



NSEA General Business Meeting Report

November 4, 2021

Virtual Conference Meeting

Prepared by Bridget Schwartz, NSEA President

2021 Board: The 2021 Board members are:

- President: Bridget Schwartz
- President Elect: Justin Mumford
- Vice President of Administrative Services: Kelly Wentz
- Vice President of Conference Services: Desiree Noah
- Vice President of Marketing & Membership: Candace Washington (January-March 2021), Larissa Rios Cruz (Sept 2021 – present)
- Vice President of Professional Development: Larissa Rios Cruz (January-Sept 2021), Paula McLain (Sept 2021 – present)
- Vice President of Research & Advancement: Mike Burnes
- Director of Inclusive Excellence: Carnesiha Walker
- Director of Learning Services: Casey Emmett
- Board Relations Coordinator: Shirley Govindasamy

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

- Diversity, Equity, & Inclusion Committee: Sara Heinrich, Erin Elgersma, Diana Mendez, Elise Goss-Alexander
- Website Project Lead: Jenny Heller
- National Student Employee of the Year Committee: Project Lead, Mary Young, Members: Tonya Hammons, Nedra Goodrich, Tara Campbell, Kathleen Canfield, Anastasia Stabile
- National Trainers: Amber Weaver-Shifflett, Nedra Goodrich, Paula McLain, Desiree Noah, Kris Parker (National Training Coordinator)
- SEE Trainers: Dawn Frieson, Gloria Jenkins, Manching Tom, Stefanie Rich, Kelly Wentz
- Regional Training Coordinators: Angela Varner, J. Marshal, Mariah Schroeder, Manching Tom

SEE Training Stats:

Numbers represent the number of registrants. All SEE training for 2021 was virtual.

March 8 and 10, 2021	34 participants
June 7 and 9, 2021	21 participants
October 11 and 13, 2021	26 participants

Membership Stats:

Numbers reflect active members; they do not include lapsed or graced memberships.

Corporate Membership	1 organization (3 members)
Individual Membership	169
Institutional Memberships	74 colleges/universities (263 members)
Lifetime Honoree	17
Retired Membership	1

Focus on Inclusive Excellence, Community Building, and Resource Development:

- Inclusive Excellence:
 - Appointed Carnisha Walker as the Director of Inclusive Excellence to the Board of Directors to lead the organization's DEI efforts.
 - Redesigned the Diversity, Equity, and Inclusion (DEI) Committee to be a Council. Also, recognizing the error in a previous Bylaw vote that eliminated the committee as one of the few standing committees for the organization, the Board reintroduced the committee in the 2021 election cycle to add it back as a standing committee. The committee reinstatement was approved.
 - Understanding that growth and change must start within NSEA leadership, the Board of Directors spent a portion of each monthly board meeting reflecting and discussing a preassigned podcast on topics integral to DEI learning and growth.
 - Partnered with Dr. Matt Newlin to perform research and develop resources on how to best support First Generation student employees. A [project site was created](#) to house Dr. Newlin's work.
 - Ensured DEI topics were included in the virtual conference.
- Community Building: Continuing from 2020, the NSEA President Elect hosted monthly NSEA Together community meet-ups for members to gather to discuss challenges, best practices, ask questions, and network.
- Resource Development: Appointed Casey Emmett as the Director of Learning Services. Casey developed an [Online Resources site](#) that includes information on General Student Employment, Federal Work Study, and Special Topics in Student Employment.

Regional Collaboration:

In response to the NSEA and Regional Membership Survey, NSEA and the regional association boards are meeting to determine what a formal collaboration, shared membership, and revenue sharing option could entail for the associations and their members.

Partnership with the Federal Trade Commission:

NSEA has partnered with Ari Lazarus with the Federal Trade Commission to provide members with information regarding job scams that can be shared with students. Ari also hosted a webinar that was open to all members and other representatives from their schools.

NSEA Strategic Plan: The NSEA board continues to be guided by the strategic plan, pillars, and values approved in 2020. The Strategic Plan is available [online](#) along with current projects. Please see the last two pages of the report for a copy of the Strategic Plan and below for a current list of projects, project lead, and progress.

2021 Projects and Status Updates

GOAL/Project	RELATED PILLAR(S)	Description	BOARD MEMBER AREA (Include Carnesiha Walker, Director of Inclusive Excellence Project/Committee)	Update: November 2021
Build a foundation to support a strong and inclusive membership.	Community	Create an Inclusive Excellence section of the NSEA newsletter to share resources, gain feedback, and promote growth opportunities.	Carnesiha Walker, Director of Inclusive Excellence	In Progress
Build a foundation to support a strong and inclusive membership.	Community	Explore offering NSEA Listens sessions to promote learning and development in diversity, equity, and inclusion.	Carnesiha Walker, Director of Inclusive Excellence	In Progress
Build a foundation to support a strong and inclusive membership	Community	Build a strong and diverse Diversity, Equity, and Inclusion Council, and submit a Bylaws vote to the membership to NSEA standing committees.	Carnesiha Walker, Director of Inclusive Excellence, and Kelly Wentz, VP of Administrative Services	Bylaw vote submitted to the membership. Vote passed.
Build a foundation to support a strong and inclusive membership	Community	The NSEA Board of Directors will commit to ongoing learning, reflection, and understanding by devoting one-third of the monthly board meetings to discussing and finding ways to implement lessons learned from pre-assigned podcasts, webinars, or readings.	Justin Mumford, President Elect	Continuing to reflect on podcasts at monthly meetings.

Work with the Student Employee of the Year task force to improve the Student Employee of the Year Award Process and ensure that it reflects the NSEA community.	Engagement Projects	Examine the submission and selection process for the National Student Employee of the Year Award.	Kelly Wentz, VP of Administrative Services	In Progress
Enhance resources available to members to utilize in their positions.	Education Projects	Develop an online Resource Page that will provide resources and examples of best practices that members can easily access and use. Provide feedback for members to request additional resources to be added.	Casey Emmett, Director of Learning Resources	Completed
Examine how NSEA and Student Employment Professionals can better support first-generation students.	Education Projects	Coordinating with an outside consultant, examine how first-generation student employees can be better supported, the unique challenges they face, and how NSEA can support membership in working with these students.	Justin Mumford, President Elect, Carnesiha Walker, Director of Inclusive Excellence, and Mike Burnes, VP of Research and Development	Contracted with Dr. Matt Newlin to develop resources for Student Employment Professionals to support their First-Generation students.
Provide research into the academic and post-graduation success of student employees.	Education Projects	The academic success and post-graduation outcomes research will focus on the effects of socioeconomic, ethnicity, race, and gender for the student employees.	Mike Burnes, VP of Research and Development	In Progress
Work with the 2021 Conference hotel site to determine if the in-person conference is	Education Projects	The safety of our members is of most importance to NSEA. Working with the hotel it will be determined if the additional measures can be put in place to	Desiree Noah, VP of Conference Services	The conference was moved to virtual, but the hotel was inflexible, and NSEA did have to pay a cancellation fee. We will not be rescheduling the site.

held or will need to be moved forward.		adhere to CDC guidelines while providing an educational and impactful conference or if NSEA will provide a virtual conference.		
Examine opportunities to coordinate with the regional associations to better support all members.	Growth Projects	During the 2020 Membership Survey, participants indicated improved resources and educational opportunities, the ability to connect with other professionals, and desired more collaboration. As a result, NSEA will work with the regional associations to examine, identify, and structure increased collaboration and membership options.	Bridget Schwartz, President, Justin Mumford, President Elect	In Progress



NATIONAL STUDENT EMPLOYMENT ASSOCIATION

STRATEGIC PLAN

VISION

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

MISSION

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

CORE VALUES

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

PILLARS

COMMUNITY

ENGAGEMENT

EDUCATION

GROWTH

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.
