attendees at the 2012 conference in Portland, ME.



**Nedra Goodrich, Texas Tech University, Lubbock, Texas  
NSEA President 2013**

Nedra Goodrich became the Federal Work Study Coordinator in 1998 and then in 2005 attended SEE Training and joined both NSEA and the Southern Association of Student Employment Administrator (SASEA). Having a beginning background in Financial Aid and Student Employment, SEE training answered a lot of open questions.

She has remained active in organizations, first serving on the SASEA board as Vice President, then President-Elect, President and Past President. During her Presidential year she also began serving as a Director on the National Board. The following year she was elected to serve as the VP of Administration. Her next steps on the NSEA Board were Vice President of Administration, President-Elect and then in 2013 the National President. In addition, Nedra co-presented in 2012 with Lynn Hoehn at the 2012 SASEA conference and then at the National Association of Student Employment Services (NASES) conference in Manchester, England. Nedra continues to serve as the Scholarship Chair and also on the Ad Hoc committee for the hiring of a new office manager.

2013 was a year of many changes for NSEA:

- The Policies and Procedures and Bylaws were revised to reflect the new Board Structure, job duties and anything that was missed in the 2012 revisions.
- Two SET Trainings were offered for Funds Management in St. Paul, MN and Dubuque, IA.
- There are now 10 chapters available in *The Workbook*.
- NSEA welcomed 4 new members from Qatar.
- Attendance at the NSEA Annual conference in New Orleans, LA brought new obstacles. The registration had to be capped at 200 due to space restraints. SEE Training had to be capped at 58 for Track A and 69 for Track B. It was the first year of the all new conference schedule beginning on a Wednesday at noon and closing prior to lunch on Friday.



**Ann Mitchell, Central Arizona College, Coolidge, Arizona  
NSEA President 2014**

Under the new structure that was implemented in 2013, Ann Mitchell was the first elected President of the National Student Employment Association (NSEA). Elections were held for the new board structure with Board members being elected into specific positions for two (2) year terms. This was the first year that members were able to nominate and vote for the vacant positions on the NSEA Board. Prior to 2013, representatives were elected from the four regions and from this group an individual was selected to fill the vacancies within the Board.

Ann Mitchell has worked in higher education for 34 years and have held positions in admissions/registration, advising, recruitment and financial aid. Ann has over 26 years' experience solely in Student Employment and found out about Western Association of Student Employment Administrators (WASEA) when a postcard was received in the office. At her first WASEA Conference she met Jackie Biron and Joan Adams, former WASEA and NSEA Office Manager, who encouraged her to run for the Regional Secretary position. The following list outlines the contributions that she has made at both the Regional and National levels:

- President – (NSEA) – 2014
- President Elect (NSEA) - 2013
- Member - NSEA Restructuring Committee (2011)
- Member - NSEA Strategic Plans Committee (2011)
- Conference Co-Chair (Seattle) - NSEA (2011)
- Vice President of Membership - NSEA (2010)
- Vice President of Communications - NSEA (2009)
- President - WASEA (2006-07)
- Vice President - WASEA (2005-06)
- Regional Secretary, Conference Director & Awards Director - WASEA (2001 - 2005)

NSEA is comprised of a group of professionals that work side-by-side with the National Office Manager to ensure that NSEA remains solvent. In addition to the fiscal responsibility of the Board, they work together to provide the necessary services and training for the Student Employment Professional. Some of the accomplishments for the 2014 NSEA Board and Committees are:

- Largest conference attendance since 2000.
- A total of 153 members participated in SEE Training.
- New Mentor Program launched with 140 members.
- Five (5) new articles published in The Journal of Student Employment.
- Development of FAQ and Resource section for members.
- Increased exposure on social media i.e., Twitter & Facebook.
- \$3,000 one-time grant opportunity provided for Regions to hold an additional SEE Training.
- New NSEA Office Manager hired to replace June Hagler.



**Desiree Noah, La Sierra University, Riverside CA  
NSEA President 2015**

Desiree Noah became involved with NSEA by attending the 2010 conference in Cincinnati, OH and immediately got hooked by sitting next to Jackie Biron. Since then, she has held the following positions:

- 2012 – VP Communication (NSEA)
- 2013 – VP Marketing & Membership (NSEA)
- 2014 – President Elect (NSEA)
- 2014 – 2015 – President (WASEA)
- 2015 – President (NSEA)
- 2015 – ongoing – WASEA SEE Training Coordinator

She currently works at La Sierra University as a Senior HR Analyst/Student Employment Coordinator a position she has held since 2010. Accomplishments for the 2015 NSEA Board and Committees are:

- Strategic Plan was reviewed by the current Board, and in the process of forming an Ad Hoc Committee to continue the work.
- Continued overview and streamlining of processes (SEOTY, elections) that will continue into next year.
- Revised the P & P (Policies and Procedures) Manual.
- Had a large and qualified slate of candidates for the elected board positions: Two candidates for President-Elect, two candidates for VP of Marketing and Membership, and four candidates for VP of Professional Development.
- Completed our first year of a successful Mentoring Program.
- Created two new awards to recognize our members: Mentorship Award and Student Employment Innovation Award.
- Entered the beginning stages of our first “Online Training” using Go-To-Meeting.
- Ten newsletters were sent to the membership in 2015.
- Janie Barnett at AACRAO assisted in advertising this year’s conference on the AACRAO newsletter starting in April 2015, broadening the visibility of the conference.
- Ten members trained to become SEE Trainers and two National Trainers were trained.
- Published Volume 15.1 of the NSEA Journal.
- 10 - UPS Joan Adams Campillo Conference Scholarships were awarded (\$395 conference fee, \$125 membership dues and up to \$500 in conference expenses).
- 1 – UPS Diversity Scholarship was awarded (\$395 conference fee, \$125 membership dues, \$378 SEE Training registration fee, up to \$1200 in conference expenses).
- 3 – UPS SEE Training Scholarships were awarded (Registration fee for SEE Training held in conjunction with the conference).
- 2 – UPS Student Employee of the Year Start-up Grant were awarded (\$500 grant to use toward 2016 SEOTY program).



**Ann Wessman, Iowa State University, Ames, IA  
NSEA President 2016**

Ann joined NSEA in 1999 when she began her duties in the Student Employment Center at Iowa State University in Ames, Iowa. She received MASEA's Dan Kriedler Newcomer of the Year Award in 2001, and NSEA's Frank Adams Founders Award in 2006. She served on the MASEA Board of Directors from 2001-06, first as Vice President for Professional Development, and then as President. Ann served on the Board of Directors of NSEA for six years, as Vice President for External Affairs, Vice President Finance, President-Elect twice, and President twice.

#### **2016 Highlights:**

- Membership increased from 517 to 556.
- NSEA hosted four webinars:
  - Student Employment Supervisor Training (Chris Shaffer)
  - Student Employment Best Hiring Practices (Teri Corso)
  - Best Practices: W-4 & I-9... Work Hard, Work Smart, HAVE FUN! (Whitney Neal)
  - Employee Engagement and Meaningful Position Development: Retaining Millennials (Myra Quick)
- NSEA held a half-day Student Employment Tutorial (SET) Training post-conference in Pittsburgh. David Lichtenberg, an employment litigation lawyer with Fisher and Phillips LLC, presented an in-depth look at the Legal Issues in Student Employment to 75 attendees.
- NSEA collaborated with the National Association of Student Financial Aid Administrators (NASFAA) to encourage national and regional members to complete a survey evaluating the FWS program, and several members also participated in focus groups. Paula McLain and Ann Wessman presented the practitioners' perspective at a roll-out event and the NASFAA conference.
- The Student Employee of the Year Program received a total of 2856 nominations throughout the regions.
- The second Presidents' Experience was hosted by WASEA prior to its regional conference in Denver, CO.
- Functionality in the Home Office was improved to track income and expenses, generate reports, and provide access to accountants.
- The NSEA Board participated in leadership training throughout the year, and modules will be developed to provide a SET Training opportunity for members in the future.
- The Strategic Planning Task Force completed their charge of identifying NSEA's strategic priorities: Membership Development, Communication, Resources, Relevance, Fiscal Strength, and Leadership.



- In 2016, NSEA awarded the following scholarships:
  - 5 – Joan Adams Campillo Conference Scholarship (\$415 conference fee, \$150 membership dues and reimbursement of up to \$500 in conference expenses).
  - 1 – Diversity Scholarship (\$415 conference fee, \$150 membership dues, \$378 SEE Training registration fee, reimbursement of up to \$1200 in conference expenses).
  - 4 – SEE Training Scholarship (registration fee for SEE Training held in conjunction with annual conference)
  - 4 – Train-the-Trainer Scholarship (\$200 registration fee, and reimbursement of up to \$1000 for hotel, meals).
  - 1 – Student Employee of the Year Start-up Grant (\$500 grant to use toward 2017 SEOTY program).



**Janna McDonald, Indiana University Purdue University Indianapolis, Indianapolis, IN  
NSEA President 2017**



**Shirley Govindasamy, Bates College, Lewiston, ME  
NSEA President 2018**

Shirley became active in Student Employment in 2001 when she was appointed the Director of Payroll at Bates College. She had no experience in this field and was surprised to learn that Student Employment was under the direction of the Payroll Office. Her first associations were with NEASEA. She attended her first conference in Burlington, VT and was completely taken with the energy of the members and their genuine concern for the students they served.

Shirley served as a district representative for NEASEA replacing Beth Cilley in 2008 who was called to a position at the National level. It was during the NSEA conference in Providence, RI that she was convinced she should run for a position on the board by Ruth Scally from Johns Hopkins University. Before she knew it, she was elected as the VP for Conference Services. Next, she was elected VP for Administration, then President-Elect which she did not serve because NEASEA had no President. She was thrust into the President's position and had much to learn. In 2012 she joined NSEA. In 2014 she was appointed to update the Policy and Procedure Manual and half-way through the year accepted an

appointment as the VP for Conference Services coming full circle. In 2017 Shirley was elected as the President-Elect and in 2018 served as the President.

The highlights during her term of office were:

- Rebranding the SEE Program. The content was updated and, in some places, re-written. The manuals were redesigned. A plan was made to combine trainers from different regions during the SEE Programs.
- SEE Training was brought in-house and, other than having the regions pick the locations, the Vice President of Professional Development and her committee assumed all of the other duties which include ordering manuals, maintaining the registration on the NSEA website, promoting the trainings nation-wide, covering the expenses and sending the hosting region payment for hosting the program.
- The Board invested in new software: Survey Monkey so that the Board was no longer asking member colleges if NSEA could use their software and CANVA to assist Marketing and Membership in creating graphics for the new website, SEE Training materials and the conference promotions.



**Jennifer Heller, Wheaton College, Norton, Massachusetts  
NSEA President 2019**

2019 was a very active year for the National Student Employment Association. We moved forward with some great initiatives! The Student Employment Essentials (SEE) Trainers and National Trainers completed their first successful year of cross-regional training. SEE Trainers and National Trainers will complete nine SEE Trainings this year. By the end of the year, every SEE Trainer will have trained at least once. Not including NEASEA's Washington, DC training in December, 200 people have attended SEE Training during 2019. Registration for six of our SEE trainings were processed on the NSEA website in collaboration with our regional association partners.

The Research Committee has been initiated and is active. Two of the major priorities the Research Committee is focusing on are: Developing a repository for student employment related research, articles, and releases and breaking ground on a nationally recognized certification program for student employment and related areas.

NSEA is now a Society of Human Resource Management (SHRM) recertification provider. You will find SHRM activity codes on approved conference sessions and webinars.

The Scholarship Committee awarded five Campillo Scholarships, two Diversity Scholarships, and two SEE Training Scholarships after receiving a total of twenty-one total applications.

The Diversity, Equity, and Inclusion committee reached out to members and non-members at minority serving institutions in June and July to extend invitations to the 2019 NSEA conference.

We have increased Webinar offerings for members and non-members alike. This year we held nine webinars.

The VP for Admin Services and her P&P appointee are in the process of updating the Policy and Procedures Manual for purposes of clarity, and consistency. The Board of Directors voted on the changes at our recent fall board meeting. Any necessary changes to the by-laws will come by vote of membership after the conference and prior to the end of the year.

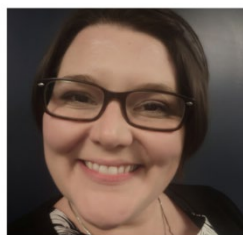
The SEOTY Committee revamped and rebranded the National SEOTY process/criteria to include NACE Career Competencies as part of the selection process. The Board of Directors reevaluated and renamed the SEOTY grant to be more inclusive of those schools that do not have SEOTY programs. It is now named the NSEW grant. It can be used for either NSEW or SEOTY programs at schools that have never had either program.

To support the effort for the consideration of student employment as a high impact practice and our commitment to support diversity, equity and inclusion, the Board of Directors secured Tia McNair as the Keynote speaker for the 2019 Conference.

The Board of Directors, in conjunction with SASEA, has determined the site for the 2021 Conference: Myrtle Beach, South Carolina. The VPCS has secured a \$3000 grant to support transportation at the 2021 Conference

There have been some changes to the Board of Directors during 2019:

- Shirley Govindasamy was hired as the Board Relations Coordinator and started on January 4, 2019
- Nancy Carpenter (VP of Conference Services) stepped down due to family obligations
- Dr. Pamela Payne (President-Elect) stepped down due to strategic initiatives at work.
- To fill the vacancies on the board we:
- Moved Bridget Schwartz, 2020 elected President-elect, into her position early
- Moved Candace Washington, 2020 elected Vice President of Membership and Marketing into her position early
- The President, Jenny Heller, appointed Desiree Noah as VP of Conference Services to serve out Nancy's term (until the end of 2020)
- To fill the placement of President-Elect for 2020, we held a special election. Whitney Neal will serve as President Elect in 2020.



**Bridget Schwartz, The George Washington University, Washington, D.C.  
NSEA President 2020**

Bridget Schwartz became active in Student Employment in 2010 when she began her working at the George Washington University. After attending NSEA SEE Training, multiple NSEA conferences, and serving on the Strategic Plan Committee, Bridget was elected to and served as the VP for Conference Services from 2017-2018. In 2019, she served as the interim VP for Marketing and Membership, and later in the year stepped into her newly elected role as President Elect early when the 2019 President Elect resigned.

2020 presented several unanticipated challenges that significantly impacted the NSEA Board and the NSEA membership. Early in 2020 the COVID-19 pandemic caused schools to shut their doors, send students home, and move to a virtual learning environment. Even as the year closes, schools and student employment professionals are still faced with altered services, layoffs, furloughs, and considerable changes to processes and job responsibilities. Also, during 2020, communities across the country faced social unrest due to the social injustices present in communities of color, most notable this year was the murder of George Floyd by police. Even with the challenges that we faced individually and the shifts we had to make to our original goals, the work and support the board and the committees got accomplished is remarkable. One of the things that is most noteworthy is the response to the pandemic. Which include things like:

- **The Community Forum** was set up for Coronavirus questions, which have had 27 topics and 128 posts have been submitted to just that forum, and in general a significant increase in the other forum topic areas has also occurred. The Coronavirus Forum so that prospects could also see the topics and responses to provide support for Student Employment professionals that could not join NSEA at the time.
- **COVID-19 Announcements Website** was created to provide updates to regulations and NSEA events.
- Resources were created for schools to use for virtual National Student Employment Week celebrations.
- **NSEA Together Hours** 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** was a large shift in plan. Our VP for Conference Services, Desiree Noah, 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. Instead of the in-

person conference, NSEA and NEASEA offered a mini virtual conference to members free of charge.

- SEE Training:** Nearly all the SEE trainings had to be cancelled since they could not be in person, but the National SEE Trainers designed a virtual SEE training option that rolled out to a test group of professionals that had their SEE trainings cancelled this year in December. The hope is to offer virtual training more widely in the first months of 2021.
- NSEA In the News:** NSEA was quoted in 5 news articles and 1 live interview CNBC, The Chronicle of Higher Education, Inside Higher Ed, Scripps National News, and Diverse Issues in Higher Education.

The last big accomplishment that should be highlighted is the NSEA Strategic Plan which had been under review for a few years and the board finished and voted on it in February of this year. NSEA now have a clear path forward to guide us. The board also believes that we should stay accountable and transparent to the NSEA members and, as such, created a website that includes the full strategic plan and the list of all our current projects/goals, which pillar they relate to, the status of the project, and the project lead so they can be reached with any questions. 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. Thus, all filled board positions will have an added year to their term.

**The 2020 NSEA Board has seen several changes and shifted course multiple times throughout the year and due to the challenges and changes within the board members' schools we saw a few resignations throughout the year. The 2020 Board members were:**

- President: Bridget Schwartz
- President Elect: Whitney Neal (January 2020 – May 2020), Vacant (June-December 2020)
- 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), Vacant (June-December 2020)
- Vice President of Research & Advancement: Patrick Brantley (January 2020 – March 2020), Mike Burnes (March 2020 – current)
- Director of Curriculum & Professional Certification Development, Nicklas Lantz (January 2020 – November 2020)
- Director of Membership Engagement, Justin Mumford
- Board Relations Coordinator: Shirley Govindasamy

## **CHRONOLOGY NSEA (NASEA) CONFERENCES: 1975 – Current**

In 1961 a group of Midwestern university personnel concerned with student employment formed an association called the Midwest Association of Student Employment Directors (MAUSED). MAUSED met annually at a conference, usually at member universities, and in 1975 convened, with the support of others, the National Convention On Work And The College Student. At the business meeting during this conference the “Resolution of Intent” was adopted. A copy of the Resolution of Intent can be found in Appendix A.

At this point MAUSED changed its name to Midwest Association of Student Employment Administrators (MASEA), chosen over another proposal to rename it, Association of Midwest Administrators of Student Employment (AMASE).

At the same time a committee was formed to carry forward the annual national convention and to explore the formation of a national association. The three conventions following the first were sponsored by this committee, called National (sometimes International) Association for Work and the College Student (NAWCS), along with MASEA and the other regional associations which were forming.

The National Student Employment Association had its immediate roots in the First National Convention of Work and the College Student. The annual conferences of the association are numbered sequentially beginning with this convention held in 1975 at Southern Illinois University at Carbondale, Illinois. Each year since, there has been a national conference on the subject, “Work and the College Student.”

That first national gathering was the offspring of the Midwestern Association of University Student Employment Administrators which had been working since its formation in 1962 to give voice to the opportunities and concerns of student employment as an important financial, educational and social phenomenon of American higher education. One of the stated goals of MAUSED in sponsoring the convention was “to be instrumental in the establishment of other regional student employment organizations throughout the United States.”

Immediately after the convention work was under way in various sections of the country which resulted in the formation of regional associations in the West, South and Northeast. MAUSED changed its name to “Midwestern Association of Student Employment Administrators (MASEA),” and with the three other regional groups became the NSEA affiliates.

Also at the convention, a national committee was formed under the name, “National Association on Work and the College Student (NAWCS),” to plan the next convention and to consider the formation of a national association.

The MAUSED Executive Committee at the time of the first convention is listed on the program as follows:

Cherie Lenz, President	George Emery, Secretary
Raymond P. DeJarnett, Vice President	Gary Weipking, Treasurer
Claude Kazmarek, Past President	Ruth Burson, At-Large

The MAUSED Committee on the National Convention of Work and the College Student is recorded as follows:

Frank C. Adams, Chairman	Ruth Burson
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John D. Barnes  
Dorothy Bolder  
George Brooks

John Griggin  
Cheri Lenz

In addition to MAUSED, sponsorship was shared by the Division of Continuing Education of Southern Illinois University/Carbondale. To assist with the convention a University Committee was appointed:

Roland Keene, Chairman	Jeanne Bortz	Harvey Ideus
Frank Adams	Raymond P. DeJarnett	John E. King
John D. Barnes	Charles E. Gray	Bruce R. Swinburne

Following is a list of all the conferences beginning with the first and the names of those who were in leadership positions as presidents of the associations or conference chairs at the time.

1. 1975 Carbondale, IL Southern Illinois University  
**1<sup>st</sup> National Convention on Work and the College Student**  
MASEA: Cheri Lenz NAWCS: Frank Adams
2. 1976 Columbus, OH Ohio State University  
**2<sup>nd</sup> National Convention on Work and the College Student**  
MASEA: George Emery NAWCS: Gary Wiepking
3. 1977 Denton, TX North Texas State University  
**3<sup>rd</sup> National Convention on Work and the College Student**  
MASEA: Ruth Burson NAWCS: Barbara (Huston) Lutz
4. 1978 Columbia, SC University of South Carolina  
**4<sup>th</sup> National Convention on Work and the College Student**  
SASEA: Stan Grantham NAWCS: James Campbell
5. 1979 Sacramento, CA The Sacramento Inn  
**5<sup>th</sup> National Convention on Work and the College Student**  
**“Education-Business-Industry-Labor-Government”**  
NASEA: Margene Orzalli WASEA: Judith Lewis
6. 1980 College Park, MD University of Maryland  
**6<sup>th</sup> Annual Conference on Work and the College Student**  
NASEA: George Emery MASEA: Jim Bowling  
Mel Dario
7. 1981 Dallas, TX Dunfey Dallas Hotel  
**7<sup>th</sup> Seventh Annual Conference on Work and the College Student**  
**“The Ultimate Opportunity”**  
NASEA: Bob Cunningham SASEA: Diane Warren
8. 1982 Cincinnati, OH Marriott Inn  
**8<sup>th</sup> Annual Conference on Work and the College Student**  
**“Work and the College Student”**  
NASEA: Mary Ann Morgan-Davis MASEA: Charles Gray  
Robert Thomas
9. 1983 Oakland, CA Claremont Hotel

**9<sup>th</sup> Annual Conference on Work and the College Student**  
**“Work and the College Student: Developing America’s Greatest Resource”**  
 NASEA: Allan Jensen                      WASEA: Kathy Sahlhoff

10.    1984                      Washington, DC                      Quality Inn Capitol Hill  
**10<sup>th</sup> Annual Conference on Work and the College Student**  
**“Education, Government and Business: Partners in Student Employment”**  
 NASEA: Sandy Litkenhaus                      NEASEA: John Blandfield
11.    1985                      Orlando, FL                      Radisson Plaza  
**11<sup>th</sup> Annual Conference on Work and the College Student**  
**“Student Employment: A Nation At Work”**  
 NASEA: Susan (Bruce) Nolan SASEA: Denise Nugent
12.    1986                      Minneapolis, MN                      Radisson Hotel  
**12<sup>th</sup> Annual Conference on Work and the College Student**  
**“A New Look At Student Employment”**  
 NASEA: Carol Lewis                      MASEA: Bill George
13.    1987                      Seattle, WA                      Stauffer Madison  
**13<sup>th</sup> Annual Conference on Work and the College Student**  
**“Unmasking Potential: Student Employment and Global Competition”**  
 NASEA: Rick Kincaid                      WASEA: Richard Cons
14.    1988                      Baltimore, MD                      Omni Hotel  
**14<sup>th</sup> Annual Conference on Work and the College Student**  
**“Partners In A Star Spangled Future: Internships – Co-op Education – Student Employment – Financial Aid – Placement”**  
 NASEA: Bill Ramsay                      NEASEA: Donna Ciarfella
15.    1989                      Atlanta, GA                      Terrace Garden Inn  
**15<sup>th</sup> Annual Conference on Work and the College Student**  
**“Student Employment On The Cutting Edge”**  
 NASEA: John Heneisen                      SASEA: Robin Joseph
16.    1990                      Milwaukee, WI                      Pfister Hotel  
**16<sup>th</sup> Annual Conference on Work and the College Student**  
**“Student Employment: More - Than Just A Job”**  
 NASEA: Bill George                      MASEA: Rick Carlson
17.    1991                      San Diego, CA                      Catamaran Resort Hotel  
**17<sup>th</sup> Annual Conference on Work and the College Student**  
**“Catch The Spirit: SS Opportunity”**  
 NASEA: David Brooks                      WASEA: Barbara Andrews
18.    1992                      Nantucket, MA                      Harbor House  
**18<sup>th</sup> Annual Conference on Work and the College Student**  
**“Student Employment: A Whale Of An Idea”**  
 NASEA: Merle Ryan                      NEASEA: Joanne Stuewe
19.    1993                      Hilton Head, SC                      Hyatt Regency  
**19<sup>th</sup> Annual Conference on Work And The College Student**



**“Student Employees: Our Future at Work Today”**

NASEA: Sallie Glover                      SASEA: Ellen Allen

20.     1994                      St. Louis, MO                      Hyatt Regency  
**20<sup>th</sup> Annual Conference on Work and the College Student**  
**“Student Employees and the Community: Working in Harmony”**  
NASEA: Cathy Hakes                      MASEA: Arnold Woods
21.     1995                      San Francisco, CA                      Hyatt at Fisherman’s Wharf  
**21<sup>st</sup> Annual Conference on Work and the College Student**  
**“Student Employment: Pathway to Careers”**  
NASEA: Jim Fisher                      WASEA: Janeen Sivon
22.     1996                      Bethesda, MD                      Hyatt Regency  
**22<sup>nd</sup> Annual Conference on Work and the College Student**  
**“Student Employees: A National Resource”**  
NSEA: Jim Fisher                      NEASEA: Mary Skaggs
23.     1997                      Clearwater Beach, FL                      The Sheraton Sand Key Resort  
**23<sup>rd</sup> Annual Conference On Work and the College Student**  
**“Preparing the Workforce of the Future – Not Just Jobs Anymore”**  
NSEA: Janie Barnett                      SASEA: Faye Jordon
24.     1998                      Indianapolis, IN                      The Westin Hotel  
**24<sup>th</sup> Annual Conference On Work and the College Student**  
**“Preparing the Workforce of the Future: Not Just Jobs Anymore”**  
NSEA: Janie Barnett                      MASEA: Cody McMichael
25.     1999                      San Diego, CA                      The Handlery Hotel  
**25<sup>th</sup> Annual Conference On Work and the College Student**  
**“Serving the Whole Student, Mind, Body, and Spirit”**  
NSEA: Janie Barnett                      WASEA: Sharon Wurm
26.     2000                      Baltimore, MD                      Sheraton Inner Harbor Hotel  
**26<sup>th</sup> Annual Conference On Work and the College Student**  
**“Working in the Age of Change”**  
NSEA: Myrtle Ching-Rappa                      NEASEA: Frances Hacker
27.     2001                      San Antonio, TX                      Holiday Inn Riverwalk  
**27<sup>th</sup> Annual Conference on Work and the College Student**  
**“Committed to Excellence”**  
NSEA: Myrtle Ching-Rappa                      SASEA: Ronnie Swoopes
28.     2002                      Cleveland, OH                      Cleveland Renaissance Hotel  
**28<sup>th</sup> Annual Conference on Work and the College Student**  
**“Rock’n Roll’n with Student Employment”**  
NSEA: Victor Monette                      MASEA: Don Vince
29.     2003                      Honolulu, HI                      Ala Moana Hotel  
**29<sup>th</sup> Annual Conference on Work and the College Student**  
**“NA WAIHO OLU U O KE ANUENUE – The Colors of the Rainbow”**

NSEA: Don Vince

WASEA: Jackie Biron

30. 2004 Boston, MA Hyatt Harborside Hotel  
**30<sup>th</sup> Annual Conference on Work and the College Student  
“Revolutionizing Student Employment”**  
NSEA: Jackie Biron NEASEA: Laura Till
31. 2005 Nashville, TN Sheraton Nashville Downtown Hotel  
**31<sup>st</sup> Annual Conference On Work and the College Student  
“Student Employment: Instrumental to Success”**  
NSEA: Jackie Biron SASEA: Arturo Elizondo
32. 2006 Kansas City, MO Hyatt Regency Crown Center  
**32<sup>nd</sup> Annual Conference on Work and the College Student  
“Student Employment: The Heart of It All”**  
NSEA: Ann Wessman MASEA: Patti Beck
33. 2007 San Diego, CA Catamaran Resort Hotel and SPA  
**33<sup>rd</sup> Annual Conference on Work and the College Student  
“Sail to Success”**  
NSEA: Heather Ball WASEA: Myrtle Ching-Rappa
34. 2008 Philadelphia, PA Sheraton Society Hill Hotel  
**34<sup>th</sup> Annual Conference on Work and the College Student  
“Ring in a New Era: Celebrating Our Assets”**  
NSEA: Cathy Taylor NEASEA: Heather Dunn
35. 2009 Orlando, FL Regal Sun Resort Hotel  
**35<sup>th</sup> Annual Conference on Work and the College Student  
“Making Magic: Developing Character through Student Employment”**  
NSEA: Valerie Marsh SASEA: Amy Suter
36. 2010 Cincinnati, OH Hyatt Regency Cincinnati Hotel  
**36<sup>th</sup> Annual Conference on Work and the College Student  
“NSEA Flying into a New Decade”**  
NSEA: Patti Beck MASEA: Barb Fahnhorst
37. 2011 Seattle, WA Red Lion Hotel on Fifth Avenue  
**37<sup>th</sup> Annual Conference on Work and the College Student  
“Follow the Yellow Brick Road to the Emerald City”**  
NSEA: Beth Cilley WASEA: Collette Blackwelder
38. 2012 Portland, ME The Holiday Inn by the Bay  
**38<sup>th</sup> Annual Conference on Work and the College Student  
“The Maine Event and the Winner is...YOU”**  
NSEA: Lynn Hoehn NEASEA: Shirley Govindasamy
39. 2013 New Orleans, LA Le Pavillon Hotel  
**39<sup>th</sup> Annual Conference on Work and the College Student  
“Jazz Up your Student Employment Program in the Big Easy”**

		NSEA: Nedra Goodrich	SASEA: Crystal Ferguson
40	2014	Saint Paul, MN <b>40<sup>th</sup> Annual Conference on Work and the College Student “Celebrating 40 Years of Excellence in Student Employment”</b> NSEA: Ann Mitchell	Crowne Plaza St. Paul River Front Hotel  MASEA: Lynn Hoehn
41	2015	San Francisco, CA <b>41st Annual Conference on Work and the College Student “Catch of the Day”</b> NSEA: Desiree Noah	Sheraton Fisherman’s Wharf Hotel  WASEA: Jessie Payne
42	2016	Pittsburgh, PA <b>42<sup>nd</sup> Annual Conference on Work and the College Student “Game On! Mastering the Student Employment Playbook”</b> NSEA: Ann Wessman	Omni William Penn Hotel  NEASEA: Teri Corso
43	2017	Virginia Beach, VA <b>43rd Annual Conference on Work and the College Student “A New Wave in Student Employment”</b> NSEA: Janna McDonald	Sheraton Virginia Beach Oceanfront Hotel  SASEA: Paul Schafer
44	2018	Milwaukee, WI 44 <sup>th</sup> Annual Conference on Work and the College Student <b>“What’s Brewing in Student Employment?”</b> NSEA: Shirley Govindasamy	Hilton Milwaukee Center  MASEA: Brittany Gilman
45	2019	Coeur d’Alene, ID 45 <sup>th</sup> Annual Conference on Work and the College Student <b>“Student Employment in Action”</b> NSEA: Jennifer Heller	Coeur d’Alene Resort  WASEA: Donya Gadley
46	2020	Virtual Conference 46 <sup>th</sup> Annual Conference on Work and the College Student <b>“2020 NSEA/NEASEA Virtual Conference”</b> NSEA Bridget Schwartz	ZOOM  NEASEA Erin Bishop

## Regional Associations

The four regional student employment associations grew out of the same effort that created the national association. The Midwestern group actually started in 1961 as MAUSED (Midwestern Association of University Student Employment Directors), but was changed to MASEA (Midwestern Association of Student Employment Administrators) at the time of the First Annual Conference on Work and the College Student, which they sponsored in 1975. The others are all recorded as being founded in 1978 at regional conferences as follows:

NEASEA (Northeast Association of Student Employment Administrators)  
Bentley College, Waltham, Massachusetts. (One reference indicates Princeton.)

SASEA (Southern Association of Student Employment Administrators)  
University of South Carolina, Columbia, South Carolina

WASEA (Western Association of Student Employment Administrators)  
Bahia Hotel, San Diego, California

Each regional association has held annual conferences since its founding, sometime co-hosting with the national conference when held in its region. These conferences have been of primary service to student employment professionals, especially those new to the field, and often 50% or more of attendees are new to the associations.

### MASEA

	<u>Conference Location</u>		<u>Regional President</u>	
1975-76	Ramada Inn	Urbana IL	Ray DeJarnett	Univ. Southern Illinois
1976-77	Dearborn Inn	Dearborn MI	George Emery	Wayne State University
1977-78	Hilton Hotel	Romulus MI	Ruth Burson	Eastern Michigan Univ.
1978-79	Highlander Inn	Iowa City IA	Bill Bushaw	University of Iowa
1979-80	Downtown	Kalamazoo MI	Gary Belleville	Western Michigan Univ
1980-81	Holiday Inn	Traverse City MI	Mel Dario	University of Minnesota
1981-82	Americana Inn	Lake Geneva WI	James Bowling	Michigan State Univ.
1982-83	Hilton Hotel	Plymouth MI	Charles Gray	Northern Kentucky
			Robert Thomas	Wayne State University
1983-84	Boone Tavern	Berea KY	Bill Ramsay	Berea College
1984-85	Marriott Inn	Columbus OH	Susan Treinen	University of Minnesota
1985-86	Jumer's Castle	Urbana IL	Cynthia Redwine	Wayne State University
1986-87	Radisson	Lexington KY	Richard Brescia	Univ. Illinois/Urbana
1987-88	Concourse	Madison WI	Bill George	University of Kentucky
1988-89	Congress	Chicago IL	Ben Rodriguez	U of Wis./Madison
1989-90	Pfister Hotel	Milwaukee WI	Dan Kreidler	Governors State
1990-91	Red Lion Inn	Omaha NE	Rick Carlson	U Nebraska/Omaha
1991-92	Galt House	Louisville KY	Lillian Downing	University of Kentucky
1992-93	Radisson	Grand Rapids MI	Beth Page	Olivet College
1993-94	Hyatt Regency	St Louis MO	Arnold Woods	Grinnell College
1994-95			Debbie McKinney	Marquette University
1995-96			Janie Barnett	Iowa State University
1996-97		Minneapolis MN	Alisa Reichman	St Louis University
1997-98	Westin Hotel	Indianapolis IN	Cody McMichael	Black Hills State Univ.
1998-99	Marriott East	Cleveland OH	Cody McMichael	Black Hills State Univ.

1999-00	Wyndham Hotel	Milwaukee WI	Arthur Walton	University of Cincinnati
2000-01	KC Marriott	Kansas City MO	Don Vince	University of Dayton
2001-02	Renaissance	Cleveland OH	Don Vince	University of Dayton
2002-03	Radisson Alsip	Chicago IL	David Hogard	Pittsburg State Univ.
2003-04	Sheraton Hotel	St. Louis MO	David Hogard	Pittsburg State Univ.
2004-05	The Galt House	Louisville KY	Ann Wessman	Iowa State University
2005-06	The Westin	Indianapolis IN	Gale Gower	Michigan State Univ.
2006-07	Embassy Suites	Minneapolis MN	Patti Beck	University of Findlay
2007-08	Amway Grand Plaza	Grand Rapids MI	Cathy Taylor	DePaul University
2008-09	Concourse Hotel	Madison WI	David Reseigh	Purdue University
2009-10	Raddison Hotel	Cincinnati OH	Barb Fahnhorst	St. Benedict/St. Johns U.
2010-11	Des Moines Marriott	West Des Moines IA	Judy Brown	Xavier University
2011-12	Sheraton Keystone	Indianapolis IN	Mary Williams	Macalester University
2012-13	Westin	Cadillac Detroit MI	Katie Young	Missouri State University
2013-14	Crowne Plaza	St. Paul MN	Paula McLain	Western Missouri State
2013-14	Crowne Plaza	St. Paul MN	Paula McLain	Western Missouri State
2014-15	Berea College	Berea KY	Paula McLain	Western Missouri State
2015-16	University of Illinois, Urbana-Champaign	Champaign, IL	Craig Pelka	IUPUI
2016-17	Missouri State Univ	Springfield, MO	Eric Wordlow	Columbia College Chicago
2017-18	Hilton City Ctrr Hotel	Milwaukee, WI	Britney Gilman	Indiana Ste University
2018-19	The Blackwell Hotel	Columbus, OH	Andrea Watkins	Mott Community College
2019-20	Cancelled due to COVID-19			

## NEASEA

	<u>Conference Location</u>		<u>Regional President</u>	
1978-79	Princeton Univ.	Princeton NJ	Bob Cunningham	Princeton University
1979-80		Boston MA	Patricia Hurley	Boston College
1980-81		Madison NJ	Jeanette Piantadosi	American University
1981-82		Castine NE	Billie C. Jones	Rutgers University
1982-83	Syracuse Univ.	Syracuse NY	Rosemary D'Arcy	Bryant College
1983-84	Sheraton	Sturbridge MA	Lucy Van der Wiel	MIT
1984-85		Washington DC	John Blandfield	University Pennsylvania
1985-86	The Village	Smugglers Notch VT	Patricia Ellerbe	Boston University
1986-87		Cambridge MA	Ellen McShane	VT Stu Asst Corp
1987-88	Omni Hotel	Rochester NY	Charly Totoro	RI HEAA
1988-89		Baltimore MD	Emily Newton	University of Rochester
1989-80		Portland ME	Donna Ciarfella	University Connecticut
1990-91		Pittsburg PA	Linda Anderson	Carnegie Mellon
1991-92		Princeton NJ	Merle Ryan	Univ.of Massachusetts
1992		Nantucket MA	Joanne Stuewe	Rochester Institute
1993	Stauffer	Crystal City VA	Dennis Chavez	Cornell University
1994		Danvers MA	Robert Frederick	Schenectady College
1995	Stouffer Westchester	White Plains NY	Sharon Mullen	Syracuse University
1996	Sheraton Hotel	Bethesda MD	Mary Skaggs	University of Maine
1997	The Warwick	Philadelphia PA	D. Lynn O'Neil	Johns Hopkins Univ.
1998	Holiday Inn	Warwick RI	Mary Beth Kennedy	Utica College
1999	The Inn at Essex	Burlington VT	Lisa Folk	Bowdoin College
2000	Sheraton	Baltimore MD	Frances Hacker	University of Maryland
2001	Eastland Park	Portland ME	Lynn Rust	CPA, PC
2002	Hyatt	Buffalo NY	Jennifer Grunden	Delaware Tech & CC
2003	Omni William Penn	Pittsburgh PA	Elaine Taillon	Carnegie Mellon Univ.
2004	Hyatt	Boston MA	Laura Till	Wellesley College
2005	Hilton Embassy	Washington DC	Heather Fox	American University
2006	Wyndham Hotel	Burlington VT	Carol Gately	Boston University
2007	Crown Plaza	Rochester NY	Matthew Long	Yale University
2008	Sher. Society Hill	Philadelphia PA	Heather Dunn	Dickinson College
2009	Westin Hotel	Providence RI	Chad Puls	University of Rochester
2010	Westin Hotel	Annapolis MD	Joanne Stuewe	Rochester Inst. of Tech.
2011	Williamsburg Inn	Williamsburg VA	Michele Slagle	Penn St Erie/Behrend
2012	Holiday Inn by-Bay	Portland, ME	Shirley Govindasamy	Bates College
2013	Hyatt Regency- Inner Harbor	Baltimore MD	Jennifer Heller	Emerson College
2014	Foxwoods Resort	Mashantucket CT	Joseph Weglarz	Marist College
2015	Omni Mont Royal	Montreal Canada	Teri Corso	College of Saint Elizabeth
2016	Omni William Penn	Pittsburgh, PA	Teri Corso	College of Saint Elizabeth
2017	Essex Resort	Essex Junction, VT	Paula Lee	New York University
2018	Double Tree Hotel	Niagara Falls, NY	Molly Jacob	University of Rochester
2019	The Study	Philadelphia, PA	Molly Jacob	University of Rochester
2020	ZOOM			

## SASEA

	<u>Conference Location</u>		<u>Regional President</u>	
1978-79			Stan Grantham	New Orleans
1979-80			Wes Dunson	Midlands Tech
1980-81			Judith Casey	U TX/Dallas
1981-82	Colony Square	Atlanta GA	Diane Warren	U TX/Arlington
1982-83	Fairmont Hotel	New Orleans LA	Wes Dunson	Midlands Tech
1983-84	Omni Intl	Norfolk VA	Carol Lewis	Emory University
1984-85	Four Seasons	Greensboro NC	Denise Nugent	Guilford College
1985-86	Radisson Plaza	Nashville TN	Chuck Blanton	Appalachian State
1986-87	Hyatt Regency	Savannah GA	Penny Craig	Old Dominion U
1987-88	Hilton/Univ. Plaza	Charlotte NC	Sharon Thorpe	UNC Greensboro
1988-89	Terrace Garden	Atlanta GA	Stephen Miller	UNC/Charlotte
1989-90	Sheraton Sand Key	Clearwater FL	Robin Joseph	UNC/Chapel Hill
1990-91	Omni Hotel	Jacksonville FL	Cathy Hakes	St Petersburg Jr.
1991-92	Waterside Marriott	Norfolk VA	Ellen Allen	Fla. C C/Jacksonvl
1993	Hyatt Resort	Hilton Head SC	Ellen Allen	Fla. C C/Jacksonvl
1994	Hyatt Regency	San Antonio TX	Roger Spayer	U South Florida
1995	Hyatt Regency	New Orleans LA	John Heneisen	Berry College
1996	Hawthorne Suites	Charleston SC	Michael Amaloo	US Bank Corp
1997	Sheraton Sand Key	Clearwater FL	Faye Jordan	Furman University
1998	Worthington Hotel	Ft Worth TX	Faye Jordan	Furman University
1999	Union Station Hotel	Nashville TN	Leslie Mucha	Vanderbilt University
2000	DeSoto Hilton	Savannah GA	Victor Monette	St. Edward's Univ.
2001	Holiday Inn	San Antonio TX	Ronnie Swoopes	University of Georgia
2002	W'burg Marriott	Williamsburg VA	Audrey Baird	West Georgia Univ.
2003	Isle of Capri	Biloxi MS	Jennifer Houseknecht	Florida Tech
2004	Rosen Centre	Orlando FL	Nora Cargo	Texas A&M Univ.
2005	Sheraton	Nashville TN	Arturo Elizondo	U Texas/Arlington
2006	Double Tree	Little Rock AR	Katie Mantoath	Auburn University
2007	Omni Marina	Corpus Christi TX	Linda Morgan	U of Texas/Austin
2008	Omni Charlotte	Charlotte NC	Amy Suter	Texas A&M University
2009	Regal Sun Resort	Orlando FL	Amy Suter	Texas A&M University
2010	Omni Hotel	San Antonio TX	Nedra Goodrich	Texas Tech University
2011	Williamsburg Inn	Williamsburg VA	Beverly Cage	Del Mar College
2012	Radisson-Opryland	Nashville TN	Crystal Williams	Winston Salem St.Univ.
2013	Le Pavillon Hotel	New Orleans LA	Crystal Ferguson	Winston Salem St.Univ.
2014	Conference Not Held		Orlando Paden	Coahoma Comm College
2015	Conference Not Held		Orlando Paden	Coahoma Comm College
2016	Conference Not Held		Nedra Goodrich	Texas Tech University
2017	Sheraton Virginia Beach Oceanfront	Virginia Beach, VA	Paul Schafer	Texas A&M University
2018	in association with WASEA	Whitefish, MT	Nedra Goodrich	Texas Tech University
2019	Conference Not Held			
2020	Conference Canceled Due to COVID-19			

## WASEA

	<u>Conference Location</u>		<u>Regional President</u>	
1978-79	Bahia Hotel	San Diego CA	Margene Orzalli	U California/Davis
1979-80	Sacramento Inn	Sacramento CA	Judith Lewis	US International
1980-81	Cal-Neva Lodge	Lake Tahoe NV	Candy Barra-Scalberg	U California/LA
1981-82	Marriott Hotel	Tucson AZ	Pedro Mercado	New Mexico State
1982-83	Edgewater Inn	Seattle WA	Blanch Buford	San Francisco State

1983-84	Frontier Hotel	Las Vegas NV	Kathy Sahlhoff	Western Washington
1984-85	Snow Bird Resort	Salt Lake City UT	Dean Draney	Weber State University
1985-86	Bahia Hotel	San Diego CA	Fulmer Barlow	U Nevada/Reno
1986-87	Coeur d'Alene Hotel	Coeur d'Alene ID	Gloria Grant	Washington
1987-88	Claremont Hotel	Oakland CA	Warren Ducote	North Idaho College
1988-89	The Broadmoor	Colorado Springs	Richard Cons	Arizona State
1989-90	Rippling River	Portland OR	Marilyn Dold	Portland State
1990-91	Catamaran	San Diego CA	Barbara Andrews	Walla Walla College
1991-92	Conference Not Held		Barbara Andrews	Walla Walla College
1992-93	UNLV	Las Vegas NV	Andrew Salcido	Chapman University
1993-94	Park Tucson	Tucson AZ	Diane Garcia	U Alaska/Anchorage
1994-95	Yarrow Hotel	Park City UT	Janeen Sivon	Colorado State Univ.
1995-96	Crowne Pointe	Seattle WA	Janeen Sivon	Colorado State Univ.
1996-97	Harrah's	Reno NV	Kathy Wilson	U Nevada/Las Vegas
1997-98	Hyatt Alicante	Anaheim CA	Myrtle Ching-Rappa	U Hawaii/Manoa
1998-99	Sheraton	Albuquerque NM	Sharon Wurm	Truckee Meadows CC
1999-00	River Valley Inn	Eugene OR	Sharon Wurm	Truckee Meadows CC
2000-01	Mesa Pavilion Hilton	Mesa AZ	Mark Hansen	Brigham Young/Utah
2001-02	Eldorado Hotel Cas.	Reno NV	Norma Te'o	Brigham Young/Hawaii
2002-03	Embassy Suites	Portland OR	Joan Adams	NSEA/WASEA Office
2003-04	Ala Moana Hotel	Honolulu HI	Jackie Biron	Life Chiropractic West
2004-05	Coast Anaheim	Anaheim CA	Josie Carbajal	Univ of Cal/Northridge
2005-06	Sheraton Hotel	Salt Lake City UT	Valerie Marsh	University of Montana
2006-07	Red Lion	Seattle WA	Ann Mitchell	Central Arizona College
2007-08	Fiesta Inn & Resort	Tempe AZ	Myrtle Ching-Rappa	University of Hawaii
2008-09		Sacramento CA	Monica Pena-Villegas	Univ of Calif.-Davis
2009-10	Conference not held			
2010-11	Red Lion Hotel	Seattle WA	Collette Blackwelder	Brigham Young /Utah
2011-12	Conference not held			
2012-13	Conference not held			
2013-14	Doubletree Hotel	Portland OR	Desiree Noah	La Sierra University
2014-15	Sheraton Fisherman's Wharf Hotel	San Francisco CA	Jessie Payne	Western Washington Univ
2015-16	DoubleTree by Hilton	Denver, CO	JoEllen Sturgeon	Pepperdine University
2016-17	Hilton Lake Las Vegas Resort	Henderson, NV	Molly Gonzales	Pepperdine University
2017-2018	Whitefish Lodge in association with SASEA	Whitefish, MT	Donya Gadley	Northern Idaho University
2018-2019	Coeur d'Alene Resort	Coeur d'Alene, ID	Donya Gadley	Northern Idaho University
2019-2020	Conference cancelled Due to COVID-19			

## NSEA LEGISLATIVE ACTIVITIES

From the beginning of MAUSED in 1961 the organizations that have served student employment have been active in monitoring, contributing to and interpreting legislation related to their concerns. Resolutions have been sent to Congress and read into the Congressional Record. Numerous past presidents, chairs of legislative committees and others have provided testimony before congressional committees and counseled with administrative offices concerned. Expressions of support for student employment and NSEA have been forthcoming from Presidents, Congressmen and other governmental



leaders. The Department of Education has also contributed information and assistance in conferences, and has cooperated in surveys, publications and other professional activities.

So many have contributed to this effort of NSEA to be active in the legislative arena that they cannot all be identified. Frank Adams was a known resource for legislators and administrators in Washington. Bob Cunningham, for years carried the primary burden of liaison with “Washington,” and for most of these years was chairman of the Legislative Committee of NSEA. The sessions on legislation and administrative issues at conferences arranged or given by Bob were among the most valuable and popular.

Beginning in 1988, with the impetus of the UPS grant, an arrangement was made with Maryln McAdam of the McAdam Group to provide a professional service of legislative advice, information and education for NSEA. Bob Cunningham was the chief liaison with this legislative counsel. In the 1990s with then-President Janie Barnett’s move from Iowa State University to the American Association of Collegiate Registrars and Admissions Officers (AACRAO), NSEA moved their legislative consultation services to AACRAO.

Bob Cunningham resigned as legislative chair in late 1993 and 1994 NSEA president Cathy Hakes assumed responsibilities for the legislative functions. This situation continued into 1995 with Jim Fisher’s presidency. Bill Ramsay helped Jim to reorganize the legislative committee and establish guidelines and philosophical bases for considering legislative positions. The leadership of the committee was then assumed by Betty Gebhardt of the Washington State Higher Education Assistance Authority, with a strong committee representing all regions. Leadership then passed to Sharon Welsh from Rutgers University, who is current chair of the NSEA Federal Relations committee.

The committee began conducting surveys of the membership in 2004. The surveys were originally intended to be annual surveys but will become semi-annual beginning in 2008. The information in the survey is used to gauge the interests of the membership, form a legislative agenda and benchmark changes in the industry. Additionally, a brochure on the FWSP and JLD Program was produced in 2006 to begin a push to reinvigorate the discussion on the FWSP at the federal level. The federal relations committee continues its work of educating members of Congress on issues that pertain to the employment of students while keeping the membership of NSEA up-to-date on legislative happenings that affect students and colleges.

In 2011, Sharon Welch retired from Rutgers with the Federal Relations committee now being chaired by Michael Burnes, Berry College, GA.

#### **UNITED STATES DEPARTMENT OF EDUCATION**

From the early days of MAUSED and the first convention on Work and the College Student, the Department of Education, under whatever titles, has been a productive and helpful presence in NSEA activities. Often the representatives who attended conferences and gave “updates” on laws, regulations and funding from the Department’s perspectives were the officials whose names appeared on form letters and reports coming to colleges, showing a real person involved and not just a bureaucratic phantom. Members of NSEA provided suggestions on rules and regulations and otherwise provided feedback from experience that was welcomed by the Department representatives. NSEA and the Department cooperated in providing members and others information about the administration of Federal Work Study. For example, the *JLD Manual* was prepared by NSEA, reviewed and endorsed by the Department and distributed cooperatively. The reports by representatives of the Department at the annual conferences on Work and the College Student were among the most helpful and popular conference sessions

## PARTNERS IN STUDENT EMPLOYMENT

### UNITED PARCEL SERVICE AND THE NATIONAL STUDENT EMPLOYMENT ASSOCIATION

United Parcel Service (UPS) started as a small messenger business in 1907 in Seattle, Washington. Just 19 years old, James Casey and a handful of other teenagers borrowed \$100 from a friend to start the American Messenger Company six years before the U. S. Postal Service began the parcel post system. That small company grew into the United Parcel Service. UPS now employs more than 425,000 UPS people worldwide providing ground and air service to about 1.8 million global pick-up customers across the United States with a fleet of more than 90,000 vehicles and more than 280 airplanes maintaining over 1,700 operating centers serving communities around the globe. (From UPS publications)

Many UPS personnel are part-time and most of these employees have traditionally been college students. UPS not only provides students with employment opportunities but also supports their education and completion of their college careers. These efforts create a natural relationship between UPS and NSEA. Because many student employees were already working productively with UPS personnel in local operating center, local and regional relationships between UPS and NASEA were already evolving when Barbara Lutz, an early NSEA (then called NASEA) President and Chair of the Grants and Development committee contacted Chuck Austin, Vice President for Personnel of UPS. UPS invited NSEA to submit a proposal for a grant from the United Parcel Service Foundation.

At the 1986 conference in Minneapolis, Chuck Austin announced that UPS Foundation had approved a grant of \$150,000 to NASEA, to be paid over three years. In December 1986 at the University of Texas/Arlington, hosted by Barbara Lutz and other University officials, the first UPS check of \$50,000 was presented to NASEA president Rick Kincaid. The result was a valuable affiliation between NSEA and UPS that continues to this day.

The following people were attendees at the first "Presentation Dinner":

Congressman Dick Armey	US House of Representatives
Chuck Austin	Vice President, UPS
Christine Baker	Public Relations Chair, NASEA
John Christensen	Southwest Region Personnel Manager, UPS
Joe Dobransky	Southwest Region Manager, UPS
Dr. Wayne Duke	Vice President, University of Texas/Arlington
Bill Gaillard	Northeast District Manager, UPS
Tom Hardeman	Public Affairs, UPS
Allen Hill	Office Manager, UPS
Rick Kincaid	President, NASEA
Barbara Lutz	Grants/Development Chair, NASEA
Tom Mullen	Personnel Supervisor, UPS
Wendell Nedderman	President, University of Texas/Arlington
Janet Peters	Student Employment, University Texas/Arlington
Bill Ramsay	President Elect, NASEA

This "Presentation Dinner" set a precedent for a whole series of such occasions, where not only was the UPS grant check delivered, but the values of student employment were reinforced in front of a wider audience including university officials, government representatives, media personnel and others.

Other UPS leaders have continued to work with NSEA. Dennis Goodenough made the UPS presentation in 1991, Clem Hanrahan, of the UPS Foundation was instrumental in the second round of UPS support. In 1996, at the conference in Bethesda, Maryland, Lee Sardella of UPS presented the UPS Foundation check to Jim Fisher, NASEA president; and in 1997 Gary Lee of the UPS Foundation presented the grant check to NASEA president Janie Barnett. From 1998 to the present time, Martin Taylor, Workforce Planning Manager at the United Parcel Service Corporate Headquarters in Atlanta, Georgia has been a committed supporter of the UPS/NSEA relationship. Each year Mr. Taylor has assisted the NSEA Board of Directors in completing the grant proposal, and each year has presented NSEA with a grant check from the UPS Foundation. Countless other UPS people at local, regional and national levels have attended conferences, sponsored banquets and receptions, exhibited, supported brochures and special reports, and in many other ways supported the work of NSEA.

For the presentation in Atlanta in December, 1994, NSEA president Jim Fisher asked Bill Ramsay, the chair of the first UPS Grant Committee that set the criteria and made recommendations for the allocation of those grant funds, to write a summary of the UPS-NSEA relationship. That summary can be found below.

### **UPS/NASEA CONNECTION**

#### **A Perspective by Bill Ramsay**

In 1986, the first of the NASEA-UPS Foundation Presentation Dinners was held in Arlington, Texas. Chuck Austin for UPS presented a check for \$50,000 to Rick Kincaid, 1986-87 president of NASEA. At that occasion, and each subsequent such event, commitments were made to the values of student employment and to the cooperation of those concerned with this important, and somewhat peculiarly American, phenomenon of students engaging in productive work while still enrolled in educational programs. The cooperation and the commitments continue.

At each event, the occasion was used to proclaim the values of student employment to wider audiences of college administrators, public officials, employers and legislators. It is interesting and even, perhaps, exciting that in attendance at the first dinner in Arlington was a then junior congressman from Texas named Dick Armey who came to lend his support to self-help and student work.

I was appointed as chairman of the Grant Steering Committee which included Chuck Austin, Christine Baker, Barbara Lutz, Rob Talley and Larry Gladieux. NASEA and its predecessor NAWCS (National Association for Work and the College Student) had just become a teenager, completing its thirteenth Annual Conference on Work and the College Student. We felt that it was a coming of age and we could do some serious planning and programming. The new financial support from the UPS Foundation released the potential of NASEA and the four regional associations to become truly a national voice for student employment and a critical instrument of service to those who manage student employment programs. Presidents, board members, committees, publication editors and all the other volunteers who devoted their time and energy to NASEA now could meet, could communicate more easily, could try out ideas, publish materials in good form and plan for more effective conferences. Leadership was given the opportunity to develop, to plan and to make an impact. This was and is especially important with a developing profession of student employment administration and a growing consciousness of the importance and potential of student employment.

Following is a list of programs, activities and achievements that were stimulated or enhanced under the auspices of the grants:

- A Corporate Home
- The Journal of Student Employment
- A Legislative Service
- The JLD Manual
- The AETNA Grant for Minority Involvement
- Research Grants
- Improved Publications and Communication
- Stronger Conferences
- Expanding Scope of Membership
- Outstanding Student Employee Recognition
- Financial Management Improvements
- Organizational Restructuring
- Student Employment Essentials Training

Each of these could be expanded upon with examples of positive results and each has strengthened the others so that the total impact is a vastly more vital and effective association and field of endeavor. And, in addition to these, there are some less tangible results that may have had and may continue to have an even greater impact than the more tangible list of achievements. Let me suggest three that seem to me to have been of particular importance to what has happened and is happening to NSEA and student employment.

First, the relationship between NSEA and UPS, not dependent on the grants but certainly facilitated by them, has empowered NSEA leaders, members and UPS personnel. To have a major employer of students, which has high standards, give attention and money to the association communicated that what it is trying to do and its members are doing are important. When people ask me the best way to motivate students to work effectively, my answer is not pay or other compensation, but rather, expectation. To have someone say that what you are doing is important and that they have confidence in your being able to do it, is empowering, stimulating and satisfying. This has been done for NSEA and its members by UPS.

At the same time the UPS commitment implied in the motto “We deliver education,” has been reinforced by NSEA. UPS personnel have found at NSEA that their work with students is honored and they also have been empowered by the confidence and respect shown to them. Both NSEA and UPS have benefited from this partnership and the field of student employment is stronger for it. The same thing is true of local and regional relationships.

The second less tangible value realized by the UPS-NSEA relationship, reinforced by the grants, is the maintenance of a strong private employment involvement in NSEA. This connection with a major employer not dependent on federal funds has had a profound influence on the direction of NSEA and student employment. The profession of student employment administration at colleges grew largely from federal funding for the Federal Work Study program as part of federal student financial aid. Accordingly, most student employment offices in colleges were in financial aid offices and tended to be operated with emphasis on financial aid concerns. The fact that a national organization for student employment was concerned with substantial areas of opportunity outside of the Federal Work Study Program and with facets of student employment well beyond the immediate concerns of financial aid has been important. The increasing reorganization of student employment functions to career planning and other areas of college administration, I believe, are reflective, in part, of this posture of NSEA supported by the UPS connection.

Student employment is more than a federal program and more than a financial aid device. It is career development. It is community service. It is citizenship development. It is job training. It is education itself and not just a means to an education. It is self-help and self building. These facets, beyond the important financial considerations, have been highlighted by the UPS connection and this has had positive effects on the field of student employment. The focus on privately funded student employment may have increasing importance as a new approach to less government is heralded in Washington.

The third effect has been to broaden the horizon of NSEA and its leaders to see student employment as an institution of national importance and not just a good college program. The majority of American students work while in college. When you add high school students who work you find that students are a significant part of the nation's work force. What better example of this than UPS. The interaction between work and education are the real curricula by which most students are educated. When student employment is seen in this perspective of national importance – as part of the nation's current and future human resources – the role of the national organization seeking to speak for this area has to become more than a narrow professional association concerned with those whose work is helping students to find jobs while in college, important as that is. NSEA has been able to serve as a critical training and professional development device for student employment administrators, while at the same time, holding out a vision of the meaning and mission of student employment far greater than that included in the typical job description of the student employment administrator.

These three benefits that I see having accrued from the administration of the UPS grants and the partnership with UPS will have a deep and lasting impact on NSEA and the mission it serves. We have probably not fully appreciated these and others that will last long beyond a specific publication, conference or other achievement. Whether UPS set out with these benefits in mind or not, NSEA is indebted to UPS for them.

*(Presented by Jim Fisher, NASEA President, at the Atlanta Presentation Dinner, December 8, 1994)*

United Parcel Service has been a committed supporter of the mission and goals of the National Student Employment Association (NSEA) for over twenty years, 1986-2009. Following is a list of the grant funds contributed to NSEA by the UPS Foundation.

1986	-	\$50,000	1999	-	\$50,000
1987	-	\$50,000	2000	-	\$40,000
1988	-	\$50,000	2001	-	\$40,000
1989	-	\$50,000	2002	-	-0-
1990	-	\$50,000	2003	-	\$40,000
1991	-	\$75,000	2004	-	\$25,500
1992	-	\$75,000	2005	-	\$30,000
1993	-	\$75,000	2006	-	\$30,000
1994	-	\$50,000	2007	-	-\$0-
1995	-	\$50,000	2008	-	\$30,000
1996	-	\$50,000	2009	-	\$40,000
1997	-	\$50,000	2010	-	\$40,000
1998	-	\$50,000	2011	-	\$25,000
			2012	-	\$25,000
			2013	-	\$25,000
			2014	-	\$20,000
			2015	-	\$20,000
			2016	-	-\$0-
Total Grant Funds to Date			\$1,205,500		

## **INTERNATIONAL PARTNERSHIP**

### **History of NSEA's relationship with NASES in the United Kingdom**

In the spring of 1998, Janie Barnett (NSEA President) from Iowa State University participated in a staff exchange program with the University of Glasgow in Glasgow, Scotland. Student employment was very new to the universities in the United Kingdom. While there, Janie met with a number of student employment administrators in the UK discussing student employment in America and explaining the purpose and goals of the National Student Employment Association. She invited them to attend the NSEA Annual Conference the following year.

In **1999**, five student employment administrators from the UK attended the NSEA conference in San Diego, CA. Those attending were:

Anne Francis, Career Services, University of East London, Essex, UK  
John Harrison, Career Services, University of East London, Essex, UK  
Dominic Drane, Student Employment Office, Anglia Polytechnic University, Cambridge, UK  
Martin Stacey, Call Centre Development, Liverpool John Moores University, Liverpool, UK  
Paul Cullinan, Call Centre Development, Liverpool John Moores University, Liverpool, UK

They were very enthusiastic about what they had learned at the conference and the new ideas to take back to England. They established their own national association the "National Association of Student Employment Services (NASES)", established a home office and planned an annual conference. They also invited members of the NSEA Board of Directors to attend their conference. For the past five years, NSEA Board members have attended the NASES conference in England and have provided training and breakout sessions at their conference. These presentations by NSEA Board members have been very well accepted and appreciated by the student employment administrators in England. Also, each year various student employment administrators from England have attended the NSEA annual conference.

In **2000**, the NSEA Board of Directors elected to send Janie Barnett, Myrtle Ching-Rappa and Sherene Sickler to present at the NASES conference in Nottingham, England, June 2000. They presented two sessions, The History of NSEA and National Student Employment Week.

UK representatives attending the 2000 NSEA Annual Conference in Baltimore, MD were:  
Martin Stacey, Call Centre Development, Liverpool John Moores University, Liverpool, UK  
John Harrison, Career Services, University of East London, Essex, UK  
Andrew Jackson, City University, London, England  
Paul Cullinan, Call Centre Development, Liverpool John Moores University, Liverpool, UK

**2001**, Myrtle Ching-Rappa (NSEA) and Janie Barnett from AACRAO (American Association of Collegiate Registrars and Admission Officers) and its English counterpart The UK Association of University Administrators developed a training module to provide administrative training as part of the UK Post Graduate Certification in Professional Practice Program. Myrtle and Janie presented the first in a series of workshops in London in July 2001.

UK representatives attending the 2001 NSEA Conference in San Antonio, TX

Paul Cullinan, Call Centre Development, Liverpool John Moores University, Liverpool, UK  
Andy Jackson, City University, London, England

**2002**, Victor Monette, St. Edwards University, Austin TX and NSEA President attended the NASES Conference. This was the first year that the UK held an “Outstanding Student Employee of the Year” competition. Victor presented the award to the winner and also presented a session at their conference titled “Working With One Another”.

Dominic Drane, Student Employment Office, Anglia Polytechnic University, Cambridge, UK  
Alison Hughes, NASES Home Office Manager, SELF PROJECTS, University of Liverpool, UK attended the NSEA Annual Conference in Cleveland, OH.

**2003**, Myrtle Ching-Rappa was invited to attend the UK conference. She presented a session titled “View from America” at their annual conference.

Allison Hughes, NASES Home Office Manager, SELF PROJECTS, University of Liverpool, UK attended the NSEA Annual Conference in Honolulu, HI

**2004**, Jackie Biron, Life Chiropractic College West, NSEA President attended the NASES Conference and presented a session titled “Create a Winning Approach to Supervising!”

NASES members attending the NSEA Conference in Boston, MA  
Alison Hughes, NASES Office Manager, SELF PROJECT, University of Liverpool, UK  
Paul Cullinan, UNITEMP-Student Employment Service, Liverpool John Moores University, Liverpool, UK  
Dominic Drane, Student Employment Office, Anglia Polytechnic University, Cambridge, UK

Dominic attended the NSEA Board meeting prior to the conference and expressed the following:  
He expressed his appreciation for our inviting NASES members to attend our conference, our willingness to share, and the relationship that our two associations have developed over the years. They have left our conferences with great ideas (i.e. Student Employee of the Year). Dominic explained that NASES is seeking to raise the Association’s profile as well as awareness of student employment throughout the UK. Idea – member who submits nominee who wins Student Employee of the Year is granted free registration for their conference. He was interested in learning more about our strategic plan. He also shared a bit about the history of NASES and its structure. NASES has two primary goals – development of student employment professionals and promoting work to students.

For the next year, NASES is hoping to continue to support student employment staff, promote student employment in further education, develop research and partnerships, and support students who work.

**2005**, Jackie Biron, Life Chiropractic College West, NSEA President, Ann Wessman, Iowa State University, NSEA President Elect, and Joan Adams, NSEA Corporate Home Manager attended the NASES conference. They presented a session at the conference titled “Student Employment American Style” which was very well received.

This group experienced the terrorist attacks on London England in July 2005 and had quite a story when they returned on their 7 ½ hour cab ride from Liverpool to Heathrow Airport and their attempts to return home after the bombings.

Louise Westhead, Careers Department, Edge Hill/NASES, Lancashire, UK attended the NSEA Annual Conference in Nashville, TN.

**2006**, Ann Wessman, NSEA President, Iowa State University and Heather Fox, NSEA President Elect attended the NASES conference in Cardiff, Wales. Heather presented a well-received general session on “Enhancing the Student Experience: The American Way.”

**2007**, Heather Ball, NSEA President, American University, Washington, DC and Cathy Taylor, NSEA President Elect attended the NASES conference at the University of Newcastle, Newcastle, England. Cathy and Heather presented a session on “Using New Technologies to Reach Out to Your Students”.

Keith Mason, Operations Manager, Employment Office, University of Hertfordshire, Hatfield England attended the NSEA annual conference in San Diego, CA

**2008**, Cathy Taylor, NSEA President, and Valerie Marsh, NSEA President Elect, attended the NASES conference in Leeds, England at Leeds University and presented a session on Student Temporary Services as structured at DePaul University, Chicago, Illinois.

Mike Hill, University of Liverpool, and Leanne Fennell, University of Exeter, attended the NSEA Annual Conference in Philadelphia, PA

**2009**, Valerie Marsh, NSEA President, and Patti Beck, NSEA President Elect, attended the NASES conference in Wolverhampton and presented a session.

Gail Hardwick, Leeds University, Kamaldeep Atwal, University of Wolverhampton, and Helene Turley, University of Wolverhampton, attended the NSEA Annual Conference in Orlando, FL

**2010**, Patti Beck, NSEA President, and Beth Cilley, NSEA President Elect, attended the NASES conference at Carnegie College, Dunfermline near Edinburgh Scotland, UK and presented a session on NSEA.

Gail Hardwick, Leeds University, and Sam Forde, Glyndwr University, attended the NSEA Annual Conference in Cincinnati, Ohio, and presented a comparison of NASES and NSEA at a general session.

**2011**, There were no funds available to travel to NASES conference. Decision was made to use UPS funds for scholarships and membership initiatives.

**2012**, Lynn Hoehn, NSEA President, and Nedra Goodrich, NSEA President Elect, attended the NASES conference in Manchester, UK and presented a session on “Getting your Supervisors on Board”. NSEA added a member from New Zealand in 2012.

Sue Holton, HKSC, Headington Hill Campus, Oxford attended the NSEA Annual Conference in Portland, Maine and “tweeted” conference events back to the NASES membership. Two UK attendees co-presented with Northwest Missouri State University a break-out session at the Portland, Maine conference.

**2013**, There were not funds available to travel to NASES conference. Decision was made to use UPS funds for scholarships and membership initiatives.

**2014**, Ann Mitchell, NSEA President attended the National Association of Student Employment Services (NASES) conference in London, UK on July 8 – 9, 2014. There were approximately 55 professionals from the seven regions in attendance at the conference held at Brunel University. The seven regions are: Scotland, Welsh, North West, North East, South West, London & South East and Midland. At the conference Ann presented a session on Training the Student Supervisor – the US Model. NASES also has a Student Employee of the Year award (or as they pronounce it, see-ottie) and this year a total of 751



nominations were received. Unfortunately, no one from the UK was able to attend the 40<sup>th</sup> Annual Conference that was held in St. Paul, MN.

**2015**, Desiree Noah, NSEA President, and Ann Wessman, NSEA President Elect, attended the NASES conference July 2-3 in Liverpool, England and presented a session on “The American Model of Student Employment” which was well received. NSEA recognized NASES member Alison Clark’s contributions to and longtime support of NSEA by naming her as an ‘Ohana Award recipient. The ‘Ohana Award is one of NSEA’s most prestigious awards. Since its inception, there have been only three ‘Ohana Award recipients. Unfortunately, no one from NASES was able to attend the annual NSEA conference in San Francisco.

**2016**, Janna McDonald, NSEA President-Elect, and Valerie Knopp, NSEA Vice President for Professional Development, attended the NASES conference July 7-8 in Birmingham, England. The conference sessions ranged in variety. There were sessions that were similar to our own federal update, some covering social media, employability strategy and measuring impact along with a discussion on the Brexit vote that happened just days before the conference kicked off. We extended an invitation to members of NASES to attend our NSEA Annual Conference in Pittsburgh this year. Unfortunately, no one was able to come.

**2017**, Janna McDonald, NSEA President, and Shirley Govindasamy, NSEA President-Elect, attended the NASES conference June 29-30 in Nottingham, England. Janna and Shirley gave a presentation keynote to the NASES group about the U.S. Student Employment Experience. The conference was an enjoyable experience and great learning opportunity. NASES members face some of the same issues we face: students who do not read emails; constant need to create more jobs on campus and in nearby areas for students; increased fraudulent job postings and security breaches into the university setting; organization alignment in career services or other entity; how to measure and report the impact of political upheaval on university decision making and budgets which in turn affects student employment. We extended an invitation to members of NASES to attend our NSEA Annual Conference in Virginia Beach. Unfortunately, no one was able to come.

2018 A decision was made to not attend in 2018 so that the money spent on the travel could be used to celebrate the 40<sup>th</sup> anniversary of the National Student Employee of the Year.

2019 A decision was made to not attend the NASES Conference this year because it is no longer clear what the relationship is between the two associations. This will be a discussion between NSEA and NACES in the coming year.

2020 Due to COVID-19, international travel was not available.

## **NSEA TRAINING**

### **Student Employment Essentials (SEE) Training**

In 1997, the Southern Association of Student Employment Administrators (SASEA) held the first Student Employment Essentials (SEE) workshops in Greenville, South Carolina and Dallas, Texas. The training program was developed by Leslie N. McIntosh, from Vanderbilt University. The program was so well-

received that NSEA purchased the program from SASEA in 1997. The goal was 1) each region could offer a professional student employment training program to individuals within their region 2) NSEA would make a profit by printing and selling the training manuals to the regions, and 3) the regions could make a profit from the SEE training registration fees. NSEA established a NSEA SEE Training Coordinator position and determined that NSEA trainers would train the regional trainers at a Train-the-Trainer workshop held in conjunction with the national conference each year. Each region was encouraged to send two to four potential trainers to the Train-the-Trainer workshops. The first Train-the-Trainer workshop was held at the November 1997 conference in Clearwater, FL.

Beginning in 1998, NSEA in conjunction with the regions established the first national training program for student employment professionals. The one-day workshop consisted of five training modules. Participants were provided a SEE manual - a compilation of useful information, forms, examples and other tools for student employment programs. To provide equality among the regions, NSEA set a SEE Training fee range of \$99 - \$129. Regions have the option of raising the fee to include regional membership dues.

The program proved to be very successful on a national scale and in 1999 the decision was made to expand the program by creating two one-day workshops. Additional modules were written by Leslie McIntosh, Vanderbilt University, Chris Nowak of the University of Miami, and Chad Puls of Dartmouth College. The two one-day workshops were completed in early 2001 and offer professional seminars that teach the participants the skills critical to the success of every student employment professional and to their university's student employment program. The "hands-on" workshops immerse participants in all aspects of running a successful student employment office and provide a framework for them to sharpen existing skills and acquire new ones. In 2005, both the participant and trainers training manuals were completely revised and updated by Nora Cargo, NSEA Training Coordinator, Texas A&M University, College Station, TX. In January 2006, NSEA approved increasing the training fee range to \$99 - \$139.

Expert trainers provide participants with well-researched, practical information they can apply immediately. The value is unbeatable. Participants receive a wide range of the most important student employment information, access to area experts, lunch, the opportunity to share information with colleagues, a training manual, and a Certificate of Completion.

Training sessions are offered in each of NSEA's four regional associations, Western (WASEA), Midwest (MASEA), Northeast (NEASEA), and Southern (SASEA), throughout the year. To date thousands of participants have completed the SEE Training Program.

In 2009 a SEE Training Review Ad Hoc Committee was appointed by the President and began looking at ways to improve the SEE Training materials. In 2010, the Committee presented their evaluation to the Board and moved forward with re-organizing and updating the two Tracks. In February, 2011, the first Train the Trainer workshop was held to train National Trainers on the new materials.

**Starting 2011, Topics Include:**

**Track A – Legal Issues in Student Employment**

- Employment Regulations
- Developing Training Programs
- Employing International Students
- I-9s and W-4s
- Interviewing and Selection
- FERPA

**Track B – Job Development and FWS in Student Employment**

- Federal Work Study (FWS) – Program Management and Administration
- FWS – Student Eligibility
- FWS – Job Location & Development (JLD) Administration
- Marketing Your Student Employment Program
- FWS – Allowable Employment

- FWS – Off-Campus Programs
- FWS – Community Service

**Prior to 2011. Topics Included:**

**Track A:**

- Legal Issues in Student Employment
- Interviewing & Selection
- Student & Supervisor Training
- Marketing & Job Development

**Track B:**

- International Student Issues
- Career Development
- Federal Work Study
- Off-Campus Programs

**Student Employment Essentials (SEE) Training provides participants with the following:**

**Track A**

- Important legal information that could save the participant’s university millions of dollars in litigation;
- Review of Fair Labor Standards Act, IRS rules, FERPA and ADA compliance;
- Regulations concerning employment of international students;
- Crucial information on interviewing students for jobs;
- Methods of training supervisors.

**Track B**

- Department of Education guidelines for Federal Work Study;
- Help in setting up a FWS Community Service Program, developing jobs, and maintaining employer relations;
- Steps for reporting the FWS Community Service requirement, calculating earnings, and using program models from other schools;
- Tools for setting up, promoting, reporting and maintaining a successful Job Location and Development Program;
- Marketing techniques to bring in more jobs and more students;
- Tips on involving faculty in student employment programs.

**NSEA Student Employment Essentials (SEE) Training Coordinators:**

1998	Leslie McIntosh	Vanderbilt University, TN
1999	Janeen Sivon	Colorado State University, CO
2000	Chris Nowak	University of Miami, FL
2001	Sharon Wurm	Truckee Meadows Community College, NV
2002	Linda Bures	South Puget Sound Community College, WA
2003	Linda Bures	South Puget Sound Community College, WA
2004	Nora Cargo	Texas A&M University, College Station, TX
2005	Nora Cargo	Texas A&M University, College Station, TX
2006	Linda Morgan	University of Texas at Austin, TX
2007	Linda Morgan	University of Texas at Austin, TX
2008	Linda Morgan	University of Texas at Austin, TX
2009	Beth Cilley	University of New Hampshire, NH
2010	Carolyn Thorpe	Lynn University, FL
2011	Carolyn Thorpe	Lynn University, FL
2012	Aimee Rogers	University of Northern Colorado, CO
2013	Aimee Rogers	University of Northern Colorado, CO
2014	Aimee Rogers	University of Northern Colorado, CO
2015	Teri Corso	College of Saint Elizabeth, NJ
2016	Caren Sobier	Georgetown University, Washington D.C.
2017	Caren Sobier	Georgetown University, Washington D.C.

2018	No Coordinator
2019	No Coordinator
2020	Kris Parker

**Student Employment Essentials (SEE) Training - National Trainers:**

2008	Linda Morgan	University of Texas at Austin, TX
	Charles W. Puls	University of Rochester, NY
	Donald Vince	University of Dayton, OH
2009	George Eskro	Western Michigan University, MI
	Linda Morgan	University of Texas at Austin, TX
	Charles W. Puls	University of Rochester, NY
	Donald Vince	University of Dayton, OH
2010	George Eskro	Western Michigan University, MI
	(Died suddenly on March 13, 2010)	
	Linda Morgan	University of Texas at Austin, TX
	Charles W. Puls	University of Rochester, NY
	Donald Vince	University of Dayton, OH
2011	Linda Morgan	University of Texas at Austin, TX
2012	Jackie Biron	Life Chiropractic College West, CA
	Myrtle Ching-Rappa	University of Hawaii-Manoa, HI
	Linda Morgan	University of Texas at Austin, TX
2013	Jackie Biron	Life Chiropractic College West, CA
	Myrtle Ching-Rappa	University of Hawaii-Manoa, HI
	Linda Morgan	University of Texas at Austin, TX
2014	Jackie Biron	Life Chiropractic College West, CA
	Linda Morgan	University of Texas at Austin, TX
	Aimee Rogers	University of Northern Colorado, CO
	Amy Suter	Texas A&M University, TX
2015	Jackie Biron	Life Chiropractic College West, CA
	Valerie Knopp	St. Cloud State University, MN
	Paula McLain	Northwest Missouri State University, MO
	Aimee Rogers	University of Northern Colorado, CO
	Amy Suter	Texas A&M University, TX
2016	Jackie Biron	Life Chiropractic College West, CA
	Nedra Goodrich	Texas Tech University, Lubbock, TX
	Valerie Knopp	St. Cloud State University, MN
	Paula McLain	Northwest Missouri State University, MO
2017	Jackie Biron	Life Chiropractic College West, CA
	Nedra Goodrich	Texas Tech University, Lubbock, TX
	Valerie Knopp	St. Cloud State University, MN
	Paula McLain	Northwest Missouri State University, MO
2018	Nedra Goodrich	Texas Tech University, Lubbock, TX
	Valerie Knopp	St. Cloud State University, MN
	Paula McLain	Northwest Missouri State University, MO
2019	Nedra Goodrich	Texas Tech University, Lubbock, TX
	Valerie Knopp	St. Cloud State University, MN
	Paula McLain	Northwest Missouri State University, MO
	Amber Schifflett	James Madison University, VA
2020	Nedra Goodrich	Texas Tech University, Lubbock, TX

Paula McLain  
Amber Schifflett  
Desiree Noah

Northwest Missouri State University, MO  
James Madison University, VA  
Clatsop Community College, Astoria, OR

## Student Employment Essentials (SEE) Training—Regional Trainers

\*Regional Coordinator

2010	MASEA	Barb Fahnhorst, Coll. of St. Benedict/St. Johns U., MN Mary Williams, Macalester College, MN Don Vince*, Univ. of Dayton, OH Cathy Underwood, DePaul Univ., IL Patricia O'Donnell, Cleveland State Univ., OH
	NEASEA	Jennifer Heller, Emerson College, MA Pam Turner, Robert Morris Univ., PA Aimee Parks, Monmouth Univ., NJ Beth Cilley, Univ. of New Hampshire, NH Chad Puls*, Univ. of Rochester, NY Erin Clark, Dartmouth College, NH Patti Kravetz, Carnegie Mellon Univ., PA
	SASEA	Sherri Adams, Valdosta State Univ., GA Becky Akin-Sitka, Univ. of Texas Austin, TX Linda Morgan*, Univ. of Texas Austin, TX Amy Suter, Texas A&M Univ., TX
	WASEA	Adelfa Ukenye, Florida International Univ., FL Patty Aguilera, California State Univ.-San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA LuAnn McDonald, California Polytechnic State Univ., CA Ann Mitchell, Central Arizona College, AZ Cat Parish, Mt. Hood Community College, OR Aimee Rogers, Northern Colorado Univ., CO
2011	MASEA	Anna Bahvala, University of Akron, OH Judy Brown*, Xavier University, OH Mary Williams, Macalester College, MN Don Vince, Univ. of Dayton, OH
	NEASEA	Teri Corso*, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Chad Puls, Univ. of Rochester, NY Pam Turner, Robert Morris Univ., PA
	SASEA	Becky Akin-Sitka, Univ. of Texas Austin, TX Linda Morgan*, Univ. of Texas Austin, TX Amy Suter, Texas A&M University, TX Elaine White, University of Texas-Dallas, TX
	WASEA	Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Myrtle Ching-Rappa, University of Hawaii-Manoa, HI Ann Mitchell, Central Arizona College, AZ Cat Parish, Mt. Hood Community College, OR Aimee Rogers*, Northern Colorado Univ., CO
2012	MASEA	Anna Bahvala, University of Akron, OH

		Barbara Cloutier, University of Wisconsin-Stout, WI Valerie Knopp, St. Cloud University, MN David Reseigh, Purdue University, IN Mary Williams, Macalester College, MN Teri Corso*, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Caren Sobier, New York Institute of Technology, NY Pam Turner, Robert Morris Univ., PA
	NEASEA	
		Becky Akin-Sitka, Univ. of Texas Austin, TX Ronnie Malinas, Lynn University, FL Linda Morgan, Univ. of Texas Austin, TX Amy Suter, Texas A&M University, TX Elaine White, University of Texas-Dallas, TX
	SASEA	
		Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Myrtle Ching-Rappa, University of Hawaii-Manoa, HI Ann Mitchell, Central Arizona College, AZ Cat Parish, Mt. Hood Community College, OR Aimee Rogers*, Northern Colorado Univ., CO
	WASEA	
2013	MASEA	Anna Bahvala, University of Akron, OH Barbara Cloutier, University of Wisconsin-Stout, WI Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State, MO David Reseigh, Purdue University, IN Mary Williams, Macalester College, MN
	NEASEA	Teri Corso*, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Caren Sobier, New York Institute of Technology, NY Morgan Somerville, Stevenson University, MD Man-ching Tom, Manhattan College, NY Pam Turner, Robert Morris Univ., PA
	SASEA	Amber Claypool, James Madison University, VA Ronnie Malinas, Lynn University, FL Linda Morgan, Univ. of Texas Austin, TX Amy Suter, Texas A&M University, TX
	WASEA	Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Sarah Davis, University of San Diego, CA Ann Mitchell, Central Arizona College, AZ Cat Parish, Mt. Hood Community College, OR Aimee Rogers*, Northern Colorado Univ., CO Dana Stearn, Westminster College-Utah, UT
2014	MASEA	Anna Bahvala, The University of Akron, OH Barbara Cloutier, University of Wisconsin-Stout, WI Lynn Hoehn, Owens Community College, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO

	NEASEA	David Reseigh, Purdue University, IN Teri Corso*, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Caren Sobier, New York Institute of Technology, NY Morgan Somerville, Stevenson University, MD Man-ching Tom, Manhattan College, NY Pam Turner, Robert Morris Univ., PA
	SASEA	Amber Claypool, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Ronnie Malinas, Lynn University, FL Linda Morgan, Univ. of Texas Austin, TX Amy Suter, Texas A&M University, TX
	WASEA	Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Sarah Davis, University of San Diego, CA Ann Mitchell, Central Arizona College, AZ Cat Parish, Mt. Hood Community College, OR Marinelle Reynoso, Loyola Marymount University, CA Aimee Rogers*, Northern Colorado University, CO Gretchen Shaulis, Pima Community College, AZ Dana Stearn, Westminster College-Utah, UT
2015	MASEA	Barbara Cloutier, University of Wisconsin-Stout, WI Lynn Hoehn, Owens Community College, OH Gloria Jenkins, Case Western Reserve University, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO Shannon O'Brien, Minneapolis Comm & Tech College, MN Pamela Payne, Moraine Valley Community College, IL Rose Provencher*, Lakeland College, WI David Reseigh, Purdue University, IN Eric Wordlow, Columbia College, IL
	NEASEA	Teri Corso, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Morgan Somerville, Stevenson University, MD Man-ching Tom*, Manhattan College, NY
	SASEA	Amber Weaver-Shifflett, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC Ebonie Robinson, Old Dominion University, VA Amy Suter, Texas A&M University, TX
	WASEA	Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Shannon Cable, Univ. of Colorado at Colorado Springs, CO Sarah Davis, University of San Diego, CA Ann Mitchell, Central Arizona College, AZ Jessie Payne, Western Washington University, WA Marinelle Reynoso, Loyola Marymount University, CA



		Aimee Rogers, Northern Colorado University, CO Gretchen Shaulis, Pima Community College, AZ JoEllen Sturgeon, Pepperdine University, CA Dawn Chong, Bowling Green State University, OH Barbara Cloutier, University of Wisconsin-Stout, WI Lynn Hoehn, Owens Community College, OH Gloria Jenkins, Case Western Reserve University, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO Shannon O'Brien, Minneapolis Comm & Tech College, MN Pamela Payne, Moraine Valley Community College, IL David Reseigh, Purdue University, IN Eric Wordlow, Columbia College, IL
2016	MASEA	
	NEASEA	Teri Corso, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Christine Shaffer, Washington & Jefferson College, PA Morgan Somerville, Stevenson University, MD Man-ching Tom*, Manhattan College, NY
	SASEA	Amber Weaver-Shifflett, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC
	WASEA	Ebonie Robinson, Old Dominion University, VA Patricia Aguilera, California State Univ., San Bernardino, CA Jackie Biron, Life Chiropractic College West, CA Shannon Cable, Univ. of Colorado at Colorado Springs, CO Sarah Davis, University of San Diego, CA Ann Mitchell, Central Arizona College, AZ Desiree Noah*, La Sierra University, Riverside, CA Jessie Payne, Western Washington University, WA Marinelle Reynoso, Loyola Marymount University, CA Gretchen Shaulis, Pima Community College, AZ JoEllen Sturgeon, Pepperdine University, CA Kate Suriyatip, Pepperdine University, CA
2017	MASEA	Dawn Chong, Bowling Green State University, OH Lynn Hoehn, Owens Community College, OH Gloria Jenkins, Case Western Reserve University, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO Shannon O'Brien, Minneapolis Comm & Tech College, MN Pamela Payne, Moraine Valley Community College, IL David Reseigh, Purdue University, IN Stefanie Rich, University of Dayton, OH Eric Wordlow, Columbia College, IL
	NEASEA	Teri Corso, College of St. Elizabeth, NJ Sally Daggett, Keuka College, NY Jennifer Heller, Emerson College, MA Aimee Parks, Monmouth University, NJ Christine Shaffer, Washington & Jefferson College, PA

		Caren Sobier, Georgetown University, D.C. Morgan Somerville, Stevenson University, MD Man-ching Tom*, Manhattan College, NY Amber Weaver-Shifflett, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC Ebonie Robinson, Old Dominion University, VA
	SASEA	
	WASEA	Donya Gadley, North Idaho College, ID Desiree Noah*, La Sierra University, Riverside, CA JoEllen Sturgeon, Pepperdine University, CA Kate Suriyatip, Pepperdine University, CA Kelly Wentz, Gonzaga University, WA
2018	MASEA	Dawn Chong, Bowling Green State University, OH Lynn Hoehn, Owens Community College, OH Gloria Jenkins, Case Western Reserve University, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO Shannon O'Brien, Minneapolis Comm & Tech College, MN Pamela Payne, Moraine Valley Community College, IL David Reseigh, Purdue University, IN Stefanie Rich, University of Dayton, OH Eric Wordlow, Columbia College, IL
	NEASEA	Teri Corso, College of St. Elizabeth, NJ Aimee Parks, Monmouth University, NJ Christine Shaffer, Washington & Jefferson College, PA Caren Sobier, Georgetown University, D.C. Man-ching Tom*, Manhattan College, NY
	SASEA	Amber Weaver-Shifflett, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC Ebonie Robinson, Old Dominion University, VA
	WASEA	Donya Gadley, North Idaho College, ID Desiree Noah*, La Sierra University, Riverside, CA Kate Suriyatip, Pepperdine University, CA Kelly Wentz, Gonzaga University, WA
2019	MASEA	Dawn Chong, Bowling Green State University, OH Lynn Hoehn, Owens Community College, OH Gloria Jenkins, Case Western Reserve University, OH Valerie Knopp, St. Cloud University, MN Paula McLain, Northwest Missouri State University, MO Stefanie Rich, University of Dayton, OH Claudia Baer Western Missouri University Eric Wordlow, Columbia College, IL
	NEASEA	Aimee Parks, Monmouth University, NJ Christine Shaffer, Washington & Jefferson College, PA Man-ching Tom*, Manhattan College, NY
	SASEA	Amber Weaver-Shifflett, James Madison University, VA Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC

	WASEA	Donya Gadley, North Idaho College, ID Desiree Noah*, Clatsop Community College, OR Kate Suriyatip, Pepperdine University, CA Kelly Wentz, Gonzaga University, WA
2020	MASEA	Dawn Chong, Bowling Green State University, OH Gloria Jenkins, Case Western Reserve University, OH Paula McLain, Northwest Missouri State University, MO Stefanie Rich, University of Dayton, OH
	NEASA	Man-ching Tom*, Manhattan College, NY Amber Weaver-Shifflett, James Madison University, VA
	SASEA	Nedra Goodrich*, Texas Tech University, TX Whitney Neal, High Point University, NC

## Above & Beyond Professional Development Certification Program

During a brainstorming session in 2008 with Karen Hollebeek and Amy Suter, the idea of the Above & Beyond Professional Development Program developed. Under Karen Hollebeek's tutelage, the program was presented to the 2009 NSEA Board of Directors with the new professional development training opportunity beginning for the members that year at the Orlando Conference. This program combines the best of NSEA's conference sessions and volunteer opportunities into one unique program that honors the commitment of members to not only explore areas within student employment but to expand their own personal growth.

Program participants will be awarded an NSEA Above & Beyond Professional Development Certificate of Completion for finishing the following requirements: 1. Attend SEE training OR have at least 5 years of documented experience in the field of student employment; 2. Attend at least six (6) Above & Beyond Professional Track sessions at the national conference; 3. Present at a National Conference OR write an article for the *NSEA Newsletter* or *Journal of Student Employment*; and 4. Be a current NSEA member.

The following individuals have completed their certification:

Year Presented	Name	Institution	Region
2010	Karen Hollebeek	Calvin College	MASEA
	Helene Turley	Univ. of Wolverhampton	International
	Donald Vince	University of Dayton	MASEA
2011	Anna Bahvala	University of Akron	MASEA
	Patti Beck	The University of Findlay	MASEA
	Jackie Biron	Life Chiropractic College West	WASEA
	Beth Cilley	University of New Hampshire	NEASEA
	Lynn Hoehn	Owens Community College	MASEA
	Amy Suter	Texas A&M University	SASEA
2012	Stacey Levy	Nova Southeastern University	SASEA
2013	Pati Kravetz	Carnegie Mellon University	NEASEA
2014	Kathryn Wood	University of Redlands	WASEA

2015

Joan Gamble	Terra State Community College	MASEA
Nedra Goodrich	Texas Tech University	SASEA
Debi Leonard	University of the Arts	NEASEA
Ann Wessman	Iowa State University	MASEA
Maria Pavon	University of Miami	SASEA
Susie Picar	University of Miami	SASEA
Michelle Klemens	Univ. of North Carolina, Chapel Hill	SASEA

	Valerie Knopp	St. Cloud State University	MASEA
	Janna McDonald	Indiana University-Purdue University Indianapolis	MASEA
	LaToya Scroggins	University of West Georgia	SASEA
	JoEllen Sturgeon	Pepperdine University	WASEA
	Ann Wessman	Iowa State University	MASEA
2016	Nancy Carpenter	Elon University	SASEA
	Sally Daggett	Keuka College	NEASEA
	Amy Kirkham	Savannah College-Art&Design	SASEA
	Jana Nixon	West Texas A&M Univ.	SASEA
	Desiree Noah	La Sierra University	WASEA
	Lisa Stevens	Univ. of Southern Mississippi	SASEA
	Eric Wordlow	Columbia College-Chicago	MASEA
2017	Cheryl Combs	Missouri State University	MASEA
	Jenna Corcoran	Indiana University-Purdue University Indianapolis	MASEA
	Raven Curling	Loyola University Chicago	MASEA
	Gloria Jenkins	Case Western Reserve Univ	MASEA
	Molly Gonzales	Pepperdine University	WASEA
2018	Jenna Corcoran	IUIPI	MASEA
	Cheryl Combs	Missouri State University	MASEA
2019	Ami Hollis	Kent State University	MASEA
	Les Miller	Appalachian State University	SASEA
	Stefanie Rich	University of Dayton	MASEA
	Cathy Sandella	Kent State University	MASEA
	Whitney Neal	High Point University	SASEA
2020	No program due to COVID-19		

## **Student Employment Tutorials (SET) Training**

### **Student Employment Tutorials**

In 2010, Karen Hollebeek, Training & Development Chair, suggested and developed a one-day mini training sessions for NSEA on topics of interest for schools within driving distance of workshop locations. The first SET Training was held at College of St. Elizabeth in New Jersey with Sharon Welsh presenting the materials she developed, titled “FWSP-Funds Management”, in June, 2010. The workshop was offered at a cost of \$59 per attendee.

<b>Topic Title</b>	<b>Presented by</b>	<b>Location</b>
<b>2010</b>		
FWS Funds Management	Sharon Welsh	Morristown, NJ
FWS Funds Management	Jackie Biron	Hayward, CA
<b>2011</b>		
FWS Funds Management	Jackie Biron	Atlanta, GA
<b>2012</b>		
International Student Employment	Gayle Agla	New Orleans, LA
International Student Employment	Gayle Agla	Salt Lake City, UT
<b>2013</b>		
FWS Funds Management	Nedra Goodrich	St. Paul, MN

FWS Funds Management

Sharon Welsh

Dubuque, IA

**2014**

None presented

**2015**

None presented

**2016**

Legal Issues in Student Employment

David Lichtenberg

Pittsburgh, PA

**2017**

Strategies and Skills for Student  
Employment Impact and Success

Carolyn Parry

NASES Board  
Member, UK

**2018**

Six Ways to Flip Your Script  
for Leadership Success

Bill Gentry

High Point Univ, NC

**2019**

It Takes 4 to Tango

Candy Whirley

SBG Services

**2020**

**Cancelled Due to COVID-19**

## **NSEA AWARDS**

### **Student Employee of the Year**

The Student Employee of the Year program began as a pilot program in the Northeast Association, NEASEA, under the leadership of Charly Totoro of the Rhode Island Higher Education Assistance Authority.

Like many of the important and enduring ideas in our association, the idea for the Student Employee of the Year was born at Princeton University. In the early summer of 1987 during Charly Totoro's president-elect year for NEASEA and Bill Ramsay's president-elect year for National, Bill and Charly had a conversation while walking to lunch at a National Board meeting. Among the items of discussion was the most effective use of the new UPS grant funds. In that context Bill said something that triggered a spark. He said, "We should be able to find a way to acknowledge our students."

By the time they had finished lunch, Charly had suggested that NEASEA pilot a project if National would help with the expenses out of the new grant funds. Every presidency of an organization has a signature project or event; the one thing that, if by no other momentum, than by the sheer will of the president will be a success. Charly was determined that some type of Student Employee of the Year selection would be the signature and the legacy of his presidency.

With the blessing of NASEA, NEASEA went on to establish a program for itself and as a model which has been copied by other regions and after, some years, incorporated into a national student employee recognition system. NEASEA worked out, tested and modified criteria, policies and procedures. The system includes institutional selection and recognition of their exemplary students and then nomination for state or regional recognition. Following state and regional selections and recognition, the winner from each region is considered for the National Award. A national SEOTY winner is selected by the NSEA

Board of Directors from the four regional winners. The NSEA President or a designated representative from the Board of Directors attends the winner's university/college's award celebration and presents the plaque and check to the national winner.

Student employees recognized, at all levels, have represented awe inspiring accomplishments through their student work assignments. They have demonstrated leadership, inspiration, responsibility, skills and hard work far beyond what one tends to expect of students while engaged in a college program. And they have done so in many different areas of endeavor in all parts of the country.

### **NEASEA Student Employee of the Year**

The first NEASEA SEOTY award was presented in 1988. In 1995, the other three regions participated in the SEOTY program and the first national SEOTY was presented.

1987-88	David Nivison	University of Maine	Orono, ME
1988-89	Orlando Vantages	University of Maryland	College Park, MD
1989-90	Denise Civa	Cabrini College	Radnor, PA
1990-91	Thomas Updale	Boston University	Boston, MA
1991-92	Claudine Bravo	University of Southern Main	Portland, ME
1992-93	Gail Mason	SUNY at Buffalo	Buffalo, NY
1993-94	Brad Fielder	Bowdoin College	Brunswick, ME

### **NSEA Student Employee of the Year**

1995	Theresa Chi Yan Lui	University Hawaii/Manoa	Honolulu, HI	WASEA
1996	Jennifer O'Neil	Bowdoin College	Brunswick, ME	NEASEA
1997	Charlotte Teneback	College of Charleston	Charleston, SC	SASEA
1998	Jason Miller	Berea College	Berea, KY	MASEA
1999	Justin Hallquist	University of Minnesota	Duluth, MN	MASEA
2000	Valeri Schaefer	University of Colorado	ColoradoSprings	WASEA
2001	Katherine Grams	Louisiana State University	Baton Rouge, LA	SASEA
2002	April Lee	University of Findlay	Findlay, OH	MASEA
2003	Eric Stromstad	University of Minnesota	Minneapolis, MN	MASEA
2004	Ryan Fikes	Texas A&M University	College Station, TX	SASEA
2005	Daniel Hamrin	Marquette University	Milwaukee, WI	MASEA
2006	Chris Lauer	St. John's University	Collegeville, MN	MASEA
2007	Ivan Markov	University of Missouri	Kansas City, MO	MASEA
2008	Jessica Scruggs	Berea College	Berea, KY	MASEA
2009	Barron Neil Gilbert	Valdosta State Univ.	Valdosta, GA	SASEA
2010	Ryan Stevens	Univ. of Montana-Missoula	Missoula, MT	WASEA
2011	Travis Huhn	Marquette University	Milwaukee, WI	MASEA
2012	Cassandra Sue Gribbins	Embry-Riddle Aero. Univ.	Daytona Beach, FL	SASEA
2013	Thanh (TJ) Nguyen	Auburn University	Auburn, AL	SASEA
2014	Joshua Absher	Berea College	Berea, KY	MASEA
2015	Coleman Tharpe	Univ. of Texas-Austin	Austin, TX	SASEA
2016	Rachel Wonderlich	Iowa State University	Ames, IA	MASEA
2017	Alex M. Bourdeau	Ball State University	Muncie, IN	MASEA
2018	Thomas Walker	Univ of Colorado	Fort Collins, CO	WASEA



2019  
2020

Julianne Evans  
Lillian MINOR

University of Dayton  
University of Wisconsin

Dayton, OH  
LaCrosse, WI

MASEA  
MASEA

**NSEA Awards and Honors**  
**APPRECIATION AWARD**  
(Presented at the 1985 Conference)

U. S. Texas Congressman Dick Armev  
United Parcel Service  
Walt Disney World  
Piedmont Airlines

**THE FRANK ADAMS FOUNDER'S AWARD**

Frank Adams from Southern Illinois University at Carbondale was the moving force leading to the First Annual Convention on Work and the College Student and the establishment of a national awareness of the profession of Student Employment. He was Director, Student Work and Financial Assistance and Professor of Higher Education at Southern Illinois at the time of the convention. He wrote and co-authored several books and many articles about student work and financial aid. The award in his name is presented for vision, leadership and longevity of service. Recipients must have five or more years of membership and have held at least two leadership roles in the association.

1982	William Bushaw	University of Iowa, IA
1983	Ann McCormick	Boston University, MA
	Robert Gallione	Columbia University, NY
1984	John Griffin	University of Illinois, Urbana, IL
1985	Cherie Lenz	University of Illinois, IL
1986	Susan Trienen	University of Minnesota, MN
1987	Carol Lewis	Atlanta University, GA
1988	Emily Newton	University of Rochester, NY
1989	Bob Cunningham	Princeton University, NJ
1990	Bill Ramsay	Berea College, KY
1991	Chuck Austin	United Parcel Service, GA
1992	Lynda Watson	Brandeis University, MA
1993	Rick Carlson	University of Nebraska/Omaha
1994	Jim Fisher	Eastern Kentucky University, KY
1995	Sallie Glover	University of South Carolina, SC
1996	Cathy Hakes	St. Petersburg Junior College, FL
1997	Janie Barnett	Iowa State University, IA
1998	D. Lynn O'Neil	Johns Hopkins University, MD
1999	Joan Adams	Lane Community College, OR
2000	Alisa Reichman	St. Louis University, MO
	Chad Puls	University of Rochester, NY
2001	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
2002	Victor Monette	St. Edwards University, TX
2003	None Awarded	
2004	Frances Hacker	University of Maryland, College Park, MD
2005	Sharon Welsh	Rutgers University, NJ
2006	Ann Wessman	Iowa State University, IA
2007	Jackie Biron	Life Chiropractic College West, CA
2008	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
2009	None Awarded	
2010	Karen Hollebeek	Calvin College, MI
2011	Linda Morgan	The University of Texas at Austin, TX
2012	Patti Beck	The University of Findlay, OH

2013	Amy Suter	Texas A&M University, TX
2014	Joan Gamble	Terra State Community College, OH
2015	Janna McDonald	IUPUI, Indianapolis, IN
2016	None Awarded	
2017	Nedra Goodrich	Texas Tech University, TX
2018	None Awarded	
2019		
2020		

### THE JIM CAMPBELL ROOKIE OF THE YEAR AWARD

Jim Campbell was the last chairman, in 1977-78, of the National Association on Work and the College Student (NAWCS) which became NASEA and he hosted the fourth annual convention at his home institution, the University of South Carolina. In his memory the award is presented to a new professional who has made outstanding or unique contributions to the association during the first three years as a NSEA member.

1982	Susan "Bruce" Nolan	University of North Carolina, NC
1983	Chuck Blanton	Appalachian State University, NC
1984	Richard Brescia	University of Illinois, IL
1985	Richard Boger	Cleveland State University, OH
1986	Cynthia Redwine	Wayne State University, MI
1987	Gloria Grant	Eastern Washington University, WA
	L. B. Butler	
1988	Delores Oelfke	Texas Christian University, TX
1989	Robin Joseph	University of North Carolina, Chapel Hill, NC
1990	Troy Harper	
1991	Cathy Hakes	St. Petersburg Junior College, FL
1992	Ellen Allen	Florida Community College, Jacksonville, FL
1993	Dawn Janis	Syracuse University, NY
1994	Roger Spayer	University of South Florida, FL
1995	Leslie Bolton	University of Utah, UT
	Stasia Olivetti	Columbia, SC
1996	Darrell Luzzo	
1997	Christopher Nowak	University of Miami, FL
1998	None Awarded	
1999	Sherene Sickler	Point Loma Nazarene University, CA
2000	Sharon Wurm	Truckee Meadows Community College, NV
2001	Rob Manske	University of Wisconsin, Stevens Point, WI
2002	Linda Bures	South Puget Sound Community College, WA
2003	Tracy Vanhorn-Juart	Indiana University of Pennsylvania, PA
2004	Jackie Biron	Life Chiropractic College West, CA
2005	Matthew Underwood	Mercer University, GA
2006	Cathy Taylor	DePaul University, IL
2007	None Awarded	
2008	None Awarded	
2009	Patty Aguilera	California State University, San Bernardino CA
2010	Cynthia Meekins	Rutgers, The State University of New Jersey, NJ
2011	Jeremy Rasor	University of Hawaii at Manoa, Honolulu, HI
2012	Desiree F. Noah	La Sierra University, CA
2013	Erin Schwartz	Iowa State University, IA
2014	Thomas LeBeau	University of Rochester, NY

2015	Amy Kirkham	Savannah College of Art & Design, GA
2016	Molly Gonzales	Pepperdine University, CA
2017	Whitney Neal	High Point University, NC
2018	Claudia Baer	Missouri Western University, MO
2019	None Awarded	
2020	None Awarded	

### THE JOHN R. GRIFFIN SERVICE AWARD

John R. Griffin, from the University of Illinois at Urbana, made continuous contributions to the organizations of student employment dating back to the first convening of a group of student employment professionals from Midwestern universities in 1961 at his university. This group became the Midwest Association of Student Employment Directors (MAUSED), which was the precursor of MASEA and NASEA. He continued to contribute to the association until his death in 1998. The award is presented for distinguished service to NSEA. Awarded to a member of two or more years who has provided outstanding contributions and often have been steadfast over many years. Preference is given to the member who is retiring or departing the Association.

1984	John R. Griffin	University of Illinois, Urbana
1985	Kathleen Sahlhoff	Western Washington University, WA
	Charles Totoro	Rhode Island HEAA, RI
1986	Pedro Mercado	New Mexico State University, NM
1987	Bill Ramsay	Berea College, KY
1988	Lisa Crawford	Bentley College, MA
1989	Joy Doremire	Central Michigan University, MI
1990	Richard Cons	Arizona State University, AZ
1991	Merle Ryan	University of Massachusetts, Amherst, MA
1992	Bill George	University of Kentucky, KY
1993	Delores Oelfke	Texas Christian University, TX
1994	Dan Hebert	University of Arizona, AZ
1995	John Heneisen	Barry College, GA
1996	Janie Barnett	Iowa State University, IA
1997	Ellen Allen	Florida Community College, Jacksonville, FL
1998	Alexis Moore	University of Florida, FL
1999	Ed McDermott	Georgetown University, DC
2000	Sharon Welsh	Rutgers University, NJ
2001	Sharon Wurm	Truckee Meadows Community College, NV
2002	Susan Young	University of Wisconsin, Stevens Point, WI
2003	Rick Kincaid	SUNY at Brockport, NY
2004	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
2005	Allen Jensen	University of California, Berkeley, CA
2006	Sally Daggett	Keuka College, NY
2007	Audrey Baird	University of West Georgia, GA
2008	Ann Wessman	Iowa State University, IA
2009	Faye Jordan	Furman University, SC
2010	Sharon Welsh	Rutgers, The State University of New Jersey, NJ
2011	Nedra Goodrich	Texas Tech University, TX
2012	Lynn M. Hoehn	Owens Community College, OH
2013	Kathy Parsons	Embry-Riddle Aeronautical University, FL
2014	Karen Clemente	Stony Brook University, NY
2015	Desiree Noah	La Sierra University, CA
2016	Shirley Govindasamy	Bates College, ME
2017	Valerie Knopp	St. Cloud State University, MN
2018	Linda Morgan	Retired

2019	Dawn Chong	Bowling Green State University
2020	None Awarded	

**THE MARGENE ORZALLI MEMORIAL AWARD**

Margene Orzalli was instrumental in the founding of the Western Association of Student Employment Administrators (WASEA) and went on to become president of NASEA in 1978-79. She was dedicated to student employment and a leader of energy and grace. The award is presented to a member who has demonstrated extraordinary effort, energy and time commitment on behalf of NSEA for a period of two or more years, providing vision and leadership in various activities on behalf of the association.

1981	Barbara Lutz	University of Texas, Arlington, TX
1982	Cherie Lenz	University of Illinois, IL
1983	Bob Cunningham	Princeton University, NJ
1984	Mary Ann Morgan-Davis	Case Western Reserve, IL
1985	Christine Baker	North Texas State University, TX
1986	Lynda Watson	Boston College, MA
1987	Shirley Ort	University of North Carolina, NC
1988	Allan Jensen	University of California, Berkeley
1989	Rick Kincaid	SUNY at Brockport, NY
1990	John Heneisen	Barry College, GA
1991	Catherine Shaffer	California State, Dominguez Hills, CA
1993	Bill Ramsay	Berea College, KY
1994	Jeannine Harrold	Ball State University, IN
1995	Cathy Hakes	St. Petersburg Junior College, FL
1996	Janeen Sivon	Colorado State University, CO
1997	Joan Adams	Lane Community College, OR
1998	Leslie Mucha	Vanderbilt University, TN
1999	Frances Hacker	University of Maryland, College Park, MD
2000	D. Lynn O’Neil	Johns Hopkins University, MD
2001	Rick Kincaid	SUNY at Brockport, NY
2002	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
2003	Jennifer Grunden	Delaware Tech & Community College, DE
2004	Katie Mantooth	Auburn University, AL
2005	Nora Cargo	Texas A&M University, TX
2006	Jim DeWilde	Western Washington University, WA
2007	David Hogard	Pittsburg State University, KS
2008	Karen Hollebeek	Calvin College
2009	Amy Suter	Texas A&M University, College Station TX
2010	Lynn Hoehn	Owens Community College, Toledo, OH
2011	Ann Mitchell	Central Arizona College, Coolidge, AZ
2012	Ann Wessman	Iowa State University, IA
2013	Gayle Agla	Brigham Young University, UT
2014	Desiree Noah	La Sierra University, CA
2015	Nedra Goodrich	Texas Tech University, Lubbock, TX
2016	Christine Shaffer	Washington & Jefferson College, PA
2017	Jenna Corcoran	IUPUI, IN
2018	Whitney Neal	High Point University, NC
2019	Claudia Baer	Missouri Western University
2020	None Awarded	

## PRESIDENT’S AWARD

Established in 1996, this award is presented at the President’s discretion to an individual who has shown exceptional dedication and has made significant contributions to NSEA providing leadership, commitment, and accomplishment on special projects and/or committee assignments.

1996	Richard Cons	Arizona State University, AZ
1997	D. Lynn O’Neil	Johns Hopkins University, MD
	Cathy Hakes	St. Petersburg Junior College, FL
1998	Nancy Bruckner	University of Southern Mississippi, MS
1999	Susan LeBow Young	University of Wisconsin, Stevens Point, WI
	Sharon Welsh	Rutgers University, NJ
2000	Janie Barnett	AACRAO
2001	Sharon Welsh	Rutgers University, NJ
2002	Joan Adams	NSEA Corporate Home, OR
2003	Victor Monette	St. Edwards University, TX
2004	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
2005	Jim DeWilde	Western Washington University, WA
2006	Cathy Taylor	DePaul University, IL
2007	Jackie Biron	Life Chiropractic College West, CA
2008	Linda Morgan	University of Texas – Austin
2009	Beth Cilley	University of New Hampshire, NH
2010	Sharon Welsh	Rutgers, The State University of New Jersey, NJ
2011	Charles W. Puls	University of Rochester, NY
2012	Ann Wessman	Iowa State University, IA
2013	Karen Hollebeek	Calvin College, MI
2014	Lynn Hoehn	Owens Community College, OH
2015	Paula McLain	Northwest Missouri State University, MO
2016	Linda Morgan	NSEA Home Office, TX
2017	Whitney Neal	High Point University, NC
2018	Nedra Goodrich	Texas Tech University, TX
2019	National SEE Trainers	
	Nedra Goodrich	Texas Tech University
	Valerie Knopp	St. Cloud University
	Paula McLain	Northwest Missouri State University
	Amber Weaver-Schifflet	James Madison University
2020	None awarded	

## ‘OHANA AWARD

‘Ohana means family in Hawaiian. The award bears a Hawaiian name because it was established in 2003 when the national conference was held in Hawai‘i. This is not an annual award and should be given only when a deserving recipient surfaces. The ‘Ohana Award is presented to an individual outside of the Student Employment field who has made outstanding contributions to NSEA.

2003	Martin Taylor	United Parcel Service, Atlanta, GA
2004	Janie Barnett	AACRAO, DC
	Bill Ramsey	Berea College, KY Retired
2015	Alison Clark	NASES, United Kingdom

## LIFETIME ACHIEVEMENT AWARD

Nominees for this award are members who have made an extraordinary contribution to the Association and the profession. Recipients are nominated and voted on by the Board of Directors. This is not an annual award and is awarded only when appropriate.

Presented at the 1986 Conference  
Frank Clyde Adams  
Roland Keene  
John King  
Presented at the 1999 Conference  
William Ramsay  
Presented at the 2009 Conference  
Myrtle Ching-Rappa  
Presented at the 2010 Conference  
Rick Kincaid\*  
Presented at the 2011 Conference  
Donald S. Vince, Jr.  
Presented at the 2012 Conference  
June Hagler  
Presented at the 2013 Conference  
Jackie J. Biron

**\*A thank you from Rick Kincaid after receiving the Lifetime Achievement Award:** Colleagues and (more importantly) Friends, In 1987 I flew to Dallas to receive the first of many grants from UPS to NSEA. On the flight home I wrote a short thank you. My memory of what I wrote is below, and I think it still applies.

“As individuals, we are helpless. But by working with others we can gain food, shelter, companionship and hopefully purpose. We come to understand that through work we contribute to those who build for us, plant for us, befriend us and inspire us. And it's this interdependence that I believe will make us live peacefully with each other someday.”

For me, NSEA became the avenue to express this basic truth. I suppose we have a few more years before NSEA brings about world peace, but I believe we are on the right track by revealing this truth to our students who work.

I think only a few goals in life matter—a good marriage, ethical and competent children taught by example, and the approval of one's colleagues. I've somehow managed the first two, and the Lifetime Achievement Award puts an exclamation point on the third. I'm deeply appreciative. Stay in touch. My post-retirement email is [rickkincaid@gmail.com](mailto:rickkincaid@gmail.com)

My best regards,  
Rick Kincaid

## LIFETIME MEMBERSHIP AWARD

The Lifetime (or Honorary) Membership Award recognizes leadership contributions over a sustained period of time. The awards are given to those who have made substantial contributions to enabling the association to meet its goals and further its purposes, being such an integral part of the association that continued honorary membership over a lifetime is warranted. Individuals are nominated and approved by the NSEA Board of Directors.

1982	Frank Adams Hubert Shaw	Southern Illinois University, Carbondale, IL
1989	Chuck Austin Robert Gallione John Griffin Cherie Lenz	United Parcel Service, Atlanta, GA Columbia University, NY University of Illinois, Urbana, IL University of Illinois, IL
1993	Bill Ramsay	Berea College, KY



1994	Susan Trienen	University of Minnesota, MN
1996	Allan Jensen	University of California, Berkeley, CA
	Rick Kincaid	SUNY at Brockport, NY
1997	John Heneisen	Barry College, GA
	Merle Ryan	University of Massachusetts, Amherst, MA
2000	Janie Barnett	AACRAO, DC
2006	Victor Monette	St. Edward's University, TX
2007	Joan Adams	NSEA Home Office Manager, OR
2008	Audrey Baird	University of West Georgia, GA
2009	Faye Jordan	Furman University, SC
2010	Janeen Sivon	Colorado State University, CO
2011	Sharon Welsh	Rutgers, The State University of New Jersey, NJ
2013	Myrtle Ching-Rappa	University of Hawaii at Manoa, HI
	Linda Morgan	The University of Texas at Austin, TX
2014	June Hagler	NSEA Office Manager, TX
2015	Patti Beck	The University of Findlay, OH
2016	Karen Hollebeek	Retired
2017	None Awarded	
2018	None Awarded	
2019	Linda Morgan	Retired

In 2015, the NSEA Board of Directors voted to approve two new awards: The Student Employment Innovation Award, and the Mentorship Award.

#### **STUDENT EMPLOYMENT INNOVATION AWARD**

The Student Employment Innovation Award recognizes the recipient's development of a new and innovative student employment model or program that can be implemented on or adapted to other campuses.

2015	Kay-lynn Taylor	Missouri Western State University, MO
2016	None Awarded	
2017	Jessica Nelson	Landmark College, VT
2018	Marianna Savoca	Stony Brook University, NY
2019	The University of Wisconsin – Madison Student Employment Team	
2020	None awarded	

#### **MENTORSHIP AWARD**

The Mentorship Award recognizes the recipient's dedication and commitment to the development of others in areas of intellectual growth, advocacy, professional guidance, career development, and positive role modeling.

2015	Paula McLain	Northwest Missouri State University, MO
2016	Valerie Knopp	St. Cloud State University, MN
2017	Urszula Zalewski	Stony Brook University, NY
2018	Debra Scriptor	Spring Harbor University, Michigan
2019	Gloria Jenkins	Case Western University, Ohio
2020	None Awarded	

#### **THE PRESIDENT'S STUDENT CHOICE AWARD**

The President's Student Choice award is awarded by the President to a student who provided a member of the board extraordinary service. The members of the Executive Board may nominate a student who

assisted them throughout the year. The President will choose the student they find most worthy of the award.

2018	Anna Desbiaux	High Point University, NC	Whitney Neal
2019	None Awarded		
2020	None Awarded		

## **BEST OF NSEA AWARD**

The NSEA Board of Directors established the Best of NSEA award at their July 2004 Board of Directors Meeting. This award is presented at the annual conference to the NSEA member who presents the most outstanding breakout session at the conference based on the session evaluations.

### **Guidelines:**

- Effective for Boston conference (2004);
- All presenters for the session must be educational members of NSEA;
- Vendor presentations will not be considered;
- “Roundtable” and “Birds of a Feather” sessions will not be considered;
- Presentations that have previously won Best of NSEA will not be eligible;
- Presenters must abide by all copyright and patent laws for the materials they are presenting;
- Session must be evaluated by a minimum of 15 attendees.

### **Recipients receive:**

- \$500 cash award will be presented to the individual. In the case of more than one presenter of the winning session, the \$500 award will be divided between the presenters;
- Framed certificate;
- Letter from the NSEA President to the winner’s supervisor(s) with cc to the President/CEO of the institution.

### **Recipients:**

2004 - Boston, MA conference

Sean Henderson, Fresno City College, Fresno, CA  
“Think Big, Stress Little: Event Planning Made Easy”

2005 - Nashville, TN Conference

Audrey Baird, University of West Georgia, Carrollton, GA  
“ABC’s of JLD”

2006 - Myrtle Ching-Rappa, University of Hawaii at Manoa, HI

“Presentation Skills”

2007 - Heather Ball, American University, Washington, DC

“Using New Technologies to Reach Out to Your Students”

2008 - Larry Donley, East Carolina University, NC

“An Introduction to True Colors-Best of SASEA”

2009 - Sharon Welsh, Rutgers, The University of New Jersey, NJ

“Spending Work Study: A Fund Management Primer”

2010 - Ana Jimenez & Adelfa Ukenye, Florida International University, FL

“Student Employment Week: Recognizing & Awarding Student Employees”

2011- Yvonne Williams, Furman University, SC

“The ABC’s of JLD”

- 2012- Amy Suter, Texas A&M University, TX  
“The ABC’s of Work Study: the heavyweight of student employment”
- 2013- David Tipton, Berea College, KY  
“Practical Education Elements of the Berea College Labor Program”
- 2014- Paula McLain, Northwest Missouri University, MO  
“Extreme Makeover: At Student Employment Renovation”
- 2015- Jenna Corcoran, Craig Pelka, Robert Smith, Dawn Wright, IUPUI, IN  
“Pay it Forward with Appreciation - Customizing Your Student Employment Week”
- 2016- Casey Savin, Stony Brook University, NY  
“Engaging Students and Staff through Online Trainings”
- 2017- Kathleen Canfield, Harper College, IL  
“Train Now or Complain Later: Training Student Aids & Their Supervisors”
- 2018- Marianna Savoca, Stony Brook University, NY  
“A Good Job: Campus Employment As a High-Impact Practice”
- 2019 Justin Mumford and Kristina Rittel. University of Wisconsin – Madison, WI  
“Connecting Employment to Engagement”
- 2020 None Awarded

### Scholarships

In 2006, the NSEA Board of Directors decided to offer scholarships for Student Employment Essentials (SEE) Training and SEE Train-the-Trainer workshops from the UPS grant funds. When UPS funding ceased in 2016, NSEA decided to continue offering the scholarships and budgeted accordingly. In addition, Student Employee of the Year (SEOTY) scholarships were awarded to schools that did not have a SEOTY competition due to lack of funding. Scholarship recipients were recognized at the annual NSEA conference. Following are the recipients of NSEA Scholarships:

#### UPS Diversity Scholarships:

2009	Lisa Dorris	Prairie View A&M, TX	\$788+travel
	Gary Segay	Dine College, AZ	\$788+travel
2010	Kathy Reeves	Bethune-Cookman University	\$788+travel
2011	Doreen Stone	White Earth Tribal & Comm. College, MN	up to \$1,650
	Devin Sturdivant	Fayetteville State University, NC	up to \$1,650
2012	Jennifer Nelson-Criss	Spelman College, GA	up to \$1,500
2013	Brehon Evans	Prairie View A&M University, TX	up to \$2,000
2014	Robbyn A. Gibson	University of LaVerne, CA	up to \$2,400
2015	Cynthia Davidson	Cheyney Univ. of Pennsylvania, PA	up to \$2,098

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS Diversity Scholarship the NSEA Diversity Scholarship.

#### NSEA Diversity Scholarships:

2016	Marisa Castaneda	University of New Mexico-Albuquerque, NM	up to \$2,143
2017	Ange Reda	Dominican University, IL	up to \$2,143

2018	Shakehma Bonney	Norfolk State	up to \$2143
2019	Christopher Reyes	California State University, Fullerton	up to \$2105
	Elizabeth Amador	University of New Mexico	up to \$2105

#### **UPS Professional Development Scholarships:**

2009	DeAnna Campbell	Our Lady of the Lake, TX (to attend ASFAA)	\$595
	Michelle Cornell	Illinois State University, IL (to attend NASFAA)	\$765
	Ami Tripp	University of California-Davis, CA (to attend WASEA)	\$350
2010	Wade Elkins	Texas A&M University, TX (to attend SASEA)	\$853
	Kathryn Jackson	Loyola University, LA (to attend SEE Training)	\$1,000
	Laura Kockler	Moraine Valley Comm. College, IL (to attend NCDA)	\$1,000
2011	Laura Kockler	Moraine Valley Comm. College, IL (to attend MASEA)	\$500
	Kennette Pierce	Midlands Technical College, SC (to attend SERCEC)	\$500
	Paul Schafer	Texas A&M University, TX (to attend SASEA)	\$500
2012	Stephanie R. Smith	University of Northern Alabama, AL (to attend SASEA)	\$500
2013	Lynn Hoehn	Owens Community College, OH (to attend MASEA)	\$470
	Sarah McElroy	Brookdale Community College, NJ (to attend NEASEA)	\$500
	Christine Shaffer	Washington & Jefferson College, PA (to attend NEASEA)	\$500
2014	Annette Clark	Eastern Washington University, WA (to attend WASEA)	\$500
	Danielle Richmond	Seattle Pacific University, WA (to attend WASEA)	\$500
2015	None Awarded		

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS Professional Development Scholarship the NSEA Professional Development Scholarship.

#### **NSEA Professional Development Scholarships:**

2016	None Awarded		
2017	None Awarded		
2018	None Awarded		
2019	None Awarded		
2020	None Awarded		

#### **UPS Conference Scholarships:**

2008	Sherri Adams	Valdosta State University, GA	\$510
	Judy Brown	Xavier University, OH	\$510
	Jenny Chow	University of Hawaii at Manoa, HI	\$510
	Elizabeth Davis	University of Indianapolis, IN	\$510
	Marilyn Johnson	University of Wyoming, WY	\$510
	Marykay Klara	Villanova University, PA	\$510
	Susan Lantz	West Virginia University, WV	\$510
	Monica Pena-Villegas	University of California-Davis, CA	\$510
	Andrea Ruth	Eastern University, PA	\$510
	Ami Tripp	University of California-Davis, CA	\$510
2009	Karen Clemente	Stony Brook, NY	\$510
	Dixie Daniel	Mary Baldwin, VA	\$510
	Dennis Darvis	Arcadia University, PA	\$510
	Larry Donley	East Carolina University, NC	\$510
	Nancy Ferrarri	Chatman University, PA	\$510
	Sonja Kegin	Oklahoma State University, OK	\$510
	Luisa Metellus	Barry University, FL	\$510
	Joy Petrik	Washington & Jefferson, PA	\$510
	Lillian Sims	University of South Carolina, SC	\$510

	Carolyn Thorpe	Lynn University, FL	\$510
2010	Meredith Dawson	Southern Methodist University, TX	\$510
	Cynthia Harling	University of Northern Colorado, CO	\$510
	Laura Kockler	Moraine Valley Community College, IL	\$510
	Jenny Kroll	University of Wisconsin-Superior, WI	\$510
	Cindy Meekins	Rutgers, The University of New Jersey, NJ	\$510
	Erin Posywak	University of Northern Colorado, CO	\$510
	Christine Shaffer	Washington & Jefferson College, PA	\$510
	Lillian Sims	University of South Carolina, SC	\$510
	Dana Stearn	Westminster College, UT	\$510
2011	Amanda Jennings	Columbus State Comm. College, OH	\$510
	Jeremy Rasor	University of Hawaii at Manoa, HI	\$510
	Dana Stearn	Westminster College, UT	\$510
	Shaun Stoehr	University of North Texas, TX	\$510
	Ami Tripp	University of California Davis, CA	\$510
2012	Radhika Ayyar	Prairie View A&M University, TX	\$510
	Marla Cochran	College of Charleston, SC	\$510
	Erin Schwartz	Iowa State University, IA	\$510
	Marissa Setyawan	CSU San Bernardino, CA	\$510
	Amy Suter	Texas A&M University, TX	\$510
	Imelda Umansor	San Jacinto College, TX	\$510
	Charmaine Valencia	Prairie View A&M University, TX	\$510
	Michelle Veladota	Champlain College, VT	\$510
2013	Patricia Aguilera	California State University-San Bernardo, CA	\$510
	Lesley Bonds	Scripps College-Claremont, CA	\$510
	Amy L. Creteau	Rutgers, The State Univ of New Jersey, NJ	\$510
	Brenda DiSorbo	Cleveland State Community College, O	\$510
	Brandon Endsley	Purdue University, IN	\$510
	Crystal Ferguson	Winston-Salem State University, NC	\$510
	Tanya Grant	Sinclair Community College, OH	\$510
	Lynn Hoehn	Owens Community College, OH	\$510
	William Howard	The Univ of Texas at Dallas, TX	\$510
	Debi Leonard	University of the Arts, PA	\$510
	Carol Lingrosso	California Lutheran University, CA	\$510
	Lisa Stevens	University of Southern Mississippi, MI	\$510
2014	Julie Arnold	Iowa State, IA	\$520
	Brett McKnight	Missouri Western State University, MO	\$520
	Rose Provencher	Lakeland College, WI	\$520
	Alexandra Reiner	Auburn University, AL	\$520
	Danielle Richmond	Seattle Pacific University, WA	\$520
	Dawn Smith	Iowa State, IA	\$520
	Corinne Wagner	Illinois College, IL	\$520

In 2014, the NSEA Board of Directors renamed the UPS Conference Scholarship in the memory of Joan Adams Campillo, NSEA Office Manager from 2001-2008, who passed away in 2014.

**UPS Joan Adams Campillo Memorial Conference Scholarships:**

2015	Jenna Corcoran	Indiana University-Purdue University, Indianapolis, IN	\$1,020
	Sally Daggett	Keuka College, NY	\$1,020
	Brehon Evans	Prairie View A&M University, TX	\$1,020
	Robbyn Gibson	University of LaVerne, CA	\$1,020

Lynn Hoehn	Owens Community College, OH	\$1,020
Paula McLain	Northwest Missouri State University, MO	\$1,020
Ron Patane	University of South Carolina-Upstate, SC	\$1,020
LaToya Scroggins	University of West Georgia, GA	\$1,020
Robert Smith	Indiana University-Purdue University, Indianapolis, IN	\$1,020
Angela Stuckey	University of Wisconsin-Whitewater, WI	\$1,020

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS Joan Adams Campillo Memorial Conference Scholarship the NSEA Joan Adams Campillo Memorial Conference Scholarship.

**NSEA Joan Adams Campillo Memorial Conference Scholarships:**

2016	Donya Gadley	North Idaho College	\$1,065
	Nachelle Kaughman	Macalester College	\$1,065
	Jennifer Skluzacek	St. Olaf College	\$1,065
	Megan Tait	University of West Georgia	\$1,065
	Manching Tom	Manhattanville College	\$1,065
2017	Patricia Aguilera	California State University-San Bernardino	\$1,065
	Aurie Clifford	Pima Community College	\$1,065
	Paula McLain	Northwest Missouri State University	\$1,065
	Tran Nguyen	University of the Arts	\$1,065
	Mary Phillips	University of West Georgia	\$1,065
2018	Lauren DeHann	IUPUI	\$1,065
	Marianna Savoca	Stony Brook University	\$1,065
	Tricia Strouder	Iowa State	\$1,065
	Braden Watson	Webster University	\$1,065
2019	David Adams	Indiana Wesleyan University	\$1,065
	Je Greer	University of Illinois at Springfield	\$1,065
	Manching Tom	Manhattanville College	\$1,065
	Karyn Allen	Rhodes College	\$1,065

**UPS Student Employment Essentials Training (SEE) Scholarships:**

2006	Amber Claypool	James Madison University, VA	\$250
	Stephanie Costigan	Truckee Meadows Community College, NV	\$125
	Rachel Damm	University of North Carolina, Greensboro, NC	\$250
	Emory Dunn	Mercer University, GA	\$250
	Holly Holman	Auburn University, AL	\$250
	Sherry Hubbard	University of South Carolina, SC	\$125
	Jenny Kroll	University of Wisconsin, Superior, WI	\$250
	Colleen Soto	Moraine Valley Community College, IL	\$250
	Yvette Washington	University of Maryland, Baltimore, MD	\$125
2007	Ronda Hancock	Berry College, GA	\$139
	Cynthia Pollard	Warner Pacific College, OR	\$278
	Caren Sobier	New York Institute of Technology, NY	\$278
	Shea Tussing	James Madison University, VA	\$278
2008	Elizabeth Davis	University of Indianapolis, IN	\$278
	Joan Gamble	Terra State Community College, OH	\$278
	Marilyn Johnson	University of Wyoming, WY	\$278
	Barbara Roberts	Pittsburg State, KS	\$278
2009	Michelle Cornell	Illinois State, IL	\$278
	Joy Petrik	Washington & Jefferson, PA	\$278

2010	Joan Gamble	Terra State Community College, OH	\$278
	Cynthia Harling	University of Northern Colorado, CO	\$278
	Erin Posywak	University of Northern Colorado, CO	\$278
	Christine Shaffer	Washington & Jefferson College, PA	\$278
	Lillian Sims	University of South Carolina, SC	\$278
	Dana Stearn	Westminster College, UT	\$278
2011	Shaun Stoehr	University of North Texas, TX	\$278
	Ami Tripp	University of California Davis, CA	\$139
2012	Radhika Ayyar	Prairie View A&M University, TX	\$278
	Ella Whitehead	Northeastern Illinois University, IL	\$278
2013	Amy L. Creteau	Rutgers, The State Univ of New Jersey, NJ	\$278
	Stephanie R. Smith	University of North Alabama, AL	\$278
	Lisa Stevens	University of Southern Mississippi, MS	\$139
	Gloria Wagener	Saginaw Valley State University, MI	\$278
2014	Simon Bauer	St. Cloud State, MN	\$278
	Alexandra Reiner	Auburn University, AL	\$278
2015	MaryAnn Deminsky	Prescott College, AZ	\$378
	Lawrence Johnson	Prairie View A&M University, TX	\$378
	LaToya Scroggins	University of West Georgia, GA	\$189

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS Student Employment Essentials (SEE) Training Scholarship the NSEA Student Employment Essentials (SEE) Training Scholarship.

#### **NSEA Student Employment Essentials (SEE) Training Scholarships:**

2016	Kris Parker	Carleton College	\$378
	Kathy Reeves	Bethune-Cookman University	\$378
	Casey Savin	Stony Brook University	\$378
	Matthew Schaefer	Franciscan University of Steubenville	\$378
2017	Brian Collingwood	Gannon University	\$378
	Jennifer Gomez	Southern Methodist University	\$378
	Jennifer Utroska	University of South Florida	\$378
2018	Evera Ivy	Moraine Valley Community College	\$378
	Derek Savick	IUPUI	\$378
2019	Janice Cosme	Southern Adventist University	\$340
2020	None Awarded		

#### **UPS Train-the-Trainer Scholarships:**

2006	Jackie Biron	Life Chiropractic College West, WASEA	\$100
	Jennifer Heller	Emerson College, NEASEA	\$100
	Amy Suter	Texas A&M University, SASEA	\$100
	Yvette Washington	University of Maryland, Baltimore, NEASEA	\$100
2007	Eugene Carroll	Clark College, WASEA	\$100
	David Summerfield	Cal Poly Pomona, WASEA	\$100
	Adelfa Ukenye	Florida International University, SASEA	\$100
	Mary Williams	Macalester College, MASEA	\$100
	Heather Drumm	Wilson College, NEASEA	\$100
2008	Beth Cilley	University of New Hampshire, NEASEA	\$100
	Barbara Fahnhorst	College of St. Benedict, MASEA	\$100
	Todd Kilburn	Dartmouth University, NEASEA	\$100



	Aimee Parks	Monmouth University, NEASEA	\$100
2009	Training not held in 2009		
2010	Sherri Adams	Valdosta State University, GA	\$700
	Patty Aguilera	California State University-San Bernardino, CA	\$700
	Becky Atkin-Sitka	University of Texas-Austin, TX	\$700
	Jose Mazorra	Lynn University, FL	\$700
	Aimee Rogers	University of Northern Colorado, CO	\$700
2011	Ana Bahvala	University of Akron, OH	\$1,000
	Teri Corso	The College of Saint Elizabeth, NJ	\$1,000
	Ami Tripp	University of California Davis, CA	\$1,000
	Elaine White	University of Texas at Dallas, TX	\$1,000
2012	Valerie Knopp	St. Cloud University, MN	\$1,000
	Ronnie Malinas	Lynn University, FL	\$1,000
	David Reseigh	Purdue University, IN	\$1,000
	Caren Sobier	New York Institute of Technology, NY	\$1,000
2013	Amber Claypool	James Madison University, VA	\$1,000
	Sarah Davis	University of San Diego, CA	\$1,000
	Paula McLain	Northwest Missouri State University, MO	\$1,000
	Morgan Somerville	Stevenson University, MD	\$1,000
	Dana Stearn	Westminster College-Utah, UT	\$1,000
2014	Nedra Goodrich	Texas Tech University, TX	\$1,000
	Lynn Hoehn	Owens Community College, OH	\$1,000
	Marinelle Reynoso	Loyola Marymount University, CA	\$1,000
	Gretchen Shaulis	Pima Community College, AZ	\$1,000
2015	Shannon Cable	Univ. of Colorado at Colorado Springs, CO	\$1,000
	Gloria Jenkins	Case Western University, OH	\$1,000
	Whitney Neal	High Point University, NC	\$1,000
	Shannon O'Brien	Minneapolis Community & Technical College, MN	\$1,000
	Jessie Payne	Western Washington University, WA	\$1,000
	Ebonie Robinson	Old Dominion University, VA	\$1,000
	JoEllen Sturgeon	Pepperdine University, CA	\$1,000
	Eric Wordlow	Columbia College-Chicago, IL	\$1,000

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS Train-the-Trainer Scholarship the NSEA Train-the-Trainer Scholarship Scholarship.

**NSEA Train-the-Trainer Scholarship Scholarships:**

2016	Dawn Chong	Bowling Green State University	\$1,000
	Desiree Noah	La Sierra University	\$1,000
	Christine Shaffer	Washington & Jefferson College	\$1,000
	Kate Suriyatip	Pepperdine University	\$1,000
2017	Donya Gadley	North Idaho College	\$1,000
	Stefanie Rich	University of Dayton	\$1,000
	Kelly Wentz	Gonzaga University	\$1,000
2018	None awarded		
2019	None Awarded		
2020	None Awarded		

**UPS SEOTY Start-Up Grants:**

2006	Eunice Taylor	University of Alabama	\$500
	Stephen Roberts	Lincoln University	\$500
	Joslyn Robich	University of Denver	\$500

	Ami Dang	University of California, Davis	\$500
	Maurine Cromwell	Lewis & Clark College	\$500
2007	Sherrri Girard	Valdosta State University, GA	\$500
	Larry Donley	East Carolina University, NC	\$500
	Sandra Rhyne	Meredith College, NC	\$500
	Debi Chatman-Royce	University of the Arts, PA	\$500
	Jennifer Alix	Edgewood College, WI	\$500
	DeCha Reid	Cedar Valley College, TX	\$500
	Louisa Vasquez	Azusa Pacific University, CA	\$500
2008	Allison Jeffreys	University of Alabama, AL	\$500
	Andrea Ruth	Eastern University, PA	\$500
	Jamie McEwen	Washburn University, KS	\$500
	Jim DeWilde	Western Washington University, WA	\$500
2009	Lason Hines	Prairie View A&M University, TX	\$500
	Chad Puls	University of Rochester, NY	\$500
	Joy Scourey	Washington State University, WA	\$500
	Dana Stearn	Westminster College, UT	\$500
	Lynn Willey	Southeast Community College, NE	\$500
2010	Clayton Gibson	Columbus State Community College, OH	\$500
	Amy Greenspan	University of Texas-Austin, TX	\$500
	Laura Kockler	Moraine Valley Community College, IL	\$500
	Sarah Schmidt	Brookdale Community College, NJ	\$500
	Adelfa Ukenye	Florida International University, FL	\$500
2011	Becca Dobrey	University of Nebraska-Kearney, NE	\$500
	Ann J. Hartley	University of Kansas, KS	\$500
	Christine Shaffer	Washington & Jefferson College, PA	\$500
	Stephanie R. Smith	University of Northern Alabama, AL	\$500
2012	Cynthia Bacheller	University of South Florida, FL	\$500
	Norah Perez	Rollins College, FL	\$500
2013	Stephen Lancaster	Central Piedmont Community College, NC	\$500
	Lisa Levesque	University of Massachusetts, MA	\$500
	Lisa Stevens	University of Southern Mississippi, MS	\$500
	Katherine Young	Missouri State University, MO	\$500
2014	Tracey Dowling	Florida State University, FL	\$500
	Brett McKnight	Missouri Western State University, MO	\$500
2015	Casey Savin	Stony Brook University, NY	\$500
	Michele Veladota	Champlain College, VT	\$500

In 2016, when UPS funding ceased, the NSEA Board of Directors renamed the UPS SEOTY Start-up Grant the NSEA SEOTY Start-up Grant.

2016	Kathy Reeves	Bethune-Cookman University, FL	\$500
2017	None Awarded		
2018	None Awarded		
2019	None Awarded		
2020	None Awarded		

## NSEA PUBLICATIONS

NSEA and its predecessors have produced a large number of publications, both directly and by members' initiative. In addition to countless brochures, research reports, surveys, special manuals, compilations and other materials, some large pieces of work are listed below.

Initially, the reference points for the movement were four publications coming from the Southern Illinois Press in Carbondale Illinois.

**College and University Student Work Programs**, Frank Adams and Clarence Stephens, 1972

**Student Job Classification Plan for Colleges and Universities**, Frank Adams and Clarence Stephens, 1972

**Money, Marbles, or Chalk: Student Financial Support in Higher Education**, Edited by Roland Keene, Frank Adams and John E. King, 1975

**Work and The College Student: Proceedings of the First National Convention on Work and the College Student**, Edited by Roland Keene, Frank Adams and John E. King, 1976

### THE MIDWESTERN

Over the years of MAUSED's existence and extending into the following years under its new name of MASEA, the organization enjoyed a publication called The Midwestern, which was a combination professional journal, newsletter and record of the organization. Its first editor was Frank Adams at Southern Illinois University, from the first issue in the Winter 1963 until the Winter 1971 issue. For about five years, the editor was J. K. Hillstrom at Wayne State University. Then Frank Adams provided editorial services again for several years, this time through the American Work Education Foundation, which he and others had organized to promote the values of work for students. Starting with Spring 1979 the editorship moved to Northern Kentucky University with Dr. Charles Gray. Then in 1983 it moved back to Wayne State University under the editorship of Cynthia Redwine.

### NSEA NEWSLETTER

The official newsletter of NSEA is the NSEA NEWSLETTER, formerly NSEA NEWS and NASEA NEWS. It has been issued, usually three or four times a year, continuously since the Spring of 1981. With volunteer NSEA members as editors and contributors, it has emanated from various addresses over the years. Editors, recorded in chronological order, as far as can be determined, have been:

Sandy Litkenhaus	Western Nevada Community College
Susan Bruce Nolan	University of North Carolina/Greensboro
Charly Totoro	Rhode Island Higher Education Assistance Authority
Rick Kincaid	SUNY at Brockport
Shah Hassan	College of Wooster
Cynthia Redwine	Wayne State University
Catherine Shaffer	California State University, Dominguez Hills
Jim Fisher	Eastern Kentucky University
Emily Newton	University of Rochester
Ann Affleck	Dartmouth College
D. Lynn O'Neil	Johns Hopkins University, MD
Cody McMichael	Black Hills State University, SD
Rob Manzke	University of Wisconsin, Stevens Point, WI
Katie Mantooth	Auburn University, AL

Julie Vandenburg      Kuyper College, MI

In 2008, the NSEA Newsletter moved to a weekly and by 2014, monthly, electronic format—news byte to provide more timely and easier to read news about the Association. Karen Hollebeek started as editor of the new format sent through Constant Contact which is a contracted company that allows for ease of formatting and distribution.

2008 Karen Hollebeek	Calvin College, MI
2009 Ann Mitchell	Central Arizona College, AZ
2010 Debi Leonard	University of the Arts, PA
2011 Debi Leonard	University of the Arts, PA
2012 Erin Schwartz	Iowa State University, IA
2013 Erin Schwartz	Iowa State University, IA
2014 Erin Schwartz	Iowa State University, IA
2015 Erin Schwartz	Iowa State University, IA
2016 Erin Schwartz	Iowa State University, IA
2017 Kelly Wentz	Gonzaga University, WA
2018 Kelly Wentz	Gonzaga, University, WA
2019 Candace Washington	The Ohio State University, OH
2020 Candace Washington	The Ohio State University, OH

### **THE JOURNAL OF STUDENT EMPLOYMENT**

Work on the first professional journal of NSEA was begun in 1987 and 1988 with Richard Brescia, of the University of Illinois at Urbana providing initial leadership and then the leadership passing to Rick Kincaid who published the first issue in early 1989. Following are the major articles published for the Journal of Student Employment:

#### **The Journal of Student Employment - Volume 1, Issue 1, Winter 1989**

Editor: Rick Kincaid, SUNY at Brockport, NY

Richard L. Brescia, University of Illinois, Urbana-Champaign

*Effect of Part-Time Work on Academic Performance and Progress*

Gordon Van de Water

*Experiential Learning On-Line: the Creation of a Comprehensive Computerized Internship Database,*

Lynne Mason & Monica Godfrey

*A Strategic Approach to Developing Employer Contact*

Betty Ann Brown

*Improving Student Access to Job Availability*

Jennifer Doyle

*Marketing Career Services: Implement a JLD Program*

Anne Weisbord

*Assessment of Student Employment Hiring Policies and Procedures*

Mary Jo Custer

*An Assessment of the Impact of Career Counseling on the Retention of Students at Small Liberal Arts Colleges*

Kathy McKinzie

#### **The Journal of Student Employment – Volume 1, Issue 2, Summer 1989**

Editor: Rick Kincaid, SUNY at Brockport, NY

A second issue was quickly published by editor, Rick Kincaid featuring an article by noted educational

researcher Arthur Chickering and associates. This issue included:

*Encouraging Student Development Through Student Employment*

Dr. Arthur W. Chickering, Inez Frank, and Vicki Robinson

*Reflections Learning and Service: A Service-Learning Philosophy, and Style in five American Colleges*

William R. Ramsay

**The Journal of Student Employment – Volume 2, Issue 1, Winter 1990**

Editor: Rick Kincaid, SUNY at Brockport, NY

*Earning While Learning*

Dr. Eli Ginsberg

*A Proven Approach to Reducing Student Employee Turnover*

Sal D. Rinella, PhD, Robert J Kopecky, PhD

*College Students' Perceptions of the Effects of Working While Attending School*

Debbie G. Thomas

*NASEA Sponsored Research Grant Program*

Lynda S. Watson

*Work and the Persistence of Puerto Rican College Students*

Merle M. Ryan

**The Journal of Student Employment – Volume 3, Issue 1, Winter 1991**

Editor: Rick Kincaid, SUNY at Brockport, NY

*Financing a College Education: Are Students too Dependent on Borrowing?*

Sheri S. Williams and Frank Newman

*Predictions of Academic Success and Persistence as Functions of Work Patterns and Background*

John R. Heneisen

*The Effect of the Co-Op Work Experience on Autonomy and Sense of Purpose*

Susan Y. Brogden

*The Benefits and Disadvantages of Gaining Part-Time Employment While Attending College*

Lisa M. Treman

*Marketing Summer Jobs Fairs Effectively*

Debbie Thomas

**The Journal of Student Employment - Volume 4, Issue 1, Winter 1992**

Editor: Rick Kincaid, SUNY at Brockport, NY

*The Student Employment Professional - An Emerging Partner in Student Success and Persistence*

Lee Noel

*Why Do Some Students Choose to Work While Others Do Not?*

Dennis Chavez and Dr. Yoko Mulugetta

*Student Compensation: More Than Just a Paycheck*

Jan Carey-McDonald

*The Student Entrepreneur*

Bob Cunningham

*The Context of Student Employment*

Tom Little and Nancy Chinn

*Student Employment Office Advisory Boards*

Sharon Mullen

*Research Note: Work as Part of a Student's Typical Day*

Philip D. Gardner

*Student Satisfaction with College Work Study Experiences: A Descriptive Analysis*

Nancy E. Knight and Janie A. Barnett

*Career Success Depends on Good Information*

Carolyn A. Couch and David Ball

**The Journal of Student Employment – Volume 5, Issue 1, Winter 1993**

Editor: Rick Kincaid, SUNY at Brockport, NY

*What Campus Employers Teach Students About Office Politics*

Marilyn Moats Kennedy

*Persuading Students to Work on Campus: An Empirical Investigation of Ways to Increase On-Campus Student Employment*

Ian Brennan, Dr. Frank Gault, and Barbara Forsberg

*Community Service In Action*

Robert G. Frederick and Dr. Anthony Papalia

*Integrating the Aims of Student Work and Academic Programs*

Jeffrey P. Aper

*Student vs. Regular Employees - A Comparison of Backgrounds, Work Characteristics and Attitudes*

Dr. Richard Evans and Dr. Faith Prather

*A Conversation with NASEA's Founders*

Bill Ramsay

*Student Employment Staff: "The Guiding Light"*

Jeannine A. Harrold

*Experience. Can't get a job without it. Using your Student Employment Experience in the Job Search*

Rick Kincaid

**The Journal of Student Employment - Special Edition, 1993**

Editor: Rick Kincaid, SUNY at Brockport, NY

With assistance from the United Parcel Service a special edition was issued to provide a presentation of student employment for a wider audience. Using display and pictures of students at work, it portrayed student employment as valuable from all perspectives. Its major sections are:

*To Work Or Not To Work!*

*Impact of Student Work on Academic Performance and Persistence*

*Impact of Student Work on Job Hunting Success*

*Student Perspective*

**The Journal of Student Employment – Volume 6, Issue 1, Winter 1994**

Co- Editor: Rick Kincaid, SUNY at Brockport, NY

Co –Editor: Dawn Janis, Syracuse University, NY.

*National Student Employment Survey: A Review of Why Students Choose to Work and Students Overall Perceptions of the Academic Year Work Experiences*

Dr. Yoko Mulugetta and Dennis Chavez

*A Needs Assessment for Developing Community Service Jobs*

Laura A. Puchtell, Joan B. Gudorf, and Margaret J. Bodley

*Service Learning and Elder Care*

Rob DiCarlo and Dr. Michael Harter

*Point/Counterpoint: Two Analyses of Work Study Hiring*

Linda G. Morra

*Facing Moral Dilemmas: The Resident Adviser Experience and its Role in Moral Development*  
Dr. Carol Oakley Willis  
*Work and Liberal Education*  
William R. Ramsay  
*Meditations on Student Employment*  
Anonymous

**The Journal of Student Employment – Volume 7, Issue 1, Winter 1995**

Editor: Rick Kincaid, SUNY at Brockport, NY

This issue contained several articles from the past, including:

*A Short History: MASEA and the Formation of the National Association of Student Employment Administrators*  
Roland Keene  
*Challenges for the Future: Keynote Address from the First National Convention on Work and the College Student*  
Frank Adams  
*Work and the College Student: Keynote Address from the 18th Annual Conference*  
William A. Blakey  
*Labor, Learning and Leisure at Berea College, Kentucky: Labor Day Address 1934*  
Albert G. Weidler

Also current articles were:

*Analysis of Cooperative Education Employee Benefits Research*  
Dr. Terry Friel  
*Counteracting Cultural Conflicts: Student Employment in Organizational Development, A Case Study from South Africa*  
Navine Christian, Allan Jensen(ed)  
*From the Financial Aid Office to the Career Development Center*  
Wesley M. Weaver III  
*Minority Students: A Study of Factors Influencing Work Preferences*  
Sallie Glover  
*Strategies for Helping Supervisors Succeed with Student Employees*  
Beth Richter  
*Student Work Experiences and Self-Estimates of Academic Gains*  
Jeffrey P. Aper  
*The New Entry Level for Career Jobs: Student Working Pays Off*  
Donald A. Casella  
*Training and Outcomes for Federal Work Study*  
Melanie C Pharr and Dr. Jeannete W. Glover

**The Journal of Student Employment – Volume 8, Issue 1, November 1998**

Editor: Luann A. McDonald, Cal Poly University, San Luis Obispo, CA

*Evaluating the Effects of a Self-Efficacy Enhancing Intervention on the Career Development of College Students*  
Darrell Anthony Luzzo, Ph.D.  
*If an Award Reduces Chances of Graduating, Should We Know? If We Know, Should We Inform the Student?*

Fred M. Carter

*Switching On the Connections: The Nexus of University Student Employment and Urban Husbandry*  
Cynthia Davidson, M.Ed.

*Leadership in Student Employment: A Case Study*

Lisa K. Dopp, Barb Fahnhorst, Valerie Knopp-Pedersen

*Career Transitioning: From Student Employment to Human Resource Management*

Roger Spayer

*Run Silent, Run Cheap - The High Price of Not Asking for Salary Equity*

Cheryl Thompson-Stacy and Gregory Pogue

*Working in the Library: A Qualitative Study of Part-Time On-Campus Student Assistants*

Sherry Young

*Ethical Considerations of Student Employment*

Leslie Mucha

*Partnering with Faculty*

Jim Fisher

### **The Journal of Student Employment – Volume 9, Issue 1, Summer 2003**

Editor, Tracy VanHorn-Juart, Indiana University of Pennsylvania

*The Impact of Work Study Experience of College Graduates on Job Satisfaction with Initial Employment and Long-Term Labor-Market Success – Research Rationale and Brief Literature Review*

Mary Ritter Heitkemper

*Employed Student Job Stress: Measurement and Implications for College Personnel*

Kristine S. Calderon, Willie T. Hey

*Learning and Earning: Working in College*

Jonathan M. Orszag, Peter R. Orszag, Diane M. Whitmore

*Assessing Financial Aid Impacts on Time-to-Degree for Non Transfer Undergraduate Students at a Large Urban Public University*

Lap-Pun T. Lam

*Retention Through Student Employment*

Tracy VanHorn-Juart, Sabrina Smith

*A Curriculum Design for Supervisor Training*

Michelle Simmons

*Higher Education Student Employment Services and the Disabled Student*

Janna Mori

### **The Journal of Student Employment – Volume 10, Issue 1, December 2004**

Editor, Tracy VanHorn-Juart, Indiana University of Pennsylvania

*Identification of Criteria for Measuring Student Employee Performance*

Michelle Simmons

*A Review of the Effects of Student Employment on Academic Achievement*

Brett E. Perozzi, Amanda Rainey, Zack Wahlquist

*Enhancing the Value of the Internship Through Career Development, Seminar: A Comprehensive Model*

Leigh Gronich Mundhenk

*Taking the Fear Out of Research: Ten Steps to Assessing Student Employment*

Larry S. Beck, Melisa J. Beeson

### **The Journal of Student Employment – Volume XI, Number 1, October 2007**

Editor, Tracy VanHorn-Juart, Indiana University of Pennsylvania



*Student Engagement & Career Development Through the First Year Student Employment Experience*  
Carol S. Lingrosso

*On-Campus Employment as a Factor of Student Retention and Graduation*  
Katherine Cermak, Joe Filkins

*Working Their Way Through College: Student Employment and Its Impact on the College Experience*  
Jacqueline E. King

*Experiments in Work and Learning: A History of the Work-College Movement in Higher Education 1800-2002*  
Elizabeth Sartor

### **The Journal of Student Employment – Volume XII, Number 1, November 2009**

Editor, Matthew J. Long, Ed. D., Yale University

*Preparing Professionals: A Theme to Improve Undergraduate Education*  
Bill Coplin, Ph.D.

*Learning While Earning: Assessing Student Employment*  
Jessica M. Tuross, M.A.

*Student Employment Administrators: A Nation-Wide Survey of Compensation, Benefits and Work Life in 2007-2008*  
Matthew Long, Ed. D.

*On Campus Student Employment: A Tool for Student Retention at Drury University*  
Crystal D. Ponder, M.P.A., P.H.R.

### **The Journal of Student Employment – Volume XIII, Number 1, February 2013**

Co-Editor, Jenna McDonald, Indiana University-Purdue University Indianapolis  
Co-Editor, Jenna Corcoran, Indiana University-Purdue University Indianapolis

*Creating a Successful Career Peer Mentor Program*  
Pati Kravetz, MPM: Carnegie Mellon University

*Human Resources & Student Employment Sharing Common Ground*  
Teri Corso and Terri Demarerst: The College of St. Elizabeth

### **The Journal of Student Employment – Volume XIII, Number 1, February 2014**

Editor, Jenna Corcoran, Indiana University-Purdue University Indianapolis

*How to Centralize Student Employment through Career Services*  
Amber Goreham: University of Central Missouri

*Introducing Campus-Wise Learning Outcomes for Student Employees*  
Norah Perez: Rollins College

*Excellence in Professionalism: Enhancing Student Professionalism at IUPUI*  
Jenna Corcoran: Indiana University Purdue University Indianapolis

*Implementing Practical Educational Elements in to a Work Study Program*  
Lyle Roelofs & David Tipton: Berea College

*Community Service Work Study: Is it Worth It?*  
Kathryn Jackson: Loyola University

### **The Journal of Student Employment – Volume XV, Issue 1, February 2015**

Editor, Jenna Corcoran, Indiana University-Purdue University Indianapolis

*Creating an Effective Career Services Office in a Community College Setting*

Dinorah Ramos-DeJesus, Toni Lerch, Brittany Bonds: San Jacinto College

*Connecting the Dots: Engaging and Developing Your Student Employment Network*

Regina Storrs, Julie Kell, Mai Qazzaz: University of Michigan-Dearborn

*Enhancing Student Employment and Professional Development Programs at the University of Iowa*

Josh Frahm: University of Iowa

*A Framework That Works: Guiding Student Employment on the Ground*

Craig Pelka: Indiana University-Purdue University Indianapolis

*Can't I just pay my student whatever I want?*

Kari Jo Grant: Dartmouth College

### **The Journal of Student Employment – Volume XVI, Issue 1, Spring Edition 2016**

Editor, Jenna Corcoran, Indiana University-Purdue University Indianapolis

*The Campus as a Learning Laboratory: Transforming Student Employment*

Dr. Marianna Savoca, Urszula Zalewski: Stony Brook University

*Assessing Student Employment: A model for surveying student employees*

Janna McDonald, Indiana University Purdue University Indianapolis

*Check out the Regional Conferences coming SUMMER 2016! Registration is now open!*

Following are *Journal* authors who received the **Sponsored Research Grant Program** funding to help with their research project articles in the *Journal of Student Employment*:

2007 Carol S. Lingrosso, Loyola Marymount

2009 Matthew J. Long, Yale University

### **OTHER PUBLICATIONS**

#### **JLD Manual**

Under an agreement with the United States Department of Education, NASEA produced a manual for the new Job Location and Development Program. Barbara Lutz of the University of Texas/Arlington, served as chief writer and editor for the publication. (This publication is no longer available through NSEA)

#### **The Work Book**

In 1997, a comprehensive handbook for college and university student work programs was published. Merle Ryan at the University of Massachusetts/Amherst, served as the chief writer and editor for this publication.

*The Work Book*, edited by Victor Monette, was revised and updated in 2003 and is currently available for sale through the NSEA Corporate Office.

The 2009 NSEA Board decided to suspend sale of *The Work Book* since it is out of date. A committee was formed to begin a new revision and format of *The Work Book* to be published at a later date.

In 2010, the first three chapters of the newly revised and updated *The Work Book, Third Edition*, was published on the NSEA website for members to access electronically. The Work Book Committee that reports to the President will continue to publish the remaining chapters throughout 2011 and will review and revise chapters on an on-going basis going forward.

In 2011, two more chapters of the updated *Work Book, Third Edition* was published on the NSEA website.

In 2012, one more chapter of the updated *Work Book, Third Edition* was published on the NSEA website.

As of February 2013, three more chapters of the updated *Work Book, Third Edition* were published on the NSEA website.

In 2014, one more chapter of the updated *Work Book, Third Edition* was published on the NSEA website.

### ***Student Employment: Linking College and the Workplace***

Produced in 1996 by “The Freshman Year Experience,” in collaboration with NSEA, this publication explores student employment as a link between financial aid, career development, academic learning, experiential education and personal development. It was edited by NSEA’s Rick Kincaid (SUNY/Brockport) and included chapters by NSEA professionals and other noted higher education spokespersons such as Arthur Chickering, Lee Noel and Frank Newman. This publication was discontinued in 2005

### **NOTE ON PUBLICATIONS**

Historical publications of *NSEA Newsletter* and *The Journal of Student Employment* along with *The Work Book* are available for NSEA members to download from the [NSEA](http://www.nsea.info) website. For information on NSEA publications visit our website at [www.nsea.info](http://www.nsea.info) or contact the NSEA National Office at [nsea@nsea.info](mailto:nsea@nsea.info).

## **NSEA Corporate Home**

### **History of NSEA National Office (Corporate Home)**

For the first years of NASEA’s formation the “headquarters,” was located at the University of Southern Illinois at Carbondale. This is where the first conference was held and is where Frank Adams and his colleagues were located. It was the source of the publication of the early basic books on student employment. Frank Adams and others, for a time, formed the American Work-Education Foundation at Southern Illinois, which provided services to the student employment movement. Other than this sense of a home base, the base moved with the current presidents to their institutions and/or was dispersed with other officers to their institutions. All work was done by volunteers, or sponsored by the college and university settings from which the leadership came.

Upon the grant of funds from the UPS Foundation in 1986, there was much discussion about the need for a corporate office. The position that prevailed was that a “corporate home” was needed to give a consistent address and to provide basic secretarial and records services. The establishment of a national office with an executive director was more than the organization could afford and might take away from the strong sense of volunteer leadership that had grown up with NASEA. Accordingly specifications were developed and invitations for proposals were distributed. Out of several responses the choice was to locate the first “Corporate Home” at Princeton University, with Bob Cunningham as coordinator. A part-

time secretary was added to Bob's staff to cover the services needed by NSEA - Carol Siwak (later Carol Appleby). This arrangement lasted from its beginning on October 1, 1988 until March 1993. The responsibilities of the "Corporate Home" were to manage the membership, process membership renewals and new members and a central place for members to contact. All financial records were handled by the NASEA Treasurer. Corporate Home and the Treasurer each had an expense account.

In 1993, by mutual agreement, the Corporate Home was moved from Princeton and located with Rick Carlson at the University of Nebraska at Omaha. The responsibilities remained the same, managing the membership, processing membership renewals and new members and a central place for members to contact for information. The NASEA Treasurer handled all financial responsibilities. Corporate Home and the Treasurer each had expenses accounts. During this time period, \$20,000 was deposited in a CD account in Nebraska and \$25,000 was invested in American funds in New York. Also, during this time period, a NASEA member, Richard Cons, Arizona State University, developed a computer program in dBase to manage the membership. It was the first computer system the association used. The hope was that all the regions would also use this system so there would be the ability to transfer information between the regions and NASEA.

In 1996, Rick Carlson moved to another position and NASEA again was looking for another location for Corporate Home. Proposals for housing Corporate Home were requested from the membership. Since it took some time for the Board of Directors to make a decision and it was important to move Corporate Home, it was temporarily moved to Eugene, OR. The dBase program was very outdated so the Board of Directors decided to use a new software program, FileMaker Pro. Joan Adams, Finance Chair on the Board of Directors agreed to learn FileMaker Pro and customize it to meet the needs for managing the membership data base and conference registration. The Board of Directors decided to place the Corporate Office and services with the McAdam Group in Washington, DC. This firm had already been performing legislative liaison and advising functions for NASEA for many years. The responsibilities remained the same as above and a monthly fee was paid to the McAdam Group. The NASEA Treasurer still handled all the financial responsibilities. Joan spent a few days in Washington DC training the McAdam Group on how to manage Corporate Home and use the software. During this time period the association name was officially changed to the National Student Employment Association (NSEA).

The Board also decided they wanted to share some of the UPS Grant with the regions and still wanted all the regions to use the same software. FileMaker Pro was purchased for each region along with laptops for each region. Joan customized the software for each of the regions to manage their membership databases and conference registration and wrote a manual to assist them in using the software. These were delivered to each of the regions in 1997.

The arrangement with the McAdam Group, which appeared to combine the legislative liaison and advising functions with the responsibilities of the Corporate Home, did not prove as effective as had been hoped. In 1997, Joan agreed to take back the responsibilities of NSEA Corporate Home until they found a location. In 1998, the Board of Directors decided to include all the financial responsibilities with Corporate Home and to change the Treasurer position on the Board to VP for Finance overseeing, auditing and reporting on the activities of Corporate Home.

Up to this point in time, NSEA funds had been handled by the NSEA Treasurer and moved from person to person as the Board positions changed. The funds were in various locations throughout the states. The general operating account, reserve account, and the Treasurer's expense account were in Florida. The CD and Corporate Home expense account were in Nebraska and the amount deposited in American funds was in New York. It took some time to gather all of these funds. The CD was cashed in and combined with the America funds and a big portion of the reserve account was deposited into investments with AG Edwards. A general operating account and reserve account were opened with Wells Fargo Bank.

After receiving all the financial records, the Board realized there was no indication as to where the association was incorporated. After months of research, we found that we were once incorporated in New Jersey but with the finances moving from treasurer to treasurer, somewhere along the way the corporation fees had not been paid for several years. We were able to reinstate the incorporation status by paying the back fees. We then worked with an attorney to move the corporation from New Jersey to Oregon. In addition, because taxes had not been filed in a timely manner for 1995, 96, and 97, we had over \$10,000 in fines from the IRS. The accountant was able to write letters of appeal to the IRS explaining the situation and fortunately the IRS waived all of the fees.

In 1999, the NSEA Board of Directors made the decision to hire Joan Adams as an independent contractor to manage their Corporate Home which included responsibility for all financial accounts, investments, membership, publication sales and conference registration. The NSEA Corporate Home is located in Eugene, OR and NSEA is incorporated in the State of Oregon.

In 2008 Joan Adams retired from management of the Corporate Home Office. The NSEA Board of Directors made the decision to hire June Hagler to continue as an independent contractor to manage the Corporate Home which includes responsibility for all financial accounts, investments, membership, publication sales and conference and training registration. The NSEA National Office is located now in Richardson, Texas and NSEA is still incorporated in the State of Oregon.

At the end of 2014 June Hagler retired from management of the Corporate Home Office. The NSEA Board of Directors interviewed candidates and made the decision to hire Linda Morgan, who was retiring from The University of Texas Austin at the end of 2014, to continue as a salaried employee to manage the Corporate Home which included responsibility for all financial accounts, investments, membership, publication sales and conference and training registrations. The NSEA National Office was located in Austin, Texas with NSEA still incorporated in the State of Oregon.

Linda Morgan retired in May 2018. The Board decided to postpone hiring a new Home Office Manager and to use the savings from not having an Office Manger to re-brand the SEE Training program. The job description was re-written and many of the tasks the Home Office Manger had were given to the Vice Presidents and have remained with them. In January 2019 the Board hired Shirley Govindasamy to be the newly designated Board Relations Coordinator.

## **NSEA Membership and Conference Attendance**

No count is found of the number from among those who attended the first annual convention who actually became the charter members of the beginning national organization. However, as membership for the earlier years ran from conference to conference, it was almost synonymous, after the first conference, with conference attendees. Annual membership fees were part of the conference fees and relatively few maintained membership if they didn't attend the annual conference. At the Fourth Annual Conference at the University of South Carolina, where the bylaws under the name National Association of Student Employment Administrators (NASEA) were officially adopted, there were 94 on the list of registrants.

By the Tenth Annual Conference in Washington, DC there were 169 on the list of attendees. No doubt, again, there were a few not at the conference who continued membership, but this gives an idea of growth during the first ten years.

Conference attendance continues to be a major factor in continuing membership, but the membership year and conference-to-conference year are no longer coincident and a much larger number of members continue apart from conference attendance alone. At the 25<sup>th</sup> Annual Conference in San Diego, CA, 250 were on the “Participant List” and yet the membership in the year 2000, numbered 502. Membership by state and region in any given year tends to reflect the location of the conference that year, since a greater proportion of attendees, and therefore members, usually come from that state and that region.

An interesting fact about NSEA and the regional affiliate organizations is that many who come to the conferences and become members are coming for the first time. This reflects a high rate of new entries into the student employment field and also a high rate of transfers out. This fluidity has, perhaps, lessened as the profession has matured. The membership represents many types of institutions and organizations from all parts of the country. Those who resolved to form a national organization in 1975 would be pleased.

**Membership and Conference Attendance – 1995 forward**

<b><u>Year</u></b>	<b><u>Membership</u></b>	<b><u>Conference Attendance</u></b>	
1995		216	San Francisco, CA
1996		200	Bethesda, MD
1997	501	253	Clearwater Beach, FL
1998	410	189	Indianapolis, IN
1999	589	239	San Diego, CA
2000	476	232	Baltimore, MD
2001	507	203	San Antonio, TX
2002	450	149	Cleveland, OH
2003	429	124	Honolulu, HI
2004	451	187	Boston, MA
2005	443	189	Nashville, TN
2006	457	140	Kansas City, KS
2007	446	195	San Diego, CA
2008	416	205	Philadelphia, PA
2009	380	136	Orlando, FL
2010	417	161	Cincinnati, OH
2011	485	173	Seattle, WA
2012	481	186	Portland, ME
2013	536	195	New Orleans, LA
2014	547	210	Saint Paul, MN
2015	517	210	San Francisco, CA
2016	556	157	Pittsburgh, PA
2017	548	156	Virginia Beach, VA
2018	526	186	Milwaukee, Wisconsin
2019	624	191	Coeur d’Alene, ID
2020		205	First Virtual Conference ZOOM

# APPENDIXES

## APPENDIX A

### **RESOLUTION OF THE MIDWEST ASSOCIATION OF UNIVERSITY STUDENT EMPLOYMENT DIRECTORS (at the first meeting of MAUSED in 1962)**

**WHEREAS** great publicity is being given to the fact that a significant percentage of the upper twenty-five percent of high school graduates are not going on with college work, and further that the reason given for not continuing their education is financial limitation; and,

**WHEREAS** considerable emphasis is being placed upon scholarship and loan programs to entice talented young people to enter college; and,

**WHEREAS** comparatively little publicity is being given to the significant virtues of financing a college education at least partially on a “do-it-yourself” basis of summer and/or part-time employment; therefore be it

**RESOLVED**, That the Midwest Association of University Student Employment Directors whose members represent scores of years of experience in dealing with working students, go on record by attesting to the fact that many students today, through a combination of savings, summer employment, and part-time employment while attending school, are paying a major portion of their college expenses. Some earn all of their expenses. The Association also testifies to the fact that although the academic records of working students vary as much as do those of non-working students, studies indicate the academic standing of working students surpasses that of nonworking students; and that some of the superior records are made by students who are working twenty and even more hours per week during the academic year. The working student finds it necessary to organize his time and to develop effective study habits, and he is encouraged to accept greater responsibility.

It is the conviction of the membership of the Association that during the education period there are definite and important values in work and practical experience. It grants that there are likewise values in certain extra-curricular and social activities; Even so, there are times when it is highly desirable for students to limit their involvement in the social activities in order to facilitate the achievement of important educational goals.

To frequent and too diversified by source to be discredited are statements that many of the current generation of college age youth are soft and lacking in self-dependence, motivation, determination, ingenuity, and application—qualities which have contributed so much to the greatness of our nation. Counselors of young people find every-day evidence to substantiate these claims. It cannot be expected that ingenuity will be developed if there is not the need or the opportunity to use it; that maturity will be

achieved without experience in facing and solving day-to-day problems, as well as the long-range problems such as the setting up, planning, and realization of career objectives,

The Association urges, In the interest of our society that more attention be given to the guidance of young people in such a way that they will be sufficiently motivated towards an education, to be willing to labor to attain desirable educational goals, and that talented students who do not enter college because of financial reasons be made fully aware of opportunities of achieving the educational opportunity through one's own efforts and earnings. Educational institutions and government agencies are urged to direct their efforts toward assurance of adequate opportunities for part-time employment of the increasing numbers of college students.

## **Appendix B**

### **The Constitution and Bylaws Of National Association of Student Employment Administrators 1978**

(Editor's Note – This first section is apparently the draft of a charter and bylaws prepared by committee and adopted at the Ohio State Conference in 1976 and then incorporated into the later Constitution and Bylaws adopted (with changes) at the 1978 meeting in South Carolina.)

#### **Article I – Name**

The name of this association shall be the National Association of Student Employment Administrators.

#### **Article II – Purposes and National Charter**

The purposes of the National Association of Student Employment Administrators are set forth in the Association's National Charter, as follows:

We, the administrators involved in higher education programs concerned with work and the college student, joined together with representatives of business, industry, labor, and government, determined to establish a National Association of Student Employment Administrators which shall have the following purposes:

- To bring together the officials of colleges and universities who are responsible for student employment programs and representatives of business, industry, labor, and government;
- To emphasize student employment as an educational factor in the development of effective and productive citizens and as an economic factor in providing financial support for students in higher education;
- To encourage and assist in developing communications and working relations with and among regional student employment associations;
- To organize a permanent national council of educators, students, and leaders in business, industry, labor, and government in order to give national direction to the National Association of Student Employment Administrators and provide advice and recommendations to higher



education regarding educational needs which will, in turn, contribute to a partnership of labor and academia;

- To provide an annual conference and support a national journal as an effective forum for the problems, issues, and prospects of student employment programs between educational institutions and employers of students; and,
- To support and encourage the professional development of student employment administrators in higher education by providing quality programming, services, and a systematic network for information dissemination and collection.

We resolve to combine our efforts to accomplish these goals:

#### AND FOR THESE ENDS

- To share information and expertise and reaffirm dedication and direction;
- To unite our abilities to better serve the economic and educational needs of college students;
- To fulfill through education and dedication the needs of employers for well educated employees; and,
- To employ the machinery of higher education, business, industry, labor, and government for the promotion of the economic and social advancement of all people by preparing students to accept their role as productive and responsible members of society.

Accordingly, these representatives assembled, who have exhibited their full powers and found to be in good and due form; have agreed to the present Charter of the National Association on Work and the College Student. In faith whereas, the representatives of colleges, universities, business, industry, labor and government have ratified the present charter at The Ohio State University in Columbus, Ohio, this twenty-ninth day of September, one thousand nine hundred and seventy-six.

### **NASEA BYLAWS 1978**

#### **Article I – Executive Board**

Section 1: The executive Board of NASEA shall consist of:

President  
Vice President  
Second Vice President  
Secretary  
Treasurer  
Past President  
One additional elected member of the Association (Member-at-Large)  
Regional Representatives (Regional President or designee)

Section 2: Each member of the Executive Board shall have one vote.

Section 3: Vacancies on the Executive Board

In the event of the President's resignation or inability to serve, the Vice President shall complete the unexpired term.

In the event of the Vice President's resignation, inability to serve, or advancement to the Presidency, the Second Vice President shall serve the unexpired term of the Vice President;

In the event of the Second Vice President's resignation, inability to serve, or advancement to the Vice Presidency, the Executive Board shall elect a member of NASEA to serve the unexpired term.

In the event of resignation or the inability to serve, of the Secretary, Treasurer, Past President, or Member-at-Large, the Executive Board shall elect a member of NASEA to serve the unexpired term.

The Secretary, Treasurer, and Member-at-Large may be elected to fill any vacancy on the Executive Board.

Section 4: Any member of the Executive Board may be elected to succeeding terms.

Section 5: The Executive Board shall meet on call of the President or on the petition of any three members of the Board.

Section 6: A majority of the Executive Board shall constitute a quorum for the purposes of any of its meetings.

Section 7: Any individual member of the Association may attend the Executive Board meetings, but shall not have a vote. Other persons may attend such meetings at the invitation of any member of the Board.

Section 8: For the protection of the Treasurer, the Executive Board may request and pay for audits of the Association's books.

## **Article II – Officers**

Section 1: Terms of Office

Terms of office for all elected officers shall be one year and shall commence with the last day of annual meeting at which they are elected.

Section 2: Positions and Duties

A. The President shall:

- Administer the business of NASEA between regular and special meetings, exercising direction consistent with the Constitution and Bylaws;
- Preside at all official meetings;

- Appoint chairpersons of all standing, ad hoc, and temporary committees and members of the committees in consultation with the Vice President;
  - Act as Chairperson of the Executive Board;
  - Serve as Ex Officio member of all committees;
  - Be responsible for calling regular and special meetings of the Association and the Executive Board;
  - Submit an annual budget to the Executive Board as prepared by the Treasurer.
- B. The Vice President shall:
- Perform the duties of the President in the absence or at the request of the President;
  - Serve as Chairperson of the Constitution Committee.
- C. The Second Vice President shall:
- Perform the duties of the Vice President in the absence or at the request of the Vice President;
  - Serve as Chairperson of the Permanent National Council Executive Board Advisory Committee.
- D. The Secretary shall:
- Keep minutes of all regular and special meetings of the Association and of the Executive Board;
  - Distribute minutes of all regular and special meetings to the members and to the Executive Board as required;
  - Maintain mailing list of current and potential members.
- E. The Treasurer shall:
- Process all cash disbursements relative to NASEA business;
  - Maintain all necessary fiscal records of NASEA in accordance with proper accounting methods and control;
  - Prepare and distribute periodic reports as required to the membership and to the Executive Board;
  - File, when appropriate, Internal Revenue Service Form 990 at the time of the official audit of the books;
  - Prepare an annual budget for the consideration of the Executive Board.
- F. The Elected Member-at-Large shall:
- Serve as a voting member of the Executive Board;
  - Serve as Chairperson of the Nominating Committee.

### **Article III – Membership**

#### **Section 1: Type of Membership**

Corporate/Institutional membership shall be available for business, industry, Government, Labor, and Educational institutions provided:

- The organization has shown a genuine concern for the employment of students on a part-time or full-time basis;
- The organization supports student work programs on-campus, off-campus, summer, internships, etc.

Individual membership shall be held by individuals who are committed to the purposes of NASEA as set forth in Article II of the Constitution. Only individuals who have paid their dues may have voting privileges.

Charter, Honorary and Emeritus Memberships shall be held by persons approved by the Executive Board and shall have membership privileges.

#### **Article IV – Dues**

Section 1: Annual dues shall be:

- recommended for the classes of membership by the Executive Board;
- determined at the regular annual meeting by vote of individual members;
- waived for Honorary and Emeritus members;
- annual dues shall be paid to the Association Treasurer;
- the membership year shall be from conference to conference;
- dues will be due and payable as of the conference date;
- individual members shall be dropped from membership for non-payment of dues;
- Corporate/Institutional memberships shall not be canceled except on written notice from the institution, or on written notice to that institution.

#### **Article V – Committees**

Section 1: The President shall appoint standing committees annually and designate the Chairperson unless otherwise stipulated in these Bylaws.

- Nominating Committee: The Elected Member-at-Large of the Executive Board shall be the Chairperson of the Nominating Committee. The Committee shall meet prior to the annual meeting to prepare a slate of candidates for presentation to the annual conference.
- Constitution and Bylaws Committee: The Vice-President shall be Chairperson of the Constitution and Bylaws Committee. The Committee shall receive proposed amendments to the NASEA Constitution or Bylaws from any individual member. The Committee shall put such proposed amendments into parliamentary language without destroying the intent or essence. The original proposed amendment, and if rewording is necessary, the recorded proposed amendment will then be referred with Committee recommendations, if any, to the Executive Board for its information and to the entire individual membership in writing thirty days prior to any official business meeting of the Association at which meeting the proposal must be brought to the floor.
- The Editorial Committee: The Editorial Committee shall publish such documents as the Association shall establish or the President may direct.
- Advisory Committee to the Permanent National Council Executive Board: The Executive Board relies upon the combined knowledge, experience and leadership of this committee to make service contributions to NASEA. These contributions may include ideas, information, research, or personal contacts and public relations.

An Advisory Committee Member should be one who strongly supports the purposes of the National Association as set forth in Article II of the Constitution.

Further, an Advisory Committee member's career experience, be it business, labor, industry, government, education, or a combination of the above should be at a level which will enable the individual to make contributions toward the direction of the Permanent National Council.

Two representatives from Business, Industry, labor, government, and education shall be selected in to the Executive Board of NASEA to serve on the Advisory Committee.

Each of the following organizations may be invited by the National President to select one member as a representative on the Advisory Committee.

Committee:

The National Association of Career Counseling and Placement  
The National Association of Cooperative Education  
The National Vocational Guidance Association  
The National Association of Student Financial Aid Administrators  
The American Personnel and Guidance Association  
The National Association of Student Personnel Administrators

The Advisory Committee members shall serve for two years and may be reappointed for an additional two years or less as necessary to fill a vacated position.

Section 2: The President shall appoint such other committees as deemed necessary to investigate and develop the business and activities of NASEA.

#### **Article VI – Meetings**

Section 1: There shall be at least one annual meeting for the entire membership.  
Section 2: The President shall, with the consent of the Executive Board, call such other meetings as deemed necessary.  
Section 3: A majority of the eligible membership at a meeting shall constitute a quorum.

#### **Article VII – Amendments**

Section 1: Any member of NASEA may propose an amendment of the Constitution or the Bylaws by submitting such proposed amendment to the Constitution and Bylaws Committee for review and, if necessary, refinement into parliamentary language.  
Section 2: Approval of the Bylaws will require a simple majority of the members present at an official meeting.

For most current NSEA Bylaws, go to NSEA website at [www.nsea.info](http://www.nsea.info).

## **Appendix C**

### **EMPLOYER IDENTIFICATION NUMBER, INCORPORATION AND TAX EXEMPT STATUS**

NASEA operated for its early years without being incorporated. In 1984, NASEA was incorporated in the state of Nevada, home of Sandy Litkenhaus who was NASEA President at the time. A copy of the original Articles of Incorporation is included. When the “Corporate Home” was established at Princeton University in 1986, the corporation was moved to the state of New Jersey. The corporation status lapsed after the Corporate Home was moved to Omaha, Nebraska and the corporation status was reinstated in 1998. In 1999, when the NSEA Corporate Home was officially moved to Eugene, Oregon, the corporation was also moved from New Jersey to Oregon.

An IRS “Employer Identification Number” was assigned to NASEA, shortly after its organization, in 1979. However, a new Employer ID number was assigned later in relation to an application for tax exempt status, which was approved in 1986. Copies of these documents are included.

### **EMPLOYER IDENTIFICATION NUMBER**

A “Notice of New Employer Identification Number Assigned,” dated 8/1/79, was received from the Internal Revenue Service by NASEA c/o John Kundel, Financial Aid, University of Iowa, Iowa City, IA 52242. The EID assigned was 42-1126684.

In 1986, when the tax exempt status was received from IRS, a new Employer Identification number was assigned and is the current EID# 94-5238028.

## Appendix D

### ORIGINAL ARTICLES OF INCORPORATION State of Nevada November 15, 1984

#### ARTICLES OF INCORPORATION

**For  
N.A.S.E.A.**

#### ARTICLE ONE

The name of the corporation is NATIONAL ASSOCIATION OF STUDENT EMPLOYMENT ADMINISTRATORS, or N.A.S.E.A.

#### ARTICLE TWO

The principal place of business shall be in Washoe County, Nevada and the mailing address is: 434 Hill Street, Reno, Nevada 89501.

#### ARTICLE THREE

This is a nonprofit corporation, organized solely for educational, charitable and eleemosynary purposes.

#### ARTICLE FOUR

The term for which the corporation is to last is 50 years

#### ARTICLE FIVE

The number of directors constituting the Board of Directors of the corporation is 6 and the names and addresses of the persons who are to serve as initial directors are as follows:

Sandy Litkenhhaus Career Planning & Placement Truckee Meadow Community College 7000 Dandidi Boulevard Reno, Nevada 89512	Susan Bruce Nolan Placement Office 211 Medlin Center Gilford Technical Community College Jamestown, NC 27282
Charly Totoro Senior Resource Specialist Rhode Island Higher Education Assistance Authority 274 Weybosset Street Providence, RI 02903	Christine Baker, Director Student Employment North Texas State University Box 5356 Denton, TX 76200
Joy Doremire, Coordinator Student Employment Central Michigan University UC 500 Mt. Pleasant, MI 45589	Allan Jensen College Work Study Program University of California/Berkeley 207 Sproul Hall Berkeley, CA 94720

**ARTICLE SIX**

The purposes for which this corporation is organized are:

- A. To bring together college and university student employment administrators with representatives of business, industry, government, and labor;
- B. To emphasize student employment as an educational factor in the development of effective and productive citizens and as an economic factor in providing financial support for students in higher education;
- C. To develop and encourage communication among regional student employment administrators and this corporation;
- D. To present an annual conference which will serve as a forum to discuss current issues and problems and the future of student employment programs;
- E. To support and encourage the professional development of student employment administrators.

**ARTICLE SEVEN**

The names and addresses of those selected to act as directors for the first year, or until their successors have accepted office are:

Sandy Litkenhhaus Career Planning & Placement Truckee Meadow Community College 7000 Dandidi Boulevard Reno, Nevada 89512	Susan Bruce Nolan Placement Office 211 Medlin Center Gilford Technical Community College Jamestown, NC 27282
Charly Totoro Senior Resource Specialist Rhode Island Higher Education Assistance Authority 274 Weybosset Street Providence, RI 02903	Christine Baker, Director Student Employment North Texas State University Box 5356 Denton, TX 76200
Joy Doremire, Coordinator Student Employment Central Michigan University UC 500 Mt. Pleasant, MI 45589	Allan Jensen College Work Study Program University of California/Berkeley 207 Sproul Hall Berkeley, CA 94720

The manner in which the directors are to be elected by the members is as follows:  
The directors shall assume office at the annual business meeting.

**ARTICLE EIGHT**

This corporation is formed under the provisions of NRS 81.410.

**ARTICLE NINE**

The voting power and interest of each member of the corporation shall be equal; there shall be no property of the corporation and therefore, no property rights for any members.

**ARTICLE TEN**

The method and conditions on which members shall be accepted and discharged or expelled shall be as follows:



Application for active membership shall be made to the Treasurer, who shall approve those institutions that meet membership criteria; those that do not appear to meet the membership criteria shall be presented to the Board of Directors by the Treasurer for approval or disapproval. In the event of a vacancy in the President's office, the President-Elect shall succeed to the office. Vacancies in other executive offices shall be filled by an active member elected by a majority vote of the Board of Directors to complete the term of office. Officers can be removed or suspended from office for valid cause, that is misconduct or gross neglect of duty, by the same authority that elected or appointed them.

#### **ARTICLE ELEVEN**

The members of the Board of Directors shall also constitute the officers of the corporation, as follows: president, president elect, vice president, immediate past president, secretary, treasurer, member-at-large, and regional presidents. Their duties are outlined as follows:

The president elect shall serve one year in that position, a second year as president, and a third year as immediate past president. Other officers shall hold office for a term of one year or until their successors are elected.

The principal duties of the president shall be to preside at all meetings of the members of the corporation, serve as chairman of the Board, appoint all chairmen and members of the committees unless otherwise provided for in the Bylaws of the Association; serve ex-officio on all committees, authorize expenditures and have the authority with the treasurer to pay bills of the corporation and submit an annual report to the corporation.

The principal duties of the president elect is to perform duties of the president in the absence of or at the request of the president, serve as parliamentarian of the corporation and perform such other duties and functions as may be required by the corporation.

The principal duties of the vice-president shall be to serve as chairman of the constitution committee and serve on other committees as appointed.

The principal duties of the secretary shall be to be responsible for collecting material, editing, publishing, and mailing a newsletter at least semi-annually, to serve as co-chairman of the Membership Committee, and to turn over to the new secretary all the corporation's records within thirty days after the close of the fiscal year, upon the completion of the term of office.

The principal duties of the treasurer shall be to receive all corporation monies and keep the books of the corporation, to pay the bills of the corporation, arrange for the billing and collection of dues, serve as co-chairman of the membership committee, arrange for collection of the registration fees for chapter meetings of the corporation; prepare, publish and circulate a financial statement of the corporation to the membership at least once quarterly, and additionally if requested by the Board, develop a budget for consideration and acceptance by the full Board of Directors within 30 days after the beginning of the fiscal year and to turn over all the financial records of the corporation to the new treasurer within thirty days after the close of the fiscal year upon completion of the term of office. The treasurer shall be bonded at the expense of the corporation.

The principal duties of the member-at-large shall be to serve as a voting member of the Board of Directors or serve as co-chairman of the nominations committee, and to serve on such other committees as appointed.

The principal duties of the immediate past president shall be to serve as co-chairman of the nominations committee and to serve on such other committees as appointed.

The Board of Directors may provide for the appointment of such additional officers as they may deem necessary for the best interest of the corporation.

Whenever the Board of Directors may so order, any two offices, may be held by one person, providing the duties of the two offices do not conflict.

In the event of a vacancy in the president's office, the president elect shall succeed to president. Vacancies in other executive offices of the Board of Directors shall be appointed by the president and approved by the Board of Directors to complete the term of office. Officers can be removed or suspended from office by the same authority that elected or appointed them for valid cause of misconduct or gross neglect of duty.

The officers shall perform such additional or different duties as shall from time-to-time be imposed or required by the Board of Directors, or as may be prescribed from time-to-time by the Bylaws.

#### **ARTICLE TWELVE**

The corporation reserves the right to amend, add to, or repeal any provision contained in these articles of incorporation, in the manner consistent with provisions of NRS 81.410-81-540 and NRS 78385-78390 and in conformity with the provisions set forth in the Bylaws.

#### **ARTICLE THIRTEEN**

The corporation is not organized for profit, and no part of its receipts or any net earnings shall inure to the benefit of or be distributable to its members, officers, or other private persons, except that the corporation shall be authorized and empowered to make payment and disbursement in furtherance of its exclusively charitable and educational purposes as set forth in these Articles.

#### **ARTICLE FOURTEEN**

The private property of the members, officers and directors of this corporation shall not be liable for its corporate debts.

#### **ARTICLE FIFTEEN**

The corporation shall not carry on any activities not permitted (a) by a corporation exempt from Federal income tax under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or by (b) a corporation, contributions to which are deductible under Section 170 (c) (2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

#### **ARTICLE SIXTEEN**

No substantial part of the activities of the corporation shall be devoted to the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of a candidate for public office.

#### **ARTICLE SEVENTEEN**

Upon dissolution, the corporation shall, after paying or making provisions for payment of all liabilities of the corporation dispose of all its net assets, if any, exclusively to such charitable or other organizations, under section 501 (c) (3) and be described in Section 1970 (c) (2) of the Internal Revenue Service Code of 1954 (or any corresponding successor or provisions), in such manner as the corporation shall determine. IN WITNESS WHERE BY, we have hereunto set our hands this 15<sup>th</sup> day November, 1984.

*Sandy Litkenhaus  
Charly Totoro  
Joy Doremire*

*Susan Bruce Nolan  
Christine Baker  
Allan Jensen*

*(This document was signed by the above and notarized on November 15, 1984)*

## Appendix E

### 503 © (3) NON PROFIT STATUS

10008692384 OCEAN RIDGE  
Internal Revenue Service

923 P01 MAY 21 '98 13:10  
Department of the Treasury

Washington, DC 20224

N. A. S. E. A.  
P.O. Box 1428  
Princeton, New Jersey 08542

Person to Contact: David Dawiec  
Telephone Number: (609) 566-3524

Refer Reply to  
OFFICE:R:5

Date: 14 JAN 1988

Employer Identification Number: 94-5238028  
Key District: San Francisco  
Accounting Period Ending: December  
Foundation Status Classification: 509(a)(2)

Dear Applicant:

Based on information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code.

We have further determined that you are not a private foundation within the meaning of Code section 509(a), because you are an organization described in the sections of the Code shown above.

If your sources of support, or your purposes, character, or method of operation change, please let your key district know so that office can consider the effect of the change on your exempt status and foundation status. Also, you should inform your key District Director of all changes in your name or address.

Unless specifically excepted, beginning January 1, 1984, you must pay taxes under the Federal Insurance Contributions Act (social security taxes) for each employee who is paid \$100 or more in a calendar year. You are not required to pay tax under the Federal Unemployment Tax Act (FUTA).

Since you are not a private foundation, you are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other federal excise taxes. If you have questions about excise, employment, or other federal taxes, contact your key District Director.

Donors may deduct contributions to you as provided in Code section 170. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522.

You are required to file Form 990, Return of Organization Exempt From Income Tax, only if your gross receipts each year are normally more than \$25,000. (For tax years ending before December 31, 1982, organizations whose gross receipts are not normally more than \$10,000 are excused from filing

MAY-21-1998 10:26

10008692384

92%

P.01



Department of the Treasury  
Internal Revenue Service  
P.O. Box 2508  
Cincinnati OH 45201

APPENDIX E - 2012

In reply refer to: 0248667147  
Mar. 21, 2012 LTR 4168C E0  
94-5238028 000000 00

00024467  
BODC: TE

NATIONAL STUDENT EMPLOYMENT  
ASSOCIATION INC  
NSEA  
% JOAN ADAMS TREAS  
715 NORTHILL DR  
RICHARDSON TX 75080-5018



011546

Employer Identification Number: 94-5238028  
Person to Contact: Ms. Wittwer  
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your Mar. 12, 2012, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in January 1986.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section 509(a)(2).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website [www.irs.gov/eo](http://www.irs.gov/eo) for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,

*Doris P. Kenwright*

Doris Kenwright, Operation Mgr.  
Accounts Management Operations 1

Appendix F



**In 2000, the NSEA Corporation was moved to the state of Oregon**

## **Appendix G**

### **NASEA Structure and Vitality Committee**

#### **1994**

Penny Craig - Old Dominion University  
Jim Fisher - Eastern Kentucky University  
Allen Jensen - University of California, Berkeley  
Rick Kincaid - SUNY College at Brockport  
John Heneisen - Berry College – Chairman

Much thanks goes to the members of this committee who spent many hours in preparation for our meeting of March 24-27, 1994, held at Berry College in Rome, Georgia. The first day of the meeting was held on a mountain top at the “House of Dreams.” This seemed very appropriate because these student employment professionals have collectively given over 75 years to their regional and national associations and have been actively involved in both dreaming about the future and carrying out those dreams. We spent two full days as well as Sunday morning discussing the issues we face for the future and how we might strengthen the National Association.

Despite the diverse backgrounds of the committee members it was surprisingly easy to agree on the problems we are facing as an association and some good, solid solutions to help us move toward a fiscally sound and professionally strong association. Much discussion and debate went into the recommendations this committee brings to the NASEA board. Even though there are details to be worked out on our proposals we believe the association and our profession will be greatly enhanced by the approval of our recommendations.

The committee members thank our president, Kathy Hakes, for her vision and support for allowing us to take the dreams of many and put them into an action plan for the future. We also thank all the members of the regions who served on various planning committees over the years and from whom we drew most of our ideas. The hard work of last year’s NASEA Strategic Planning and Development Committee chaired by Bob Cunningham was very useful to the committee.

### **NASEA Board Proposed Structure**

Recommendation to be implemented in January 1995.

1. The board shall be comprised of 11 members: 8 board members elected by the NASEA membership, 2 at-large members elected by the board, and the past president. All board members will serve 2-year terms. Some terms will be overlapping.
2. Each region shall nominate a minimum of 2 candidates each year, one of which will be elected by the national membership on or before the annual meeting. In the absence of nominations, the NASEA Board will nominate candidates to insure representation from each region.
3. Term Limitation – We will encourage continuity, however, two consecutive elected terms will be the term limitation.
4. The new board will meet at the annual meeting and will elect the At-Large member (one each year), will elect officers of the association to include President, 3 Vice Presidents, Secretary and Treasurer.
5. If a vacancy occurs, the board may appoint a replacement for the remainder of the term.

6. During transition year those officers elected under the prior constitution may serve out their elected term.

#### Advantages

- 2 year continuity
- multiple opportunities to stay involved
- greater opportunity for regional input
- officers serve at the will of the board
- eliminate need for a person to commit to 3 years (President-Elect, President, Past President)
- one less burden for the Regional President/Region and more opportunity
- same size board as old model
- fewer committee chairs required to attend board meetings (less costly)
- span of responsibility for president reduced, thus freeing the president to focus energy on other projects
- concrete response to an identified long term need

#### Disadvantages

- Membership no longer directly elects the officers
- President-Elect will lose some ability to recruit their own team
- Lose President-Elect position – may be elected a year in advance

#### **Example of Implementation (if implemented in 1995)**

##### **President...**

NASEA President-Elect will assume duty of President for 1 year.

##### **Past President...**

Past President will assume this office.

##### **Treasurer...**

NASEA Treasurer will assume duty of Treasurer for 1 year.

##### **Secretary...**

Secretary elected by the board

##### **Three Vice Presidents...**

Vice Presidents will be elected by the board.

##### **Four Regional Members (two-year term)...**

Four regional members nominated by each region and elected by NASEA membership to serve two-year term.

##### **At-Large Member...**

There will be no At-Large member in the first year. The board could elect two if desired. A one year term and a two year term.

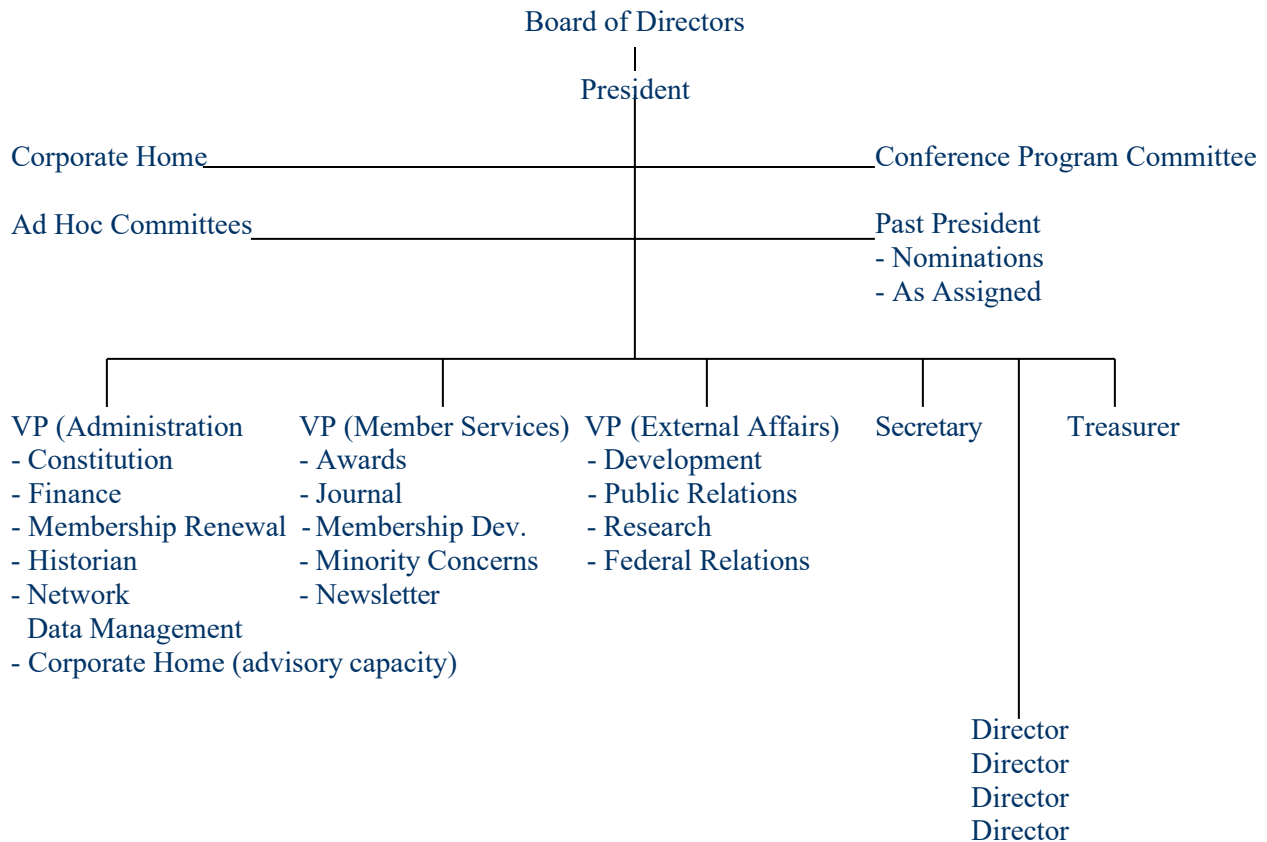


**Anticipated Problems**

1. First year board member is elected president in the first year. The concern here is that the person may not have enough experience. This is not seen as a problem since many national board members will have previously served as regional officers.
2. Second year board member serves as president and desires to serve another year as president and this is supported by the board. The problem here is that the two-year term is completed.
3. A board member has served their two-year term and is going off the board but wants to serve as president and is supported by the board.

Both 2 and 3 can be resolved in one of two ways. The person can try to be nominated again by their region and then be elected by NASEA membership for a 2<sup>nd</sup> term. Or the person can be appointed by the board as Member-at-Large.

**NASEA Organization Structure**



NOTE: Directors shown in an advisory capacity to the President. More than likely, they will be assigned under one of the Vice Presidents or in charge of a major committee. The Officers of this Association will serve at the pleasure of the Association Board.

## **NASEA Dues Structure**

### Presenting Problems

The organization is losing income from grants and will need to increase income each year.

The constitution has provided for institution and corporate membership but we have never placed a dollar value upon these types of memberships.

NASEA dues are severely below those of comparable organizations (\$50 per year)

### **Proposed Dues Structure**

Rolling Dues Structure is recommended.

Individual Member *	\$ 75
Institutional Member	\$250 (4 members) \$ 75 for each additional member
Corporate Member	\$750 (5 members) \$ 75 for each additional member

\* Member of business community may join as an individual member if they cannot afford the Corporate Membership.

It is recommended that this dues structure be implemented effective January, 1995 and we propose an aggressive campaign to target institutional memberships.

### **Revenue Projections**

		<b>Proposed Membership</b>
Individual members (NEW)	150	150
Institutional members:	100 schools X 4 members per school	400
Corporate members:	5 corporations X 5 members per company	25
	Total	575

### National Conference Current Rotating Model

<b><u>NEASEA</u></b>	<b><u>SASEA</u></b>	<b><u>MASEA</u></b>	<b><u>WASEA</u></b>
1992	1993	1994	1995
Nantucket	Hilton Head	St. Louis	San Francisco

This committee recommends that the National Conference site continue to be rotated through the regions as has been done in the past. Regions are invited to be partners and participate in the national conference. In the event that the region rejects this invitation to participate, the national will assume full responsibility for the national conference in that region for that year.

#### **Advantages**

- Regional opportunity to host a regional conference while at the same time assisting with the national conference and receiving some income from it
- Region has an opportunity to make money with less effort than has been required in the past.
- Less Drain on volunteer staff.
- Clearly defined roles and responsibilities.
- More active participation by National in planning the conference.
- National will be able to devote more sustained effort on development of sponsors.

#### **Disadvantages**

- Possible income loss for regions.
- Change in conference date.
- National will have to work more.
- Competition among regional members about which conference to attend (this is an unsolvable problem).
- Region will have more work if they decide to have their own conference in the National year.

### **Proposed NASEA Conference Planning Committee**

Publicity	Pre-conference Mass Mailings
Site	Contract Negotiations Selection
Program	Speakers Printing Evaluations Workshops Programs
Sponsor/Vendors	
Food Functions	Menu Planning Budgeting and Negotiation Meal Guarantees

Local Arrangements    Transportation AV Equipment Registration    Local Flavor    Door Prizes  
Hospitality    Decorations    Activities    Traditions

### **Conference Responsibilities**

Proposed division of responsibilities based on NASEA coordinating the conference.

**National**  
Program  
Materials  
Mailings  
Contracts  
Sponsors

**Regional**  
Hospitality  
On-Site Assistance  
Local Flavor  
Local Attractions

### **National Conference Regional Participation Profit Sharing**

The region co-hosting the national conference will receive:

\$50 per regional attendee who paid full conference fees;

\$20 per attendee from outside the region who paid full conference fees;

Not to exceed 50% of net profit.

NOTE: Copied from the original document presented to the Board of Directors in 1994.

## Appendix H

Current NSEA Bylaws can be found on the NSEA website

### ***BYLAWS OF THE NATIONAL STUDENT EMPLOYMENT ASSOCIATION*** 2006 **ARTICLE I - NAME**

The name of this association shall be the National Student Employment Association.

#### **ARTICLE II - PURPOSE**

The purpose for which this Association is organized shall be:

- A. To bring together professionals who are involved with or have an interest in student employment in post-secondary institutions;
- B. To emphasize student employment as an educational factor in the development of effective and productive citizens and as an economic factor in providing financial support for students in higher education;
- C. To develop and encourage communication among student professionals and this Association;
- D. To present an annual conference which will serve as a forum to discuss current issues and problems and the future of student employment programs;
- E. To support and encourage the educational and professional development of student employment professionals;
- F. To raise awareness of the relationship between student employment and long-term employment by applying information about labor and work force trends and forecasts with the aim of improving student work experiences.

#### **ARTICLE III - MEMBERSHIP**

- G. There shall be four (4) classifications of members of the Association, namely Individual, Institutional, Corporate/Sustaining, and Honorary.
  1. Individual membership shall be available to anyone involved in or with an interest in the administration and support of student employment in post-secondary institutions;
    - a. who have paid annual dues for the current fiscal year; and
    - b. who have been approved by the Vice President for Finance, Membership Committee, or Board of Directors.
  2. Institutional membership shall be open to institutions of post-secondary education, as detailed in the NSEA Policy & Procedure Manual, having an interest in promoting the administration of student employment, which meet the following criteria:
    - a. institutions must maintain a regular faculty and curriculum and have a regularly enrolled body of students in attendance at the place where its educational activities are regularly scheduled.
    - b. institutions must normally have a full-time employee on-campus with primary responsibility for the administration of student employment.
    - c. each institutional member shall designate an individual or individuals as the institutional representative(s), as determined by the Board of Directors, who will be listed as voting members and receive all benefits of membership.

3. Corporate/Sustaining membership shall be held by corporate entities which meet the following criteria:
  - a. such corporate/sustaining members shall have a commitment to the support and promotion of student employment.
  - b. corporate/sustaining memberships will formally be approved by the Board of Directors or their designee(s).
  - c. each corporate/sustaining member shall designate an individual or individuals as corporate representative(s), as defined by the dues structure established by the Board of Directors, who will be listed as voting members and receive all benefits of membership.
4. Honorary Membership shall be available to retirees or members who have changed career direction and who have performed outstanding service in the field of support and/or administration of student employment, and who are voted membership by the Board of Directors. They shall be voting members and receive all benefits including lifetime membership.
- B. Term of Membership - Membership shall be on an annual basis and renewed upon the anniversary date of membership by payment of the appropriate dues.
- C. Application for Membership - Application for membership shall be made to the Vice President for Finance, or designee, who shall approve those that meet membership criteria. Applications of those that do not appear to meet the membership criteria shall be presented to the Board of Directors for approval or disapproval.

#### **ARTICLE IV - BOARD OF DIRECTORS**

- A. Board of Directors:  
The administrative responsibility of the Association shall be vested in the Board of Directors. This Board shall be comprised of eleven (11) members. The Board of Directors shall be empowered to act on behalf of the Association. All those holding office must be a current member of the Association.
- B. Election of Board of Directors:  
Election of the Board of Directors shall be held each year under the supervision of the Elections Committee. Eight (8) directors, two representatives for each of the four regional associations, shall be elected by the membership. Terms shall be staggered with one representative for each of the four regional associations being elected each year. Regions shall determine the process for the nomination of those who will be placed on the ballot representing their respective region. In the absence of nominations, the NSEA Board will nominate candidates to ensure representation from each region. Terms shall be staggered. Three (3) additional board members shall be elected by the board. Elections to the Board of Directors shall be by anonymous ballot to all active members in accordance with the Policy & Procedures of the Association. The majority vote of active members who return their ballots within 30 days shall prevail.
- C. Term of Office for Board of Directors  
The term of office for all directors shall correspond to the fiscal year of the Association and shall consist of two years. Each director shall be limited to two consecutive elected terms of office.
- D. Election and Terms of Officers on Board of Directors  
The Board of Directors shall elect their officers from the members of the board. The term of office shall be one year. Officers may be re-elected to serve succeeding terms.
- E. Vacancies: In the event of a vacancy of the Office of President, the President Elect shall fill the unexpired term. In the event of a vacancy of the President Elect, the Board of Directors shall elect a replacement from the remaining members of the board to fill the unexpired term. When the board chooses to fill vacancies occurring from those elected to represent specific regions they must be filled

with another person from the region where the vacancy occurred. In the event that none of the elected directors can fill the position of Vice President for Finance, the directors shall have the authority to appoint a Vice President for Finance as a non-voting member of the board.

F. Removal of Directors:

Directors can be removed or suspended from office for valid cause, that is misconduct or gross neglect of duty, by the same authority that elected or appointed them or by a majority vote of the Board of Directors.

## **ARTICLE V - OFFICERS**

- A. Officers: The officers of the Association shall be the President, President Elect, Vice President for Administrative Affairs, Vice President for External Affairs, Vice President for Membership Services, Vice President for Finance, and Vice President for Communications.
- B. The President shall be the chief executive officer of the Association. The President must be employed by a college or university during their time of service. The President shall:
  - 1. preside at all the meetings of the Association;
  - 2. serve as Chairperson of the Board of Directors;
  - 3. appoint all chairpersons and members of the committees;
  - 4. serve as an ex-officio member of all committees except the Elections Committee; and
  - 5. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- C. The Vice President for Administrative Affairs shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  - 2. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- D. The Vice President for External Affairs shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  - 2. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- E. The Vice President for Member Services shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and perform other duties as detailed in the NSEA Policy & Procedure Manual.
- F. The Vice President for Finance shall be the finance officer of the Association with duties as detailed in the NSEA Policy & Procedure Manual.
- G. The President Elect shall be an assistant to the President and shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and perform other duties as assigned by the President.
- H. The Vice President for Communications shall be the scribe of the Association and the custodian of its records with duties as detailed in the NSEA Policy & Procedure Manual.

## **ARTICLE VI - COMMITTEES**

- A. The standing committees of the Association shall be the:
  - 1. Membership Development Committee
  - 2. Bylaws Committee
  - 3. Elections Committee
  - 4. Public Relations Committee
  - 5. Federal Relations Committee
  - 6. Diversity Program Committee

7. Publications Committee
  8. Advancement Committee
  9. Research Committee
  10. Finance Committee
  11. National Conference Committee
  12. Recognition Committee
  13. Volunteerism Committee
- B. Chairpersons of committees will be appointed by the President. The President shall have the power to establish Special committees and appoint chairpersons.
  - C. Duties of the Committees will be as directed by the President and as defined in the NSEA Policy and Procedure Manual.

## **ARTICLE VII- MEETINGS & QUORUM**

- A. A meeting of the entire membership shall be held at least once a year upon the call of the Board of Directors. The annual business meeting shall be held at the time of a meeting of the entire membership.
- B. A simple majority of the members of the Board of Directors present at any regular or specially called meeting shall constitute a quorum.
- C. The members present and voting at the annual business meeting shall constitute a quorum.

## **ARTICLE VIII- DUES, FEES AND FISCAL YEAR**

- A. Dues: Dues of the Association shall be recommended by the Board of Directors and determined by either a majority vote of members present and voting at the annual business meeting or by a majority vote of members returning ballots within thirty days of the date sent to the membership.
- B. Fees: Registration and other fees for meetings shall be set by the Board of Directors, upon recommendation of the appropriate committee.
- C. The fiscal year of the Association shall be from January 1 to December 31 of each year.

## **ARTICLE IX - MEMBERSHIP PRIVILEGES**

All members shall have voting privileges, a voice at all meetings of the Association and shall be able to run for office and chair committees.

## **ARTICLE X - NONPROFIT STATUS AND DISSOLUTION**

- A. The Association is not organized for profit, and no part of its receipts or any net earnings shall inure to the benefits of or be distributable to its members, officers, or other private persons, except that the Association shall be authorized and empowered to make payment and disbursement in furtherance of its exclusively charitable and educational purposes set forth in this Article.
- B. Upon dissolution, the Association shall, after paying or making provisions for payment of all liabilities of the Association, dispose of all its net assets, if any, exclusively to such charitable or other organization under Section 501(c) (3) and be described in Section 1970(c) (2) of the Internal Revenue Service Code of 1954 or any other corresponding successor or provisions as the Association shall determine.

## **ARTICLE XI - PARLIAMENTARY AUTHORITY**



The rules contained in the most recent edition of Robert's Rules of Order shall govern the Association in all cases to which they are applicable in which they are not inconsistent with these Bylaws and any special rules the Association may adopt.

## **ARTICLE XII - AMENDMENTS**

These Bylaws may be amended or revised, upon the recommendations of the Board of Directors, by either a two-thirds majority vote of those active members present and voting at the annual business meeting, or a two-thirds majority vote of those active members returning ballots within thirty days of the date sent to the membership.

**Amended 10/12/90; 8/17/93; 8/13/94; 12/1/96; 8/27/2000, 10/16/2001, reviewed 2/17/2002, amended 9/14/04, amended 10/26/06, amended 12/18/2006.<sup>1</sup>**

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<sup>1</sup> Amended 12/18/2006

## Appendix I

### NSEA Principles of Professional Practice

Cynthia Meekins, Associate Director for Student employment at Rutgers, The State University of New Jersey

Adopted February, 2011

#### Prologue

Student Employment Offices in institutions of higher education share the primary goal of administering student employment programs, as well as funding and hiring students. Student employment professionals assist students with the selection and attainment of part-time employment so that they may earn funds while attending college. This process requires of student employment professionals a specific commitment to principles for professional practice.

The National Student Employment Association (NSEA), a comprehensive national professional association that works to facilitate the employment of college students, is also concerned with this process. This concern has led NSEA to adopt the *NSEA Principles of Professional Practice* in 2010, which is dedicated to the establishment, development and preservation of high professional standards and ethics for student employment professionals. This document presents the core principles of NSEA members and student employment professionals. These principles provide a foundation for a code of ethics, and set an industry standard for the professional practice of student employment.

The purpose of drafting these core principles is to simultaneously support the efforts of student employment professionals and maintain ethical standards. The principles presented herein, though not all-inclusive, have been established to provide a framework within which processes should function, and as such are intended to serve as a foundation on which professionalism may be promoted.

NSEA is committed to providing leadership in ethics, and dedicated to facilitating an ongoing dialogue on ethics-related issues. The *NSEA Principles for Professional Practice* shall provide a cursory overview of the application of principles, and function as an informational guide for professional ethics relating to the field of student employment in institutions of higher education. NSEA strongly encourages student employment professionals to review, support and practice the information herein.

#### Principles for Student Employment Professionals

The fundamental principles that NSEA supports as pillars of professional practice for student employment professionals are **Professional Knowledge** and **Professional Behaviors**. **Professional Knowledge** shall consist of the content areas of professional development; current issues; and regulatory information. **Professional Behaviors** shall consist of the content areas of advocacy; honesty; and fairness. These principles are the fundamental beliefs that guide the behaviors and administrative processes of student

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employment professionals. We believe these professional principles are vital to the integrity of the profession of student employment.

### **Professional Knowledge**

**Professional Knowledge** as espoused herein is dynamic; moreover, it is vigorous knowledge-in-action. For the purposes of the *NSEA Principles for Professional Practice*, **Professional Knowledge** may be broadly defined as the historical, economic, sociological and philosophical understanding of student employment programs in institutions of higher education. It also includes knowledge about diversity, learning, technology, professional ethics, and legal and policy issues.

**Professional Knowledge** in the *NSEA Principles for Professional Practice* shall focus on field mastery and professional development, awareness of and familiarity with current issues, and institutional, regional and national regulatory information.

- **Field Mastery and Professional Development** requires that those engaged in administering, evaluating and interpreting student employment programs in institutions of higher education shall be trained and qualified to do so. **Field Mastery and Professional Development** requires that student employment professionals:
  - acknowledge that there is an obligation to actively enhance the profession;
  - have a deep understanding of the history, structure and real-world applications of student employment;
  - have mastery over a range of professional practices and responsibilities;
  - recognize the need for personally engaged professional development and continuing education opportunities;
  - actively pursue professional development, and constantly work to improve, adapt and expand professional practices;
  - work persistently to strengthen the trust, respect and credibility of the public.
- **Awareness of and Familiarity with Current Issues** requires that student employment professionals are familiar with theories and strategies related to the profession, and stay abreast of current issues in higher education and student employment. **Awareness and Familiarity with Current Issues** requires that student employment professionals:
  - critically examine practices on a regular basis to deepen knowledge, expand skills and incorporate new findings into practice.
- **Regional and National Regulatory Information** requires that student employment professionals evaluate program progress and development, as well as the allocation of resources, in order to meet state and federal objectives. **Regional and National Regulatory Information** requires that student employment professionals:
  - are aware of the issues affecting students and advocate their interests at the institutional, state and federal levels;
  - work with other professionals on policy, program development and staff development;
  - act as leaders, and actively know how to seek and build partnerships with community groups and businesses.

### **Professional Behaviors**

**Professional Behaviors**, simply stated, are ethical behaviors. For the purposes of the *NSEA Principles for Professional Practice*, **Professional Behaviors** may be broadly defined as the process in which an

individual engages while making ethical decisions regarding dilemmas that occur as part of the field of student employment. The principles herein have been crafted with the intent of espousing acceptable implied professional conduct that takes place in determining the correct course of action when incongruent philosophical underpinnings are apparent in the field of student employment.

**Professional Behaviors** in the *NSEA Principles for Professional Practice* shall focus on student employment advocacy, professional honesty and fairness.

- **Advocacy** requires that student employment professionals serve the public interest by acting as responsible advocates for those we represent. **Advocacy** requires that student employment professionals:
  - provide a voice in the marketplace of ideas, facts and viewpoints to aid informed and open debate;
  - maintain awareness of the issues affecting students, and advocate student interests at the institutional, state and federal levels.
  
- **Honesty** requires that student employment professionals adhere to the highest standards of accuracy and truth in advancing the interests of those we represent. **Honesty** requires that student employment professionals:
  - maintain transparency in all communications;
  - remain accurate, honest and unbiased in all communications, and act promptly to correct erroneous communications;
  - reject any action for actual or potential personal gain;
  - refrain from taking any action believed to be contrary to law, regulation or the best interest of the institution or students;
  - disclose any involvement with or interest in any entity involved with any aspect of student employment;
  - avoid deceptive practices, and report ethical violations to the appropriate authorities.
  
- **Fairness** requires that student employment professionals promote the free expression of ideas and opinions, and foster respect for diversity within the profession. **Fairness** requires that student employment professionals:
  - commit to the highest level of ethical behavior and refrain from conflict of interest or the perception thereof;
  - remain objective in making decisions, and advising the institution regarding relationships with any entity involved in any aspect of student employment;
  - deal equitably with students, employers, colleagues, competitors, peers, vendors, media and the general public;
  - foster respect for diverse viewpoints within the profession;
  - provide equal opportunity access to student funding without regard to race, gender, ethnicity, sexual orientation, religion, veteran status or disability, age or economic status;
  - adhere to equal employment opportunity policy and U.S. labor law policies;
  - provide services that do not discriminate on the basis of race, gender, ethnicity, sexual orientation, religion, veteran status or disability, age or economic status;
  - maintain equal employment opportunity compliance and follow affirmative action principles in student employment activities in a manner that includes the following:
    - recruiting, interviewing and hiring student employees without regard to race, color, national origin, religion, age, gender, sexual orientation, veteran status or disability, and providing reasonable accommodations upon request;

- notifying any employing organization of any selection procedures that appear to have an adverse impact based upon race, color, national origin, religion, age, gender, sexual orientation, veteran status or disability;
- developing awareness of, and sensitivity to, cultural differences and the diversity of student employees, and providing responsive services;
- investigating and responding to complaints of equal employment opportunity noncompliance, and seeking timely resolution of such complaints.

## **Epilogue**

NSEA fully supports that all tenets of the *NSEA Principles of Professional Practice* should apply throughout the administration of the programs for which student employment professions are responsible. NSEA additionally encourages all student employment professionals to engage institutional colleagues so that there is a common understanding regarding the conduct of their respective obligations.

NSEA does not prioritize knowledge above behaviors; rather, professional knowledge and professional behaviors are simultaneous obligations for all student employment professionals. As an organization, NSEA incontrovertibly supports the principles and practices within the *NSEA Principles of Professional Practice*. When a practice or policy arises that appears in conflict with these principles, it is the obligation of the student employment professional to bring this to the attention of those responsible within the respective institution, and to seek resolution consistent with the principles herein.

## Appendix J

Current NSEA Bylaws can be found on the NSEA website

### ***BYLAWS OF THE NATIONAL STUDENT EMPLOYMENT ASSOCIATION***

2011

#### **ARTICLE I - NAME**

The name of this association shall be the National Student Employment Association.

#### **ARTICLE II - PURPOSE**

The purpose for which this Association is organized shall be:

- A. To bring together professionals who are involved with or have an interest in student employment in post-secondary institutions;
- B. To emphasize student employment as an educational factor in the development of effective and productive citizens and as an economic factor in providing financial support for students in higher education;
- C. To develop and encourage communication among student professionals and this Association;
- D. To present an annual conference which will serve as a forum to discuss current issues and problems and the future of student employment programs;
- E. To support and encourage the educational and professional development of student employment professionals;
- F. To raise awareness of the relationship between student employment and long-term employment by applying information about labor and work force trends and forecasts with the aim of improving student work experiences.

#### **ARTICLE III - MEMBERSHIP**

- A. There shall be four (4) classifications of members of the Association, namely Individual, Institutional, Corporate/Sustaining, and Honorary.
  1. Individual membership shall be available to anyone involved in or with an interest in the administration and support of student employment in post-secondary institutions;
    - a. who have paid annual dues for the current fiscal year; and
    - b. who have been approved by the Vice President for Finance, Membership Committee, or Board of Directors.
  2. Institutional membership shall be open to institutions of post-secondary education, as detailed in the NSEA Policy & Procedure Manual, having an interest in promoting the administration of student employment, which meet the following criteria:
    - a. institutions must maintain a regular faculty and curriculum and have a regularly enrolled body of students in attendance at the place where its educational activities are regularly scheduled.
    - b. institutions must normally have a full-time employee on-campus with primary responsibility for the administration of student employment.
    - c. each institutional member shall designate an individual or individuals as the institutional representative(s), as determined by the Board of Directors, who will be listed as voting members and receive all benefits of membership.

3. Corporate/Sustaining membership shall be held by corporate entities which meet the following criteria:
    - a. such corporate/sustaining members shall have a commitment to the support and promotion of student employment.
    - b. corporate/sustaining memberships will formally be approved by the Board of Directors or their designee(s).
    - c. each corporate/sustaining member shall designate an individual or individuals as corporate representative(s), as defined by the dues structure established by the Board of Directors, who will be listed as voting members and receive all benefits of membership.
  4. Honorary Membership shall be available to retirees or members who have changed career direction and who have performed outstanding service in the field of support and/or administration of student employment, and who are voted membership by the Board of Directors. They shall be voting members and receive all benefits including lifetime membership.
- B. Term of Membership - Membership shall be on an annual basis and renewed upon the anniversary date of membership by payment of the appropriate dues.
- C. Application for Membership - Application for membership shall be made to the Office Manager, or designee, who shall approve those that meet membership criteria. Applications of those that do not appear to meet the membership criteria shall be presented to the Board of Directors for approval or disapproval.

#### **ARTICLE IV - BOARD OF DIRECTORS**

- A. Board of Directors:  
The administrative responsibility of the Association shall be vested in the Board of Directors. This Board shall be comprised of eight (8) members. The Board of Directors shall be empowered to act on behalf of the Association. All those holding office must be a current member of the Association.
- B. Election of Board of Directors:  
Election of the Board of Directors shall be held each year under the supervision of the Elections Committee. Five (5) directors shall be elected by the membership. Terms shall be staggered with a President Elect and two (2) directors being elected each year. The President Elect cannot be elected from the same region for more than two (2) consecutive terms. Regions and the membership shall be asked for nominations for those who will be placed on the ballot. In the absence of nominations, the NSEA Board will recruit candidates. Two (2) additional board members shall be appointed by the board for one year terms to ensure representation from each region. Elections to the Board of Directors shall be by anonymous ballot to all active members in accordance with the Policy & Procedures of the Association. The majority vote of active members who return their ballots within 30 days shall prevail.
- C. Term of Office for Board of Directors  
The term of office for all directors shall correspond to the fiscal year of the Association and shall consist of two years. Each director shall be limited to two consecutive elected terms of office.
- D. Election and Terms of Officers on Board of Directors  
The membership shall elect their officers from the nominees. Officers may be re-elected to serve a succeeding term.

- E. The Board of Directors shall elect their officers from the members of the board. The term of office shall be one year. Officers may be re-elected to serve succeeding terms.  
Vacancies: In the event of a vacancy of the Office of President, the President Elect shall fill the unexpired term. In the event of a vacancy of the President Elect, the Board of Directors shall elect a replacement from the remaining members of the board to fill the unexpired term.
- F. Removal of Directors:  
Directors can be removed or suspended from office for valid cause, that is misconduct or gross neglect of duty, by the same authority that elected or appointed them or by a majority vote of the Board of Directors.

## **ARTICLE V - OFFICERS**

- A. Officers: The officers of the Association shall be the President, President Elect, Vice President for Administrative Services, Vice President for Marketing and Membership, Vice President for Professional Development, and Vice President for Conference Services.
- B. The President shall be the chief executive officer of the Association. The President must be employed by a college or university during their time of service. The President shall:
  - 1. preside at all the meetings of the Association;
  - 2. serve as Chairperson of the Board of Directors;
  - 3. appoint all chairpersons and members of the committees;
  - 4. serve as an ex-officio member of all committees except the Elections Committee; and
  - 5. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- C. The Vice President for Administrative Services shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  - 2. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- D. The Vice President for Professional Development shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  - 2. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- E. The Vice President for Marketing and Membership shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and perform other duties as detailed in the NSEA Policy & Procedure Manual.
- F. The Vice President for Conference Services shall:
  - 1. be the Conference Chair of the Association; and
  - 2. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- G. The President Elect shall be an assistant to the President and shall:
  - 1. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual; and
  - 2. perform other duties as assigned by the President.

## **ARTICLE VI – COMMITTEES**

- A. The standing committees of the Association shall be the:
  - 1. Membership Development Committee
  - 2. Policies & Procedures/Bylaws Committee
  - 3. Elections Committee



4. Public Relations Committee
  5. Federal Relations Committee
  6. Diversity Program Committee
  7. Publications/Newsletter Committee
  8. Advancement Committee
  9. Research/NSEA Journal Committee
  10. Finance Committee
  11. National Conference Committee
  12. Awards & Recognition Committee
  13. Volunteerism Committee
- B. Chairpersons of committees will be appointed by the President. The President shall have the power to establish Special committees and appoint chairpersons.
- C. Duties of the Committees will be as directed by the President and as defined in the NSEA Policy and Procedure Manual.

### **ARTICLE VII- MEETINGS & QUORUM**

- A. A meeting of the entire membership shall be held at least once a year upon the call of the Board of Directors. The annual business meeting shall be held at the time of a meeting of the entire membership.
- B. A simple majority of the members of the Board of Directors present at any regular or specially called meeting shall constitute a quorum.
- C. The members present and voting at the annual business meeting shall constitute a quorum.

### **ARTICLE VIII- DUES, FEES AND FISCAL YEAR**

- A. Dues: Dues of the Association shall be recommended by the Board of Directors and determined by either a majority vote of members present and voting at the annual business meeting or by a majority vote of members returning ballots within thirty days of the date sent to the membership.
- B. Fees: Registration and other fees for meetings shall be set by the Board of Directors, upon recommendation of the appropriate committee.
- C. The fiscal year of the Association shall be from January 1 to December 31 of each year.

### **ARTICLE IX - MEMBERSHIP PRIVILEGES**

All members shall have voting privileges, a voice at all meetings of the Association and shall be able to run for office and chair committees.

### **ARTICLE X - NONPROFIT STATUS AND DISSOLUTION**

- A. The Association is not organized for profit, and no part of its receipts or any net earnings shall inure to the benefits of or be distributable to its members, officers, or other private persons, except that the Association shall be authorized and empowered to make payment and disbursement in furtherance of its exclusively charitable and educational purposes set forth in this Article.
- B. Upon dissolution, the Association shall, after paying or making provisions for payment of all liabilities of the Association, dispose of all its net assets, if any, exclusively to such charitable or other organization under Section 501(c) (3) and be described in Section 1970(c) (2) of the

Internal Revenue Service Code of 1954 or any other corresponding successor or provisions as the Association shall determine.

#### **ARTICLE XI - PARLIAMENTARY AUTHORITY**

The rules contained in the most recent edition of Robert's Rules of Order shall govern the Association in all cases to which they are applicable in which they are not inconsistent with these Bylaws and any special rules the Association may adopt.

#### **ARTICLE XII - AMENDMENTS**

These Bylaws may be amended or revised, upon the recommendations of the Board of Directors, by either a two-thirds majority vote of those active members present and voting on-line at the annual business meeting, or a two-thirds majority vote of those members who are active on the date the request for voting is sent and returning ballots within thirty days.

**Amended 10/12/90; 8/17/93; 8/13/94; 12/1/96; 8/27/2000, 10/16/2001, reviewed 2/17/2002, amended 9/14/04, amended 10/26/06, amended 12/18/2006; amended 12/14/2011; amended 06/23/2012; amended 01/28/2014; amended 1/13/2016; amended 12/31/2019**

## Appendix K

Current [NSEA Long-Range Strategic Plan](#) can be found on NSEA website



# NATIONAL STUDENT EMPLOYMENT ASSOCIATION

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# STRATEGIC PLAN

## VISION

The National Student Association is a professional recognized as the leading authority on student employment in higher education.

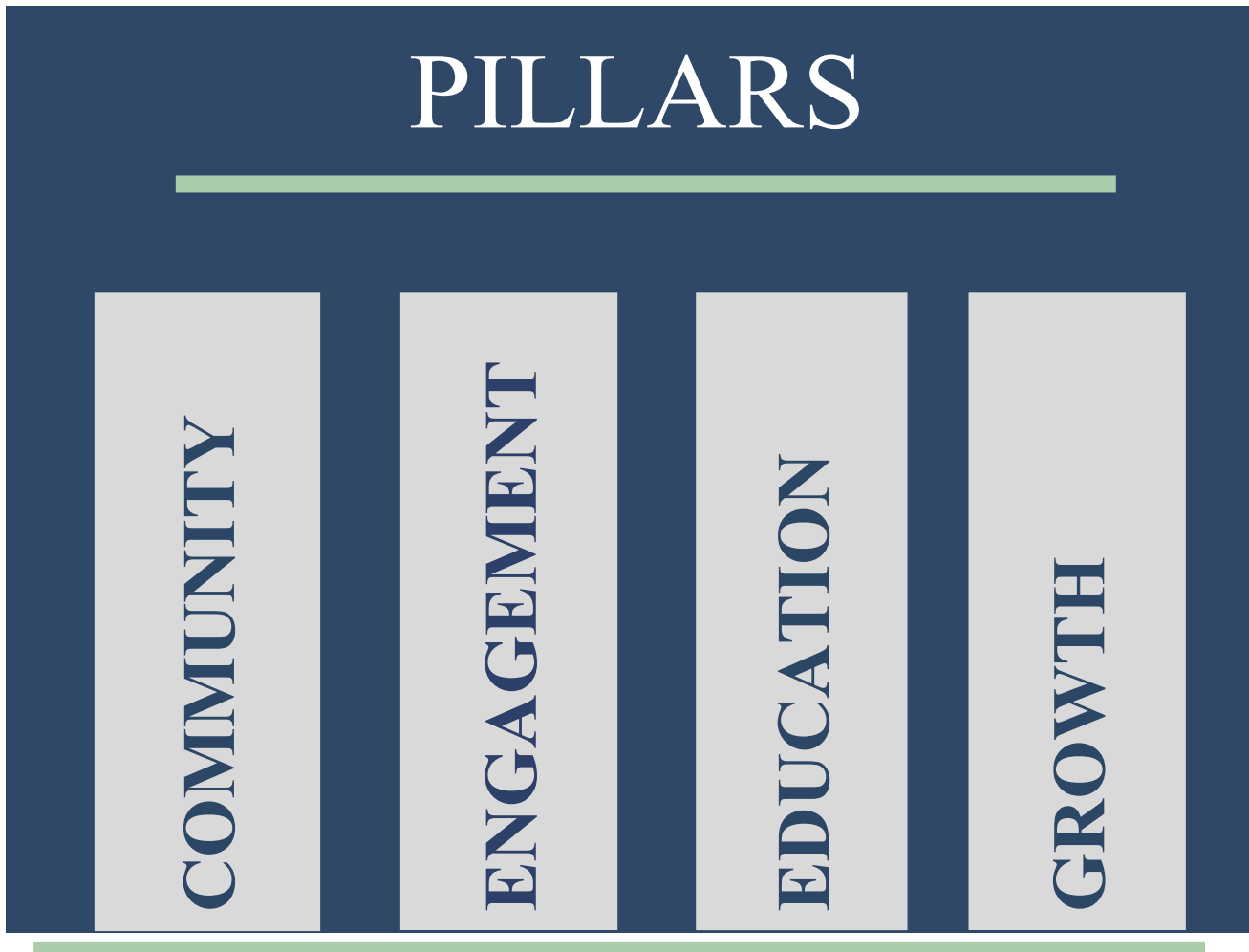
## MISSION

The National Student Employment Association supports and advocates the (NSEA) advancement of student employment association 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.



**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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## Appendix L

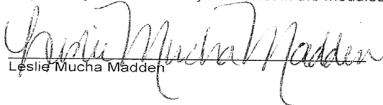
### SEE Training Contracts & Copyrights

Exhibit L – SEE Training Contracts & Copyrights

I, Leslie Madden nee Mucha, original author of the Student Employment Essentials program and holder of the copyrights associated with the program name, trainer's manual, and participant's manual, agree to let the National Student Employment Association (NSEA) use this program and make modifications to it, as necessary, in order for the material to maintain currency and as the organization sees fit. I have not asked for any kind of remuneration from NSEA for my contribution and will not ask for it in the future, provided that NSEA agrees with my terms below.

In return for my granting indefinite and unlimited usage of copyrighted material to the National Student Employment Association, NSEA agrees to list me as the "Original Author" on any published materials, electronic or otherwise. The name listed should be Leslie M Madden. NSEA certainly may list and recognize any person who updates/modifies the material in a manner the association deems appropriate.

NSEA further indemnifies me and holds me harmless against any and all liability, losses, claims and damages, including expenses and reasonable attorney fees, from any claim made by any party against the Student Employment Essentials program. The material was original, except where cited as otherwise, when I created it in 1998/1999, while I served on the NSEA board as National Training Chair, and when modules were added for a second day of training, but I am aware modifications occur annually to these programs and will not be held accountable in any way for any errors that may now exist in the modules.

  
Leslie Mucha Madden

6-1-09  
Date

\_\_\_\_\_  
NSEA National Training Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
NSEA President

\_\_\_\_\_  
Date

Certificate of Registration

Exhibit L - SEE Training Contracts & Copyrights



This Certificate issued under the seal of the Copyright Office in accordance with title 17, United States Code, attests that registration has been made for the work identified below. The information on this certificate has been made a part of the Copyright Office records.

Maria A. Pallante

Register of Copyrights, United States of America

Registration Number TX 7-431-044

Effective date of registration: August 3, 2011

Title

Title of Work: NSEA Student Employment Essentials: Foundations for Effective Student Employment Programs: Participants Manual
NSEA Student Employment Essentials: Foundations for Effective Student Employment Programs: Trainers Manual

Completion/Publication

Year of Completion: 2010
Date of 1st Publication: January 1, 2011
Nation of 1st Publication: United States

Author

Author: National Student Employment Association
Author Created: text
Work made for hire: Yes
Citizen of: United States
Domiciled in: United States

Copyright claimant

Copyright Claimant: National Student Employment Association
street Not Known, city Not Known
Copyright Claimant: Leslie N Mucha
1172 River Wood Drive, Nashville
Transfer Statement: By written agreement

Limitation of copyright claim

Material excluded from this claim: text
Previous registration and year: TX0004591553 1997
TX0004659684 1997
New material included in claim: text

Rights and Permissions

Name: June Hagler  
Email: nsea@nsea.info

Telephone: 972-690-8772

**Certification**

---

Name: June Hagler  
Date: August 3, 2011

---

Correspondence: Yes

---

Registration #: TX0007431044  
Service Request #: 1-643639411



## **Appendix M**

**Current NSEA Bylaws can be found on NSEA website**

# ***BYLAWS OF THE NATIONAL STUDENT EMPLOYMENT ASSOCIATION***

2016  
**ARTICLE I - NAME**

The name of this association shall be the National Student Employment Association.

## **ARTICLE II - PURPOSE**

The purpose for which this Association is organized shall be:

- G. To bring together professionals who are involved with or have an interest in student employment in post-secondary institutions;
- H. To emphasize student employment as an educational factor in the development of effective and productive citizens and as an economic factor in providing financial support for students in higher education;
- I. To develop and encourage communication among student professionals and this Association;
- J. To present an annual conference which will serve as a forum to discuss current issues and problems and the future of student employment programs;
- K. To support and encourage the educational and professional development of student employment professionals;
- L. To raise awareness of the relationship between student employment and long-term employment by applying information about labor and work force trends and forecasts with the aim of improving student work experiences.

## **ARTICLE III - MEMBERSHIP**

- D. There shall be four (4) classifications of members of the Association, namely Individual, Institutional, Corporate/Sustaining, and Honorary.
  - 1. Individual membership shall be available to anyone involved in or with an interest in the administration and support of student employment in post-secondary institutions;
    - c. who have paid annual dues for the current fiscal year; and
    - d. who have been approved by the Membership Development Committee or Board of Directors.
  - 2. Institutional membership shall be open to institutions of post-secondary education, as detailed in the NSEA Policy & Procedure Manual, having an interest in promoting the administration of student employment, which meet the following criteria:
    - d. institutions must maintain a regular faculty and curriculum and have a regularly enrolled body of students in attendance at the place where its educational activities are regularly scheduled.
    - e. institutions must normally have a full-time employee on-campus with primary responsibility for the administration of student employment.
    - f. each institutional member shall designate an individual or individuals as the institutional representative(s), as determined by the Board of Directors, who will be



listed as voting members and receive all benefits of membership.

3. Corporate/Sustaining membership shall be held by corporate entities which meet the following criteria:
    - d. such corporate/sustaining members shall have a commitment to the support and promotion of student employment.
    - e. corporate/sustaining memberships will formally be approved by the Board of Directors or their designee(s).
    - f. each corporate/sustaining member shall designate an individual or individuals as corporate representative(s), as defined by the dues structure established by the Board of Directors, who will be listed as voting members and receive all benefits of membership.
  4. Honorary Membership shall be available to retirees or members who have changed career direction and who have performed outstanding service in the field of support and/or administration of student employment, and who are voted membership by the Board of Directors. They shall be voting members and receive all benefits including lifetime membership.
- E. Term of Membership - Membership shall be on an annual basis and renewed upon the anniversary date of membership by payment of the appropriate dues.
- F. Application for Membership - Application for membership shall be made to the Office Manager, or designee, who shall approve those that meet membership criteria. Applications of those that do not appear to meet the membership criteria shall be presented to the Board of Directors for approval or disapproval.

#### **ARTICLE IV - BOARD OF DIRECTORS**

- G. Board of Directors:  
The administrative responsibility of the Association shall be vested in the Board of Directors. This Board shall be comprised of eight (8) members. The Board of Directors shall be empowered to act on behalf of the Association. All those holding office must be a current member of the Association.
- H. Election of Board of Directors:  
Election of the Board of Directors shall be held each year under the supervision of the Elections Committee. Five (5) directors shall be elected by the membership. Terms shall be staggered with a President Elect and two (2) directors being elected each year. Regions and the membership shall be asked for nominations for those who will be placed on the ballot. In the absence of nominations, the NSEA Board will recruit candidates. Two (2) additional board members shall be appointed by the board for one year terms to ensure representation from each region. Elections to the Board of Directors shall be by anonymous ballot to all active members in accordance with the Policy & Procedures of the Association. The majority vote of active members who return their ballots within 30 days shall prevail.
- I. Term of Office for Board of Directors  
The term of office for all directors shall correspond to the fiscal year of the Association and shall consist of two years. Each director shall be limited to two consecutive elected terms of office.
- J. Election and Terms of Officers on Board of Directors

The membership shall elect their officers from the nominees. Officers may be re-elected to serve a succeeding term.

K. Removal of Directors:

Directors can be removed or suspended from office for valid cause, that is misconduct or gross neglect of duty, by the same authority that elected or appointed them or by a majority vote of the Board of Directors.

## ARTICLE V - OFFICERS

- H. Officers: The officers of the Association shall be the President, President Elect, Vice President for Administrative Services, Vice President for Marketing and Membership, Vice President for Professional Development, and Vice President for Conference Services.
- I. The President shall be the chief executive officer of the Association. The President must be employed by a college or university during their time of service. The President shall:
6. preside at all the meetings of the Association;
  7. serve as Chairperson of the Board of Directors;
  8. appoint all chairpersons and members of the committees;
  9. serve as an ex-officio member of all committees except the Elections Committee; and
  10. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- J. The Vice President for Administrative Services shall:
3. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  4. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- K. The Vice President for Professional Development shall:
3. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and
  4. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- L. The Vice President for Marketing and Membership shall:
2. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual, and perform other duties as detailed in the NSEA Policy & Procedure Manual, and
  3. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- M. The Vice President for Conference Services shall:
3. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy & Procedure Manual, and
  4. be the Conference Chairperson of the Association; and
  5. perform other duties as detailed in the NSEA Policy & Procedure Manual.
- N. The President Elect shall be an assistant to the President and shall:
3. have the duty of overseeing the activities of Standing & Special Committees as outlined in the organizational chart in the NSEA Policy and Procedure Manual; and
  4. perform other duties as assigned by the President.

## ARTICLE VI - COMMITTEES

- D. The standing committees of the Association shall be the:
14. Membership Development Committee
  15. Policies & Procedures/Bylaws Committee
  16. Elections Committee

- 17. Public Relations Committee
- 18. Federal Relations Committee
- 19. Diversity Program Committee
- 20. Publications/Newsletter Committee
- 21. Advancement Committee
- 22. Research/NSEA Journal Committee
- 23. Finance Committee
- 24. National Conference Committee
- 25. Awards & Recognition Committee
- 26. Volunteerism Committee
- E. Chairpersons of committees will be appointed by the President. The President shall have the power to establish Special committees and appoint chairpersons.
- F. Duties of the Committees will be as directed by the President and as defined in the NSEA Policy and Procedure Manual.

### **ARTICLE VII- MEETINGS & QUORUM**

- A. A meeting of the entire membership shall be held at least once a year upon the call of the Board of Directors. The annual business meeting shall be held at the time of a meeting of the entire membership.
- B. A simple majority of the members of the Board of Directors present at any regular or specially called meeting shall constitute a quorum.
- C. The members present and voting at the annual business meeting shall constitute a quorum.

### **ARTICLE VIII- DUES, FEES AND FISCAL YEAR**

- A. Dues: Dues of the Association shall be recommended by the Board of Directors and determined by either a majority vote of members present and voting at the annual business meeting or by a majority vote of members returning ballots within thirty days of the date sent to the membership.
- B. Fees: Registration and other fees for meetings shall be set by the Board of Directors, upon recommendation of the appropriate committee.
- C. The fiscal year of the Association shall be from January 1 to December 31 of each year.

### **ARTICLE IX - MEMBERSHIP PRIVILEGES**

All members shall have voting privileges, a voice at all meetings of the Association and shall be able to run for office and chair committees.

### **ARTICLE X - NONPROFIT STATUS AND DISSOLUTION**

- C. The Association is not organized for profit, and no part of its receipts or any net earnings shall inure to the benefits of or be distributable to its members, officers, or other private persons, except that the Association shall be authorized and empowered to make payment and disbursement in furtherance of its exclusively charitable and educational purposes set forth in this Article.
- D. Upon dissolution, the Association shall, after paying or making provisions for payment of all liabilities of the Association, dispose of all its net assets, if any, exclusively to such charitable or other organization under Section 501(c) (3) and be described in Section 1970(c) (2) of the Internal Revenue Service Code of 1954 or any other corresponding successor or provisions as the Association shall determine.

## **ARTICLE XI - PARLIAMENTARY AUTHORITY**

The rules contained in the most recent edition of Robert's Rules of Order shall govern the Association in all cases to which they are applicable in which they are not inconsistent with these Bylaws and any special rules the Association may adopt.

## **ARTICLE XII - AMENDMENTS**

These Bylaws may be amended or revised, upon the recommendations of the Board of Directors, by either a two-thirds majority vote of those active members present and voting on-line at the annual business meeting, or a two-thirds majority vote of those members who are active on the date the request for voting is sent and returning ballots within thirty days.

## **Appendix N**

### **NSEA BYLAWS 2019**

**[Current NSEA Bylaws](#) can be found on NSEA website**

## APPENDIX O

### NSEA IN THE NEWS

The pandemic of 2020 thrust NSEA into the news as colleges across the nation closed and students were left wondering about their jobs, federal work study funds and how they were to live without their paychecks. Colleges and universities bound by federal and state regulations scrambled to understand the ever-shifting guidance. NSEA became one source of information. Below are the articles in which the NSEA President Bridget Schwartz or her representative was quoted.

### THE CHRONICLE of Higher Education

#### STUDENTS

# When Covid-19 Closed Colleges, Many Students Lost Jobs They Needed, Now Campuses Scramble to Support Them,

By Sarah Brown MARCH 25, 2020



Courtesy of Ohio

U. Some 6,200 students at Ohio U. hold jobs on the campus, including food service. The university is now

That was good news for Noah Wright, a junior at Ohio who works in the admissions office calling prospective students. But Wright, who uses income from his admissions job to pay for everyday expenses, said his hours had been cut nearly in half. One of Wright's roommates,

trying to find new assignments for student employees whose jobs don't translate off campus.

Ohio University leaders announced last week that, despite sending students home in response to the coronavirus pandemic, they would continue to employ and pay any student workers who wanted to keep their jobs. If they couldn't work remotely — staffing a residence hall's front desk, for instance — university officials said they'd find those students new roles. "We're committed to providing opportunities for them to do meaningful work," said M. Duane Nellis, Ohio's president, in an interview.

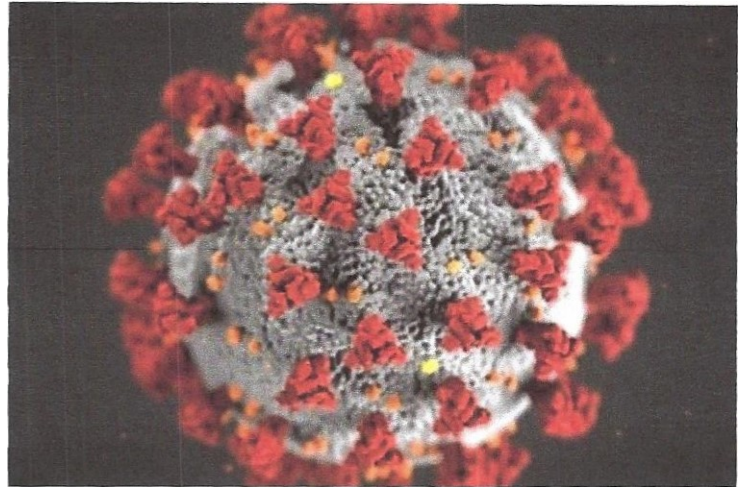
meanwhile, is a manager at a campus dining hall, and while the university says he'll have remote work to do, he doesn't know how.

Wright's situation shows that even the best possible solution at a time like this might not be a perfect one. As classes and operations move mostly online at colleges across the country, many undergraduate employees are out of work and afraid they will lose crucial income for the rest of the semester.

## Coronavirus Hits Campus

As colleges and universities have struggled to devise policies to respond to the quickly evolving situation, here are links to The Chronicle's key coverage of how this worldwide health crisis is affecting campuses.

- [Here's a List of Colleges' Plans for Reopening in the Fall](#)
- [3 Ideas to Reduce Educational Disparities Post-Pandemic](#)
- [Are Colleges Ready for a Different Kind of Teaching This Fall?](#)  
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Administrators, meanwhile, are trying to figure out how to keep students on their payroll if there is no meaningful work for them to do. Colleges have not landed on a standard response. Some have pledged to keep paying out-of-work students; others have made no such promises. Still others, like Ohio, look to tap students for remote work whenever possible. Each approach faces challenges.

In Wright's case, he was already running low on money this month, and he was banking on increasing his hours after spring break. But now, he said, he can work a maximum of only six hours per week, down from his usual 10. Before he returned home, on Tuesday, he had to ask his roommates and his parents to help cover a couple of days of groceries.

Wright is one of about 6,200 Ohio students — undergraduate and graduate — who hold jobs on the campus of 29,000. Student workers fill a wide variety of roles, including teaching assistants, research assistants, resident advisers in dorms, housing and dining workers, front-desk staff members, lab technicians, library workers, writing-center tutors, call-center workers, and IT support staffers.

At Ohio and elsewhere, some are part of the federal work-study financial-aid program, which offers subsidies to about 700,000 students nationwide. Others are part-time employees paid by the institution. Forty-three percent of full-time undergraduates are employed in some capacity, according to the Education Department.

For many students, their job is the only way they can afford to stay in college.

## **'I've Lost Both My Jobs'**

The wide variety of ways students are paid for work — federal work-study, federal grants, department funds, and contracts with off-campus entities — makes the issue complicated, Jeff Lieberson, a spokesman for the Association of Public and Land-Grant Universities, wrote in an email. "Schools absolutely want to support students during this crisis, but there are many external factors at play," he said.

As colleges scramble to respond to the Covid-19 pandemic, they have closed many of the facilities that employ students, such as libraries, dining halls, and recreation facilities, both because most students have gone home, and because it might help slow the spread of the virus. Another complicating factor is that many states and cities have issued "shelter in place" orders that discourage people from leaving their homes for nonessential reasons. And full-time students often aren't eligible for unemployment benefits.

Guidance from the federal Office of Student Aid indicates that, if colleges temporarily close due to Covid-19, they are allowed to keep paying "disaster-affected" work-study students. Still, colleges aren't required to continue employing students, even if they are part of the work-study program, though the institutions wouldn't be able to use federal work-study funds for anything else.

College leaders should be consistent and transparent in communicating with student employees, Bridget Schwartz, president of the National Student Employment Association, said in an emailed statement. "Student employees are integral to university and college daily operations," she said.

New York University is among the colleges that will pay all student workers through the end of the semester. Pennsylvania State University and the University of Northern Colorado will cover salaries through at least the end of April. At Saint Louis University, all work-study students will be paid whether or not they work, and non-work-study students who can't do their jobs remotely will each receive a one-time \$750 grant.

The University of North Carolina system and the University of Michigan system are offering temporary paid time off for hourly employees, including students. The University of Memphis and Slippery Rock University of Pennsylvania, like Ohio, are trying to find remote opportunities for students who want to keep working.

But on other campuses, the outlook for student workers is less certain.

Western Washington University's student workers "may elect not to work during suspended operations" and would not be paid if they don't, according to the institution's website. "The university is in the process of reviewing implications to student employment," a spokesman wrote by email. The campus's residence halls typically house about 4,000 students, but now just a couple of hundred remain. That means far fewer students are using the dining halls, which employ 100 full-time and 400 part-time student employees.

At Wells College, in New York, work-study students "may still be eligible to work remotely, at the supervisor's discretion."

Mount Holyoke College, in Massachusetts, has approved "a limited number of student positions" and offer a "transitional allowance" of \$420 each for work-study students who lose their jobs.



Chloe Jensen, a senior at Mount Holyoke, applied for the stipend. She said her workstudy job, as a student assistant in the Office of Religious and Spiritual Life, had been discontinued. Jensen said she had mostly planned and advertised events. Because the college has moved classes online and sent students home, she said, there are no events for the foreseeable future. Jensen also worked as an assistant in the college archives, though not through workstudy. She said her boss there had tried — without success — to figure out a remote-work arrangement.

"When I heard that we were closing, I was like, I've lost both my jobs," she said. "I just kind of assumed that."

Jensen said she's OK for now because her mom has a stable job and can help her out while she's at home. But she won't be able to save money to land on her feet after graduation this spring, as she'd planned.

## 'One of the Lucky Ones'

At the University of Wisconsin at Madison, new guidance states that no students "will be terminated or disciplined if unable to perform duties. " All students who hold work-study and hourly jobs will be paid for the last two weeks of March, during the university's extended spring break. Work-study students will be paid for 10 hours per week, while others will receive two lump payments of \$130 each.

But many student employees in housing and dining learned last week they wouldn't be able to keep working because the institution had pared down operations in response to the pandemic. Izzy Boudnik, a junior who lost her job at the front desk of a residence hall, is among them. She and other students have petitioned for students to receive the money they would have made this semester.

Administrators haven't been heartless, Boudnik said. But she doesn't understand why the university can't pay student salaries that are already in the budget, from now through final exams: "We're not asking for anything extra. "

The university has sent several emails offering a list of financial resources, but many of them are loans that would have to be paid back, she said.

Chelsea Yigan-Kohoe, another junior at Madison, also has a work-study job that can't be done remotely. As a research-lab technician, she cleans equipment and prepares other materials. On Monday, she said, the university approved her application for an emergency grant from the financial-aid office. The \$2,750 she received will cover her rent, utilities, and groceries for three months. So for now, she has some peace of mind.

But she had planned to stay in Madison this summer and keep working at the lab. If the university hasn't transitioned back to normal operations by then, she doesn't know what she will do. Her boss at the lab has said she can babysit his children, if she ends up in a pinch. "I'm one of the lucky ones," she said.

Even for students who can work remotely, say as a teaching assistant, the Covid-19 crisis has had a major impact. Abigail Sepich, a junior and a TA at George Washington University, said her workload in an international-business course had doubled because the syllabus had shifted heavily toward assignments that she was responsible for grading — for 130 students. Yet her pay remains the same. She's also back home in rural Kansas, where the internet isn't always reliable. "Online is always more work," Sepich said.

#### 'A Financial Dimension'

Some of that wide variation in campus policies stems from the fact that, for some colleges, it might not be financially feasible to continue to pay student workers, especially those who are not part of the work-study program.

Nellis, the Ohio president, said his university was taking a roughly \$18-million hit to issue housing and dining refunds to students this spring. "Certainly there's a financial dimension of this," he said. Still, he felt it was important to preserve student jobs.

"We feel like we owe this to the students," Nellis said. "We made a commitment to them, just like they made a commitment to us, through this semester." Depending on how long remote learning continues, he said, he may re-evaluate Ohio's plans for student workers this summer and fall.

Ohio officials are trying to find new assignments for student employees whose jobs don't translate off campus. Supervisors are getting creative, Nellis said. Students can use their work hours to "learn new processes or procedures that might help them when they do come back to work," Nellis said.

Students can also conduct virtual campus tours, make calls for the advancement office, or help with the college's transition to online learning, by either providing technical support or researching other institutions' approaches.

Vanderbilt University and Texas A&M University at College Station, too, are recruiting student workers to ease the transition to remote learning.

Still, the rapidly evolving situation has left many student workers confused and stressed.

Yigan-Kohoe, the Madison junior who works as a lab technician, said her boss told her this month that she'd be able to keep working even as the university moved most operations online — reduced hours at first, but then more over the following weeks as Covid-19 subsided. That's no longer the case.

The university's newly released guidance indicates that she'll get at least two more paychecks, for the last two weeks of March. But her job remains in limbo. She described her status as: "You're not unemployed, but we can't have you in the lab."

Sarah Brown writes about a range of higher-education topics, including sexual assault, race on campus, and Greek life. Follow her on Twitter @Brown\_e\_Points, or email her at [sarah.brown@chronicle.com](mailto:sarah.brown@chronicle.com).

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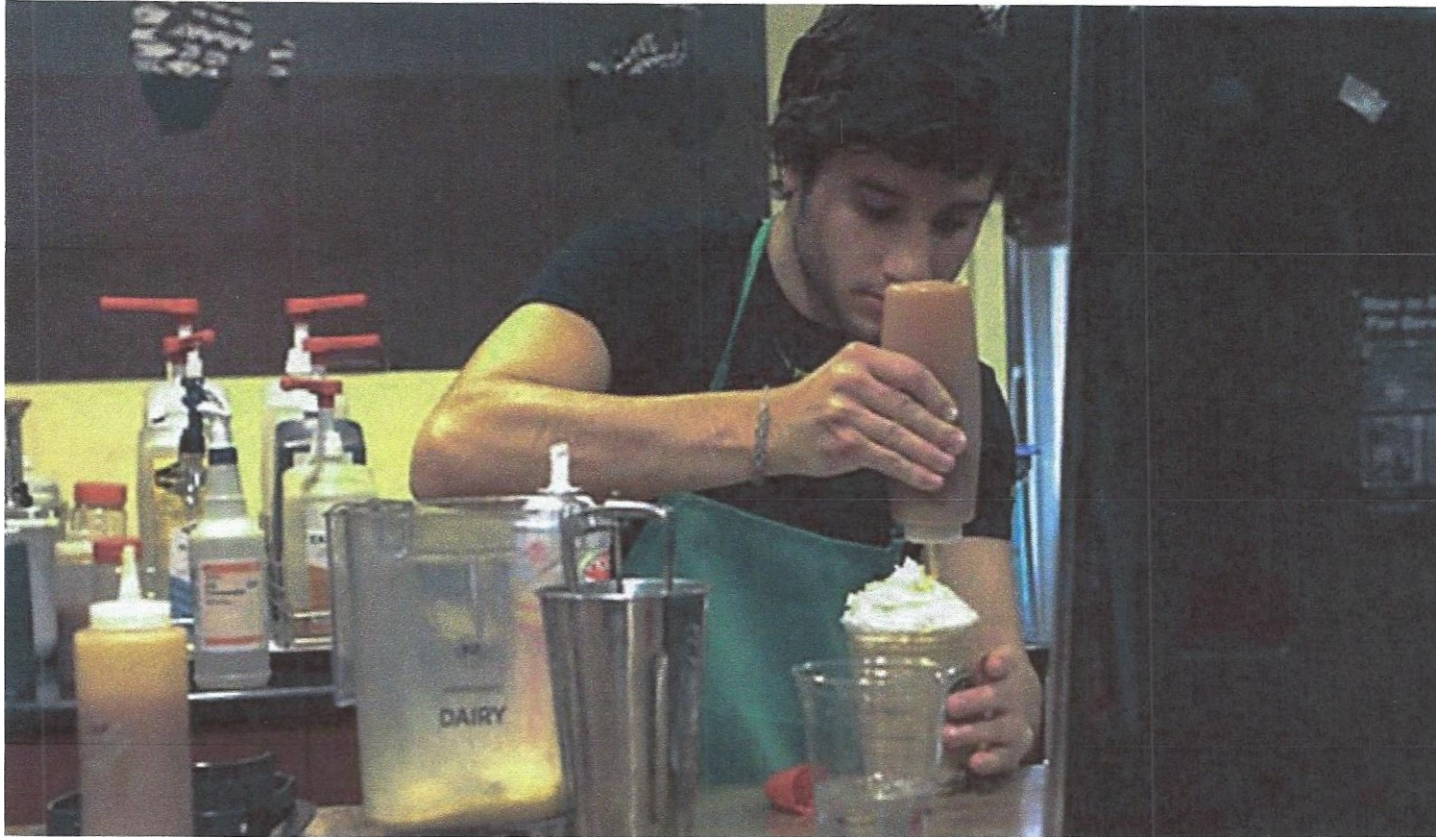
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Coronavirus Hits Campus

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1255 23<sup>rd</sup> Street, N.W.  
Washington, D.C. 20037

# With Federal Funds Depleted, BC Says it Won't Pay Students Unable to Work



Boston College's closure of residence halls and move to online classes cost some students more than just the traditional college experience—for junior Jessica Flores, it also meant losing the source of income she depends on.

The lack of income from work-study is a significant loss for Flores, MCAS '21, a full Pell Grant student who worked as an administrative assistant in the philosophy department. The Department of Education has issued guidance saying that even if Federal Work-Study (FWS) students are unable to work because of the novel coronavirus disruptions, colleges and universities may continue to pay them the same wages for any scheduled hours, although they are not required to. Schools may also allow these students to work by other means, including online.

But since the University's decision to move online for the time being, many Boston College students who were employed on campus, including those working through FWS, have found themselves without a paycheck.

Student employees not approved to continue working will not be paid for the rest of the semester because the University's allotment of FWS funds for the 2019-2020 academic year has been "fully utilized," according to a statement in the FAQ section of BC's Coronavirus Updates webpage. Undergraduate FWS students and non-FWS student employees who are approved by a supervisor to continue working on campus, off campus, or remotely will be paid through "BC funding."

The initial statement on the FAQ page said only students who remained on campus or lived nearby could continue working, but by March 28, it was updated to include the option for remote work. At the time of publication, the FAQ on the webpage for the Office of Student Services had not been updated to include the option for students to continue working remotely.

<p>Q. What is the status of grad assistants? Will they be paid for the remainder of the semester?</p> <p>A. Fully funded graduate students will maintain their stipends and benefits throughout this period. Hourly paid graduate students will be paid as long as they are fulfilling their regular responsibilities and work on campus. Undergraduate student employees who have been granted permission to remain on campus or live in close proximity to campus will be able to continue their jobs, provided there is a need as determined by their supervisor.</p>	<p>Q. Will graduate students who have hourly positions on campus be paid for the remainder of the Spring semester?</p> <p>A. The University will pay hourly employees and students • including graduate students for work that they actually perform. This work may be on site or remote to support an essential University operation to maintain services to students as they participate in classes. This also includes supporting the ongoing research and administrative support necessary to maintain essential University operations. The University has been working and will continue to work with units across academic affairs and elsewhere in the administration to support graduate students who provide services whether on campus or remotely on an hourly basis for the remainder of the academic year.</p>
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BC Coronavirus Updates Page on March 26

BC Coronavirus Updates Page on March 28

Federal funds only cover a percentage of the award and earnings a student receives through Federal Work-Study, and the remainder of the money is paid by the student's institution.

With BC's Federal Work-Study Program, 75 percent of the money is funded by the federal government and 25 percent by the University, Director of Student Financial Strategies and Enrollment Analytics Bernie Pekala said in an email to The Heights.

Pekala said that, each year, the University depends on funding from within the institution once it exhausts its federal funding, and this year's allocation had been fully spent by the end of February.

Universities are not allowed to allocate the Federal Work-Study funds anywhere outside the scope of the program, including paying FWS wages, paying administrative costs associated with FWS, and paying summer student employees.

Each university or college is allotted a specific amount of Federal-Work Study funds. An institution must make the determination as to how to distribute them to as many students as possible based on students' demonstrated financial need, while making the funds last throughout the school year, President of the National Student Employment Association Bridget Schwartz said in an email to The Heights.

If a college or university depletes its allotment of FWS funds, or if students reach their award limit, each institution is responsible for paying the rest of the student's earnings if they continue to log hours of work, she said.

President Donald Trump signed the Coronavirus Aid, Relief, and Economic Security (CARES) Act into law on March 27. The law includes a provision releasing universities from their obligation to match funds for campus-based aid programs including Federal Work-Study.

Pekala did not respond to follow-up questions about why BC depleted its funding in February and if it is typical for the University to do so.

Representatives from Federal Student Aid, an office of the U.S. Department of Education, could not answer questions about how universities are supposed to distribute their FWS funds. They said individual universities should be contacted for more information.

BC's Office of Financial Aid did not respond to several calls and email requests from The Heights for more information. The Office of Student Services had directed The Heights to Associate Vice President of University Communications Jack Dunn, who directed The Heights to Pekala. After his initial response to The Heights, Pekala was unable to be reached for more information.

A junior student in the Lynch School of Education and Human Development, who spoke to The Heights under the condition of anonymity, explained that the lack of assistance from the University for FWS students came as a shock to her. In addition to losing work-study income, she learned that if claimed as dependents, college students would not receive any government aid from the CARES Act. The act gives \$1,200 to qualifying adults over the age of 24 and allocates \$500 per child under the age of 17.

"I definitely was depending on either the government check and/or work-study, and now that neither are coming through, it's been a stressor," she said.

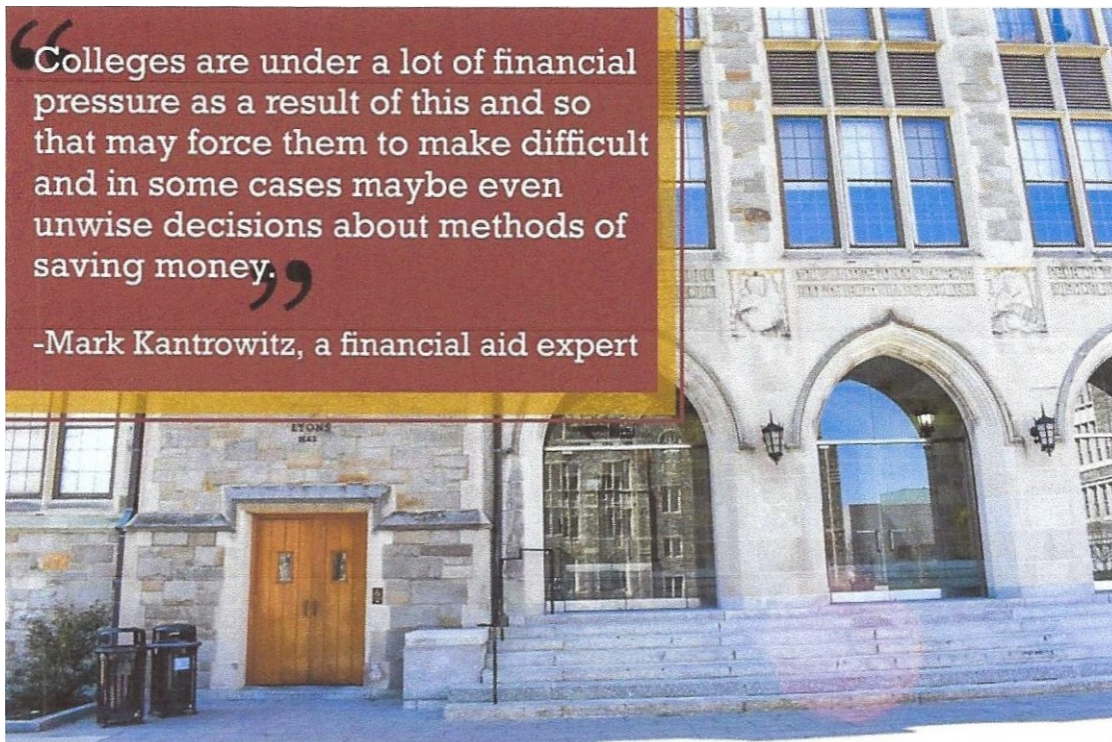
The disappointments continued when she expressed this concern to her financial aid adviser, who recommended that she dip into her BC student account balance. After BC announced that students were to move out of dorms, the University notified students in an email on March 12 that they would be issued prorated refunds for on-campus housing and that they would be refunded any unused money on their meal plans.

"It's kind of messed up because we're still losing money," she said. "She's recommending the money that [I'd use] for housing next semester that I shouldn't have to pull from, but I'm probably going to have to now."

Mark Kantrowitz, a financial aid expert, told The Heights that one reason a university might run out of its funds is if it underestimated the demand for work-study jobs.

"It's normal for colleges to award more work-study jobs than are available because they are counting on not every student actually taking them up on it," he said. "Sometimes, there is more demand than they estimated and so they run out of work-study money."

If universities do not use their entire allocation of FWS funds by the end of the year, they might receive a reduced allocation for the subsequent year, so it is common for colleges to try to use the full amount, Kantrowitz said.



MeeganMinahan HeightEsdito

Kantrowitz said that in a normal year, a university's reliance on its own funding to match the remaining 25 percent would not be an issue, but because of the novel coronavirus, institutions are having to bear unforeseen expenses, including issuing refunds to students for housing and meal plans, and some have to "save money where they can."

"Colleges are under a lot of financial pressure as a result of this and so that may force them to make difficult and in some cases maybe even unwise decisions about methods of saving money," he said.

It is unclear whether the University was drawing from its 25 percent matching requirement to pay workstudy students before it depleted its allotment of federal funds in February, or if it had not yet contributed the 25 percent before that point.

The Massachusetts state government closed non-essential businesses and schools on March 24, meaning work-study students stopped working on campus at this time, according to an email a senior student received from her financial aid adviser. But despite this state-wide restriction, other universities in Massachusetts have altered their policies for student employment to alleviate some of the financial struggles their students are facing.

A statement on Harvard University's website encouraged those who are not able to work remotely to apply for different positions that can be completed virtually for the duration of the semester. At both Harvard and the Massachusetts Institute of Technology, for students whose financial aid packages require that they work, the universities said they would replace half of the students' expected contribution from work with an additional university scholarship.

Northeastern University announced it would continue paying all student employees through the end of the term, regardless of their positions or types of funding, even if they are unable to

continue working remotely. The students will be paid for the hours they were originally scheduled to work.

Boston University decided it would continue to pay all FWS employees even if they cannot work remotely. BU is also paying non-FWS students who cannot work remotely for two additional weeks before temporarily ending their employment.

"I was hoping BC would handle it differently. [It's] very disconnected," said the senior student, who studies in the Morrissey College of Arts and Sciences and spoke to The Heights on the condition of anonymity.

An institution's ability to continue to pay its students may be influenced by the financial cushion afforded to it by an endowment, Kantrowitz said.

"Most colleges that have [significant] endowments are probably able to weather the storm," he said. "The purpose of an endowment is partly to provide, not just a supplemental source of income to cover college costs, but for a rainy day. You don't want to tap into your endowment to pay your ongoing expenses, but in a worst case scenario, you have that available."

Several schools with endowments similar to BC's are continuing to pay Federal Work-Study students for the hours they would have worked had their campuses remained open. Others are offering grants, onetime payments, or portions of the wages these students would have received while working their previously approved hours.

### Status of Federal Work-Study Students Who Cannot Work Remotely

School (FY19 endowment, in billions)	May Be Paid, Depending on Will Be Paid	Receiving a Decision One-Time Payment or Not	Will Receive CARES Act: Minimum Allocation to Be Awarded for Financial Aid Grants to Students, in Millions
University of Washington (\$2.9)			\$19.9
Williams College (\$28)		x	\$0.8
UCLA (\$27)	x		\$18.0
Purdue (26)			\$11.3
Carnegie Mellon (\$2.5)			\$2.9
			\$3.2
University of Richmond (\$25)			\$1.2
Indiana University** (\$25)	x		\$33.3
Amherst College (\$25)	x		\$0.8
University of (S2.4) x	\$31.5	Pomona College (\$23) x	\$0.6

Allyson Mozeliak/Heights Editor

This list includes the five schools listed immediately above and below Boston College in the 2019 NACUBO-TIAA Study of Endowments. BC is the only university on this list to mention that its FWS funds have been depleted.

\*U. of Washington is discussing grant assistance for lost FWS wages, but has not made a definitive decision.



**\*\*A proposal to pay students their remaining FWS funds has been brought to Purdue's higher-level administrators. \*\*\*Includes entire university system.**

The CARES Act also includes the Higher Education Emergency Relief Fund, which provides approximately \$14 billion to be distributed to colleges and universities to assist with costs incurred as a result of the pandemic. Factors considered in determining the allocations to each school were the number of students who are Pell-eligible, the total student population, and the number of students who were not enrolled full-time online before the COVID-19 outbreak.

BC received a total of \$6.5 million and is required to set aside a minimum of \$3.2 million to be awarded in the form of emergency financial aid grants to students.

Some student employees said BC has not provided them with information outside of statements on the FAQ pages of the University website, leaving them with questions about how to proceed. The senior student, who worked for Heights Catering, said on April 6 that she still had not been contacted by her supervisor.

"I haven't heard anything at all from the University officially," the student said. "I know they have a lot to deal with so I am trying to be understanding ... but I just personally found it frustrating that they hid [the information] on the FAQ page now instead of sending out an email and letting people know, because if I hadn't emailed my financial aid adviser and Student Services, I just would not have known.'

The student received an email response on March 25 from the Office of Student Services, which said that work-study students would not be paid for hours they would not be able to perform. When the student inquired why the University made this decision, Student Services was unable to provide an explanation.

"We really don't know, or who made the decision, it was just handed down to us," Student Services said in an email to the student on March 26.

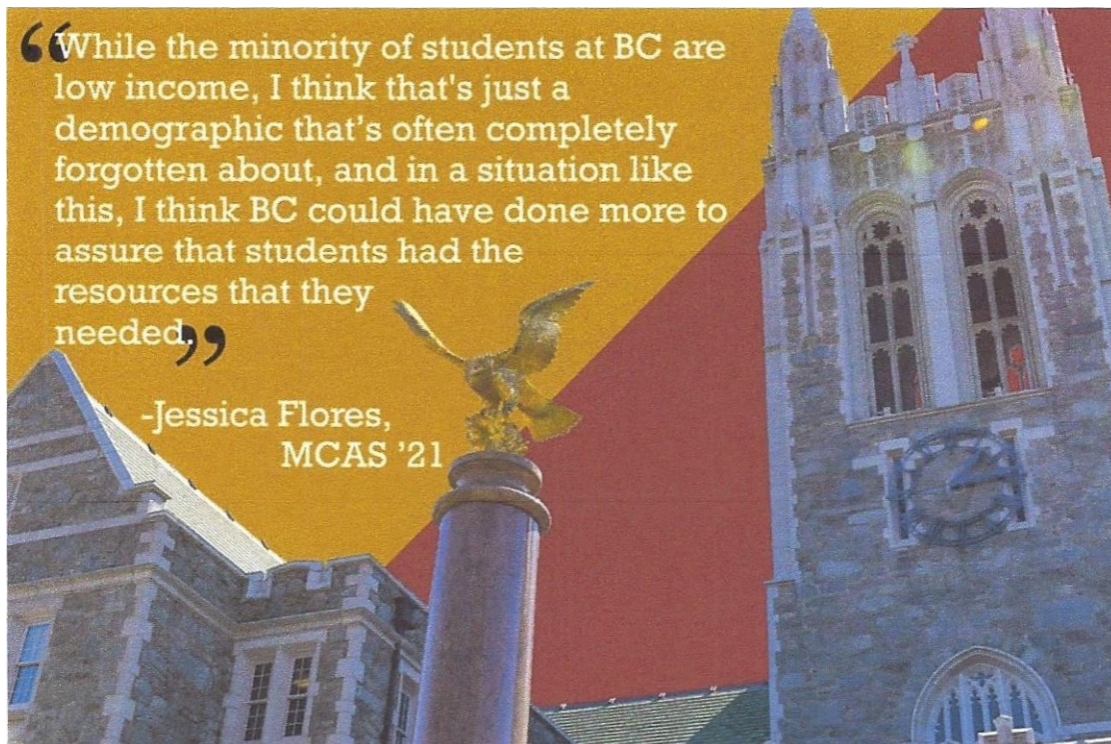
When the student emailed her financial aid adviser on March 26, her adviser told her that the University would be unable to pay its students who were no longer working.

"Federal Work Study funds cannot be paid out to students if they have not earned it via hours worked,' her adviser said in an email. "The Department of Education guidelines were permitting students to still work at their work study job if they were still working hours on campus, despite classes being moved online. Without having done work hours, there is no way to pay you for those funds. "

According to the DOE's guidelines, the adviser's statement that students could not be paid without having earned the wages via hours worked is incorrect.

The unexpected economic strain that universities, particularly those without significant endowments to fall back on, are facing places many of them in a difficult position, where they must choose between laying off faculty and staff or cutting off FWS students, Kantrowitz said. When a university chooses to stop paying its work-study students, it shifts the burden onto the students, he said.

"There's no entitlements to a work-study job, but it does put students in a difficult position because they may have been counting on that money to pay rent or pay their tuition bills," he said. "If a college asked me, I would caution against doing that because it hurts students, and might force some students to drop out, like low-income students."



Meegan Minahan / Heights Editor

One student who has found herself in a difficult position is Jessica Flores, whose parents do not contribute financially to her education or living expenses. She often sends them money from her workstudy paycheck to help them financially.

"I have no income," Flores said. "I got rid of my off-campus apartment because I wasn't going to be able to pay my bills or afford food."

The junior in the Lynch School voiced frustration with the University's handling of the situation. She said that before the FAQ's posting, she had to personally seek out information on her employment.

She emailed her financial aid adviser on March 16 to obtain some clarity and said the response she received left her optimistic that she would be provided some relief.

"My understanding is that the Department of Education has given colleges the authority to keep paying students from their work-study award, even though they are not actually working," her adviser told her in the email. "As you may imagine details are still being worked out, so I'm not sure when you will get paid, or how much. I am sure our office will communicate with all work-study students, either by email or by an announcement of some sort on the website, as soon as we have concrete information to share."

This information in this email, which was later followed by the University's update on the FAQ page, gave her false hope, she told The Heights.

"She made it sound like it was more like a 'when' and not like an 'if' we would be paid," the student said. "She also said they would communicate with me, and I've emailed them two or three times since and have had to press them on it."

"It was definitely disappointed, and more than anything, I felt misled," she said. "It seems completely unfair, especially without explanation. That's my biggest thing—at least notify us." Flores said that the University's response to the situation is a reflection of its routine approach toward her demographic.

"While the minority of students at BC are low income, I think that's just a demographic that's often completely forgotten about," she said. "And in a situation like this, I think BC could have done more to assure that students had the resources that they needed."

Abby Hunt contributed reporting.

Featured Image by Amelie Trieu / Heights Archives

## INSIDE HIGHER ED

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[Home](#) > Federal Work-Study students paid at the discretion of colleges

# Federal Work-Study students paid at the discretion of colleges

Submitted by Greta Anderson on May 6, 2020 - 3:00am

After the [Pratt Institute](#) [11 in New York City closed its campus in March due to the coronavirus pandemic, Emlyn Orr said she received an email from her supervisor at her Federal Work-Study job telling her not to report to her shifts as a photography dark room attendant.

The email didn't make clear whether Orr would continue receiving pay, but said students facing financial difficulty as a result of such work stoppages should contact the college's financial aid office. Orr, a junior, said she waited on payment her student account still shows an unpaid balance of \$3,811— that never came. She relied on the \$165 biweekly pay to buy meals and supplies for her classes, which are being held remotely. She's now wonders where that money has gone.

"It feels kind of wrong to ask for money from anyone, but at the same time, this money was supposed to be budgeted," Orr said. "Where is it?"

Federal Work-Study [21 is a financial aid program funded and administered by the U.S. Department of Education, which provides about \$1 billion in funding to help colleges provide students with paid jobs. It is designed to help needy students pay for costs associated with attending college. The program requires institutions to match up to 50 percent of the department's allotment in most cases, according to department officials.

The department has said [31 colleges can continue to use federal funds to pay students who had work-study jobs before the pandemic, even if campus closures are preventing them from performing those jobs, said Megan Coval, vice president of policy and federal relations for the National Association of Student Financial Aid Administrators, or NASFAA.

These are "optional provisions," and colleges and universities are following them in various ways, whether that's paying student employees for the time they would have worked or providing partial payments or telework options, Bridget Schwartz, president of the National Student Employment Association, said in an email.

The University of Wisconsin at Madison, for example, said it will continue to pay students, even if they are no longer working in the jobs, the remaining amount of their work-study allotment through May 23, according to a message on the university's website

Students with work-study jobs have unmet financial needs to cover expenses associated with attending college, and some are recipients of federal Pell

Grants, which is an indicator of low-income status, Coval said. Of the nearly 3,000 institutions in NASFAA's membership, many were "pleased" to learn the Education Department would allow them to continue paying these students with federal funds, she said.

"That was one of the first questions that we were getting from our members ...can we keep paying these students," Coval said.

But some institutions, such as Boston College have determined only student employees approved by their supervisors to continue working will be paid, according to a university coronavirus information page [61. A junior who had a work-study job as an administrative assistant at Boston College said she had to assume she would not be paid through the rest of the year when her paycheck didn't come and she didn't hear from the university or her supervisor about working remotely.

The student reached out to her financial aid adviser, who informed her that the college had depleted its federal funds allotted for work-study and decided not to use its own funds to pay students who weren't actually working. She said Boston College isn't prioritizing work-study students, many of whom are in

"dire situations," even though the Education Department has made it an option for colleges to do so.

"Every school is going to face such a loss," said the student, who asked to remain anonymous.

"But I know that if they prioritized it, they could maybe find a way to afford it."

John Mahoney, vice provost for enrollment management, said Boston College simply could not afford to keep paying students who aren't working remotely. He said the university usually uses its own funds to continue paying students once federal work-study funds are depleted around

February or March. But the university now has a budget shortfall after refunding \$25 million for room and board fees paid by students evacuated from campus as a result of the pandemic.

"This will be the first year since 1972 that we won't have a balanced budget here at BC," Mahoney said. "We simply did not have the funds in the budget to continue paying students that were not able to continue their jobs."

Jolene Travis, executive director of public relations for Pratt, said in an email that the institute had also depleted its work-study funds from the government and would pay students remaining on the institute's payroll with institutional funds. But for students who worked in labs on campus, such as Orr, their work could not be continued remotely and would not be paid, Travis said.

"Departments were encouraged to identify work that students could accomplish remotely in order for Pratt to keep as many students employed as possible," Travis said. "Unfortunately, some work couldn't be transitioned."

Travis noted that affected students were provided with emergency financial assistance based on individual circumstances. For example, Orr received a \$500 emergency grant, which she said she "appreciated" but doesn't make up for the balance of the pay she will not be getting.

Mahoney said Boston College has also focused its institutional funds on emergency support for students who request help and demonstrate high need, including Pell recipients, who make up 14 percent of the university's undergraduate population.

The Boston College junior no longer receiving her FWS pay said her financial situation is better than many others' on campus both of her parents are still working and help pay her tuition but she is concerned for the FWS students who live off of their salaries. She said the university didn't effectively communicate with students about what would happen to FWS jobs, which Mahoney called a "fair criticism."

"It's been difficult. The transparency would've been the best thing to have received during this time," the student said. "To act like a large number of their students aren't impacted by this, hundreds on campus, it's been misaligned with their values."

While emergency federal funds are being provided to colleges through the [CQa-Relief, and Economic Security, or CARES Act](#) [71], they may only be used for student expenses related to college closures, such as plane tickets to travel home or technology to access remote education, Coval said. She said paying students wages they would've earned for the remainder of the semester is not considered a coronavirus-related expense.

"Even if the school wanted to do that with student funds, they would not be able to," Coval said. "If they have a student who comes and says, 'I can't make my tuition payment because me or my parent lost their job,' that's maybe the result of the coronavirus, but not campus disruption." She also noted that the Higher Education Emergency Relief Fund created by the legislation is disruption-based, not necessarily need-based.

Still, the Education Department acknowledged in [guidance](#) [31] it published March 5 that the financial impact of losing a work-study job "can be devastating" to students, especially if their colleges are conducting online instruction and students must continue to make tuition payments. For this reason, institutions "may continue" to pay FWS student employees "under certain limited circumstances," including students whose place of employment has been shut down due to the coronavirus pandemic, the guidance said.

Institutions are only eligible for this provision if they continue to pay faculty and staff members and meet their "institutional wage share requirement," which is the portion of work-study employee salaries paid for by colleges. Institutions with budget shortfalls that have laid off nonstudent employees would be ineligible based on the department's guidance, Coval said. Institutions project annually how many students can be awarded FWS funds from the agency to make the allotment last, and colleges and universities themselves also have to provide a portion of the pay to student employees, Schwartz, of the National Student Employment Association, said. FWS funding is typically split between these two sources, but if a college depleted its FWS allotment before the coronavirus pandemic, as Boston College did, payment for FWS students would come entirely from institutional dollars for the remainder of their employment, Coval said.

Schwartz called it a "delicate balancing act" for institutions to employ as many students as possible through the program but not exceed the allotment.

"If schools exhaust their total allotment or students reach their award limit, the school would then have to pay all of the student's earnings if the student was to continue working," Schwartz said. "While students are usually not aware of these behind-the-scenes funding sources, there is a cost to the college or university to employ FWS students."

Source URL: <https://www.insidehighered.com/news/2020/05/06/federal-work-study-studentspaid-discretion-colleges>

#### Links

[1] <https://www.insidehighered.com/college/194578/pratt-institute-main>

[2] <https://www2.ed.gov/programs/frf/index.html> [3]

<https://ifap.ed.gov/electronicannouncements/030520Guidance4interruptionsrelated2CoronavirusCOVID19> [4] <https://covid19.wisc.edu/income-continuation-options-for-student-employees/>

[5] <https://www.insidehighered.com/college/164924/boston-college>

[6] <https://www.bc.edu/bc-web/sites/updates/coronavirus.html>

[7] <https://www2.ed.gov/about/offices/list/ope/heerfstudentfaqs.pdf>

**Amended 10/12/90; 8/17/93; 8/13/94; 12/1/96; 8/27/2000, 10/16/2001, reviewed 2/17/2002, amended 9/14/04, amended 10/26/06, amended 12/18/2006; amended 12/14/2011; amended 06/23/2012; amended 01/28/2014; amended 1/13/2016,; amended 12/23/2019; amended 12/7/2020**

