



2021-22 NODA ANNUAL REPORT

Message from the President..... 1

Message from the Executive Director..... 3

Strategic Accomplishments..... 4

2022 Regional Awards..... 10

2022 Annual Conference Awards..... 14

NODA Internship Program..... 15

Membership Report..... 16

2021/2022 Financial Report..... 17

2022 Leadership..... 18

Mission & Core Values..... 22

TABLE OF CONTENTS

MESSAGE FROM THE PRESIDENT

My fellow NODA Colleagues-

I want to start off by wishing everyone a Happy 2023! I truly hope that this new year brings you lots of success and wellbeing professionally and personally. This past year brought many challenges and triumphs for me personally serving as your Board of Directors President. I have truly learned a lot during my last 2 years and am looking forward to my next role in the capacity of Past-President. One of the biggest learnings was identifying and immersing myself into the different layers that make up the inner workings of a Higher Ed. Association. I met many individuals that pour their heart and soul into making NODA continue to thrive even under difficult situations such as those we experienced with the aftermath of the Fall 2021 Association Elections and the great resignation that engulfed our profession. While our bandwidths were at their limits, we found ways to come together and accomplish as much as we could to ensure the Association's work was completed. Through that dedication came the launching of ad hoc committees to look at election reform focused on increasing diversity within our elected positions as well as transition to institutional membership meant to encourage and boost participation from professionals dedicated to transition and retention work on their campuses. Progress also continued in the committees dedicated to finalizing the strategic plan and core competencies models which were ultimately approved at our Spring and Summer 2022 Board Meetings. We were also able to pass a remuneration policy to compensate all the great work that allows members to continue contributing their great academic and professional knowledge for the creation and delivery of Association Offerings. While these were major milestones for the

Association – they are just scratching the surface of what we all want to continue to see NODA as, the premier association for orientation, transition, and retention.

This past Fall the Board of Directors passed some motions that will continue to advance the mission and impact of NODA. The work around the board table was connected to our strategic plan that is framed by four central themes. Diversity, Equity, & Inclusion; Education and Research Quality, Financial Sustainability and Stewardship; and Organizational Infrastructure and Effectiveness. The Board has been focused on making decisions in alignment with our strategic plan, data from our membership (both formally and informally), best practice literature for non-profit associations, and an external consultant review. While those actions caused concern from the membership, we have made it a point to ensure that those that want to be involved in the implementation will have an opportunity to participate in filling in the various pieces to the framework the Board of Directors have created. This is an exciting new chapter for NODA Members!

I would have never imagined being President of this amazing Association when I joined over 20 years ago. However, I met many NODA members that helped me grow as a professional and connect me to a wide variety of resources. Over the years I found various ways to give back through volunteer positions that included serving as a regional committee

member, regional conference chair, and general board member. All it took was stepping out of my comfort zone and asking questions to leadership about involvement opportunities. I would like to challenge you to volunteer or run for a position (if you haven't already done so) and see what you can offer to keep advancing NODA. As an Association of dedicated OTR professionals, we need a diverse group of leaders to keep advancing our continuously evolving work across the country and globally. I welcome the opportunity to serve in my new capacity and building upon my knowledge base from the overall experience as well as from membership interactions. Again, wishing everyone the best in 2023!



Jaime Mendez
NODA President (2022)

As I reflect back on this last fiscal year I continue to be awe inspired by the dedication and determination of our many volunteers and leaders. The work that the Association accomplishes is not done in isolation and takes many talents to continue to help NODA evolve as the premier association in orientation, transition, & retention.

We were excited to see mandates lifted due to the global pandemic giving members the opportunity to determine their comfort level with travel plans to attend in-person events. Although our registration totals are not as high as they were pre-pandemic we are seeing registration totals increasing. We welcomed over 50% of the registration total for new members in Fall 2022. We were thrilled to see almost all of our Regions able to host in-person experiences with Regional Conferences in 2022. The strong volunteer base in the Regions is evident as we brought members together and continue to do so in 2023.

With the approval of a revised NODA Strategic Plan the Association focused on four key areas that will continue to drive us forward in providing programs and services for our members. Our continued partnership with our leaders made great strides in many areas of the strategic plan. The Annual Report highlights several of these key accomplishments. We also recognize the great work for those honored with regional or annual awards and we make mention of the many leaders engaged with the Association.

There are many efforts that will continue to advance the mission of NODA in the coming year. I could not do this work without the Association Office amazing team of Chris and Diyab and our extended staff with Andre and Marcos. I am forever grateful to our many volunteers who work alongside the Association Office to bring great programs and services to our members.

I look forward to our continued work together.



Joyce Holl
NODA Executive Director

MESSAGE FROM THE EXECUTIVE DIRECTOR

STRATEGIC ACCOMPLISHMENTS

With guidance from the Strategic Planning Advisory Board the NODA Board of Directors approved a new strategic plan in October 2021. There are four central themes that include: Diversity, Equity & Inclusion; Education & Research Quality; Financial Sustainability & Stewardship; and Organizational Infrastructure & Effectiveness. Through this process the Board approved a new mission statement and revised the Associations core beliefs and values.

Mission

As an inclusive community, NODA enhances and elevates orientation, transition, and retention practices in higher education that cultivate the professional development and education of undergraduate student leaders, graduate students, practitioners, and scholars.

Core Purpose

To create a community of practice that defines and enriches the fields of orientation, transition, and retention.

Core Beliefs and Values

- We believe in an equitable and inclusive community and actively build, foster, and celebrate an environment that promotes connections among people and ideas for peer-to-peer learning.
- We believe in serving our community of practice with an emphasis on supporting members from historically underrepresented groups and marginalized identities.
- We value a diversity of ideas, institutions, and individuals.
- We practice integrity and model ethical behavior through adherence to professional standards.
- We value learning and innovation through the research, acquisition, formation, and dissemination of scholarly knowledge and by sharing new and emerging innovative practices.
- We practice leadership by providing opportunities for professional growth and development both at institutional campuses and within the Association.
- We take pride in the history and future of our services, programs, and resources.

1. Diversity, Equity, and Inclusion

As an association, we seek to understand how diversity, equity, and inclusion (DEI) are embedded in our culture, language, processes, and procedures. This includes but is not limited to the ways in which we create a sense of belonging for individuals representing a range of personal identities, student and professional roles, and institutional affiliations. We approach DEI efforts with a profound sense of humility.

2. Education and Research Quality

We are the preeminent source for high-quality scholarly and practical resources related to orientation. We also recognize that our membership increasingly needs access to resources related to transition and retention, and we seek to expand our scholarly and professional development offerings to meet this need and to raise the Association's profile as the go-to source for transition and retention resources within the higher education community.

3. Financial Sustainability and Stewardship

As an association, we strive to align our mission, core beliefs and values, and strategic priorities with sound financial planning that allows us to remain nimble within changing contexts and economic conditions. We also recognize the importance of transparency with respect to the Association's finances and spending priorities.

4. Organizational Infrastructure and Effectiveness

As an association, we benefit from a central office and strong leadership and volunteer structures. We also recognize the need to assess the operations of the Association and build on what's working, refine what's not working, and make continuous improvements in Association management and member engagement.

To read more about the goals connected to each strategic planning theme go to the [Executive Summary](#) on the NODA website. As we reflect on this last fiscal year below are some highlights of accomplishments connected to each theme.

Diversity, Equity, and Inclusion

NODA is committed to our policy on [equity, inclusion and social justice](#) and the Association staff keeps this at the forefront as we consider locations for conferences. The staff works with hotels to warrant that the services and facilities are offered on a non-discriminatory basis. This means including non-discriminatory language in hotel contracts and educating the hotel contacts about the importance of NODA policies and commitment to our members.

To take this one step further the [Diversity, Equity and Inclusion Committee](#) (DEI) spent much of this last year focused on creating policy on the location and education of conference locations. The Committee brought a motion to the Board of Directors that highlighted that the Annual conference location over 4 years should rotate between the following areas of the country - East Coast, West Coast, South Central US, and Midwest. The Annual conference location will not be consecutively in a state that California or a significant number of NODA members are unable to attend due to the California or other state(s) school travel ban. In addition, other in-person events will focus on the NODA non-discrimination policy with a particular focus on accessibility accommodations at the hotel.

The [Core Competencies Integration Committee](#) has been working on an outline for the Diversity, Equity, & Social Justice online module. The DEI Committee provided insights and recommendations on the development of the module. They provided imperative suggestions with language changes and insight of what content should be included.

The [Global Initiatives Committee](#) developed four working groups focused in different areas with the intent of engaging and supporting global members. Each of the four working groups has developed questions to gather greater feedback from the global community that includes past and present members. The Committee has been helpful in guiding the Association on [use of language](#) in the United States versus our global partners.

During the 2021/2022 election cycle NODA members raised concerns about the nominations and elections process. The Board of Directors approved the hiring of an independent consultant to review the Associations nomination process. While the external consultant verified that current policies were followed there was a recommendation to review position descriptions and the process overall. As a result the NODA President formed an Ad Hoc Committee on Election Reform consisting of various NODA members who met to review the elected position descriptions and the process for nominations and elections.

One of the changes made was the creation of the [Nominate Now](#) button on the [Get Involved](#) page of the NODA website for members to nominate others or themselves. This option is available year-round and a simple form for ease of access. The Ad Hoc Committee revised and updated the elected position descriptions considering years of experience as well as volunteer experiences from other associations.

With the 2022/2023 election cycle the [Nominations & Elections Committee](#) made a concerted effort with outreach and encouragement for members who identify as BIPOC to apply for open elected positions. The Committee also sent email notifications to members who qualified for elected positions based on years of experience and NODA membership. The review process will continue to be refined into the new year.

Education and Research Quality

The Association Office has created a [community calendar](#) that includes all Network meetings, webinars, Regional meetings, Committee meetings, Institutes, conferences and Board meetings. The calendar will be updated as events/meetings are developed throughout the year.

Along with lead faculty, the Association Office has been working to schedule various institutes and symposiums. All events currently are scheduled to be virtual for the [Retention Symposium](#); [Directors and Managers Institute](#); [Transition Symposium](#) and [Student Leadership Institute](#).

The [Orientation Professionals Institute](#) continues to be a well regarded professional development opportunity for new professionals. There was a wait list to attend the in-person experience last fall and members are encouraged to register early as we foresee this trend continuing.

The [Journal of College Orientation, Transition, and Retention](#) (JCOTR) published two journals with Spring 2021 featuring 3 Featured Articles; 3 Campus Notes and 8 Book Reviews and the Fall 2022 with 7 Featured Articles; 1 Emerging Research; 1 Campus Notes and 1 Book Review. The online publication is open access through the University of Minnesota - Twin Cities library. All past journal articles can be found on the [JCOTR webpage](#).

Sales continue to be in the moderate range for other [NODA publications](#). Our *Building Success Foundations* is the theory behind orientation, transition, & retention with *ASCEND* focusing on retention specifically. We continue our partnership with FYE for publications related to commuter students and parent and family programming.

The [Core Competencies Integration Committee](#) has been working on offering the Research, Assessment, & Evaluation, Organization & Leadership, and Financial Management online modules. As noted above the Committee has also been focusing on the Diversity, Equity, & Social Justice outline.

As NODA shares our work within the student affairs community we often will attend peer association annual conferences to present on orientation, transition, and retention and connect with colleagues. NODA was represented at NASPA and ACPA in 2022 with a focus to expand in 2023 by attending the Transfer Institute, First-Year Experience conference and the American Association of Collegiate Registrars & Admissions Officers (AACRAO) Annual Conference. The Two-Year Institution Network hosted a Two-Year College Summit in collaboration with ACPA and NASPA. A total of 64 attended the virtual event.

Financial Sustainability and Stewardship

Based on feedback from NODA membership and the work of the Membership Task Force and the [Finance Committee](#) the Board of Directors approved an [institutional membership model](#) that rolled out in June 2022. At this writing there are currently 820 institutional members bringing the total membership to over 1,900. The Association Office staff began offering open meetings each month to answer any questions members have about joining.

By policy, the Association conducts a financial audit every two years. A new audit firm (Clifton Lewis Allen, LLP), in Minneapolis was selected to perform the audit for FY 2021/2022. The final audit report with recommendations will be presented to the Board of Directors in early 2023.

Due to member generosity the Association continues to be able to offer the [NODA Excellence Fund](#) (NEF) for those who need financial assistance to attend educational events. Six requests for Regional Conferences were awarded over \$2,000 with eleven awarded for the Annual Conference totaling over \$7,400. Donations for NEF are accepted throughout the year and can give through Venmo or the QR Code below:



**Scan the QR Code to Donate via Web to the
Noda Excellence Fund
or
Donate Via Venmo @NODA-OTR**

Organizational Infrastructure and Effectiveness

The current staff structure is three full-time staff with Chris Verhaeghe, Associate Director of Membership Engagement and Operations; Diyab Ahmed, Operations Specialist and Joyce Holl, Executive Director. The Association contracts with an events management company providing support for marketing, graphic design and events.

Effective December 1, 2023 the Association Office went 100% virtual. This is a cost savings of close to \$60,000/year. Funds are budgeted for storage, phones, computers, payroll and travel to meet virtually.

As an Association the Board of Directors has made a commitment to the technology infrastructure. With that the Association Office staff have been researching a new Association Management System that includes membership and registration. In addition, the staff are exploring a new communication platform that will host shared documents and material for members only. A new [internship platform](#) launched in November, which will be evaluated after the 2023 Summer Internship experience. A newly revised website will also be developed with all new programs launching in 2023.

2022 REGIONAL AWARDS

Region I

Outstanding Undergraduate Student Leader Award

Roni Hecker

University of Montana

Outstanding Undergraduate Student Leader Award

Iliana Rodriguez

Cal Poly Pomona

Outstanding Orientation Professional Award

Julie Berry

University of Washington

Region II

Outstanding New Orientation Professional Award

Kristal Gomez

Arizona State University

Regional Outstanding Innovative Program Award

Pioneer Preview Sessions

Cal State East Bay

Region III

Outstanding Graduate Student Leader Award

Abby Molzer

University of Utah

Regional Outstanding Innovative Program Award

Orientation Peer-to-Peer Class
Registration Model

University of Colorado -
Colorado Springs

Region IV

Outstanding Undergraduate Student Leader Award, 4-Year Institution

Katy Kenyon

West Texas A&M University

Outstanding Undergraduate Student Leader Award, 2-Year Institution

Sandy Faragalla

Collin College

Outstanding New OTR Professional Award

Alonzo Brooks

University of North Texas - Dallas

Outstanding OTR Professional Award

Dr. Phillip Campbell

Goldfarb School of Nursing
at Barnes-Jewish College

Regional Innovative Program Award – Orientation

The Blue Zoom

Tulsa Community College

Regional Innovative Program Award – Transition

C.A.T. Camp

Collin College

Regional Innovative Program Award – Retention

Improving Student Support

Goldfarb School of Nursing

Referral Processes

at Barnes- Jewish College

Region V

Outstanding OTR Professional

Sarah Merrill

Iowa State University

Outstanding Undergrad

Jess Majcan

University of Wisconsin - Milwaukee

Outstanding New OTR Professional

Mike Dixon

University of Wisconsin - Milwaukee

Outstanding Graduate Student Leadership Award

Samantha Pfab

University of Northern Iowa

Innovative Program Award

Separating Orientation & Advising University of Nebraska - Lincoln

Region VI

Outstanding Undergraduate Student Leader Award, 4-Year Institution

Kelsey Krupicka

Embry-Riddle Aeronautical University

Outstanding Graduate Student Award

Tyler Parker

University of South Carolina

Regional Innovative Program Award

Day Zero Project

Newberry College

Regional New Professional Award

Nic Laconico

University of Georgia

Region VII

Outstanding Undergraduate Student Leader Award, 4-Year Institution

Jake Lundgren

Ohio University

Outstanding Graduate Student Award

Abbey Cliffl

Ohio University

Outstanding Orientation Professional Award

Lily Oyarzun

Indiana University

Regional New Professional Award

Annalicia DaSilva

University of Dayton

Region VIII

Outstanding Undergraduate Student Leader Award, 4-Year Institution

Conner Holm

University of Delaware

Outstanding Graduate Student Award

Jess Silvia

Virginia Tech

Outstanding Orientation Professional Award

Kathryn Knaus

Towson University

Regional New Professional Award

Gail DeSheilds

Towson University

Region IX

Innovative Program

Pre-Orientation Program

Union College

Outstanding Undergraduate Student

Samantha Reardon

Bryant University

Student Orientation Coordinator

Outstanding OTR Professional

Maria Santilli

Central Connecticut State University

Director of New Student Programs

Regional Showcase Awards

Region I

The Importance of Peer-to-Peer Mentorship in the Transition to University

Presented by Asheley Cowie
University of Lethbridge

Region II

Forward, Families!

Presented by Ryan Darling
University of California Los Angeles

Region III

Silver Linings Despite a Global Pandemic

Presented by Elizabeth Calagias & Nicolette Manning
Fort Lewis College

Region IV

Retention: The Key to Student Well-Being and Success

Presented by Gabriel Flores, Ashton Maisel, & Sydnee Seeton
Stephen F. Austin University

Region VII

What I Wish My Family Knew

Presented by Wendy Rogers
Ohio University

Region VIII

One Team Dream

Presented by Jonathan Fries
University of Lynchburg

2022 ANNUAL CONFERENCE AWARDS

Innovative Transition Program Award

District Connections (GWxDC) - George Washington University

Innovative Orientation Program Award

Orientation Peer-to-Peer Class Registration model, University of Colorado - Colorado Springs

Innovative Retention Program Award

Improving the Student Support Referral Process - Goldfarb School of Nursing at Barnes-Jewish College

Outstanding Student Leader - Undergrad

Isabella Banks, George Washington University

Outstanding Student Leader - Grad

Shelby Pierce, University of Tennessee, Knoxville

Outstanding NODA Intern

Sydney Rubin @Lehigh University - The Ohio State University

Norman K Russell Scholarship

Jordan Holiday-Millard, UNC Charlotte

Norman K Russell Scholarship

James Luckman, Syracuse University

Norman K Russell Scholarship

Grant Mitchell, Florida State University

Outstanding OTR Professional

Nic Laconico, University of Georgia

Outstanding OTR Professional

Maria Santilli, Central Connecticut State University

President's Award

Chris Verhaeghe, NODA Office

NODA INTERNSHIP PROGRAM

NODA offers a platform to facilitate the matching of motivated, quality students with challenging, exciting orientation, transition, and retention positions at NODA member institutions across the U.S. and Canada.

481

CANDIDATES

333

POSITIONS

166

MATCHES

1741

MEMBERS

Membership by type

Professionals: 1316
Graduate Students: 384
Undergrad: 7
Associate Member: 34

Member Institution Type:

Private: 455
Public: 1201
Other: 17

2 year: 106
4 year: 1534
Other: 35

Membership by Education Level

High School 13
Associates Degree 10
Bachelors Degree 461
Masters Degree 991
Post Masters Degree 56
Doctorate Degree 133

Membership by Region:

Region 1 57
Region 2 133
Region 3 42
Region 4 254
Region 5 194
Region 6 391
Region 7 186
Region 8 230
Region 9 219

NODA ALSO HAS MEMBERS IN

Canada Bahamas Italy Australia

MEMBERSHIP REPORT

2021/2022 FINANCIAL REPORT

YEAR END REPORT

The FY 2021/2022 left us with a deficit of over \$130,000. While the NODA Board of Directors approved a deficit budget of over \$160,000 it was not as high as expected. We more than likely would have met the budget however due to lower attendance at NODA conferences (annual and regional) and two canceled conferences it was not attainable. We also saw a major loss with investments and had some unintended expenses with an external consultant to guide the Association through the review of the nominations and elections process.

Year-end Budget Projection: (\$161,115) Actual: (\$131,268)
Revenue Projection: \$1,134,740; Actual Revenue: \$811,542
Expense Projection: \$1,295,855; Actual Expense: \$978,744

ASSETS

Cash Accounts (savings and checking): \$220,142
Investments: \$897,800
Fixed Assets (including accumulated depreciation): \$7,103
Other Current Assets: \$26,622
Total Assets: \$1,152,049

LIABILITIES & NET ASSETS

Current Liabilities: \$111,412
Net Assets: \$1,040,637
Total Liabilities & Net Assets: \$1,152,049

LEADERSHIP

NODA OFFICERS

President

Jamie Mendez

The University of Texas at El Paso

President-Elect

Katie Murray

Towson University

Past President

Karnell McConnell-Black

Reed College

Secretary/Treasurer

Evan Razor

University of Oklahoma - Norman Campus

Equity & Inclusion Officer

Lizette Rebodello

University of Minnesota-Twin Cities

Executive Director

Joyce Holl

NODA Office

NODA BOARD MEMBERS

Colin Daly

University of Wisconsin, Milwaukee

Kyle Flowers

Macalester College

Alison Hughes

Florida State University

Pearson

UMass Amherst

Marcella Flores

Oregon State University

Phil Campbell

Goldfarb School of Nursing at Barnes-Jewish College

Katie Motycki

Penn State

Stephen Rogers

Collin College, Plano Campus

Sal Rizza

Southern Connecticut State University

Shea Kidd Brown

University of Tennessee - Knoxville

Matt Skirven

University of Washington

STANDING APPOINTMENTS

CAS Representative

Ann Hower

University of Michigan-Ann Arbor

OPI Lead Faculty

Jeff Brown

Clemson University

GSS Lead Faculty

Jared Logan
Florida State University

GSS Lead Faculty

Justin Gambone
Coastal Carolina University

Retention Symposium

Lead Faculty

Beth Lingren Clark
University of Minnesota-Twin Cities

Retention Symposium

Lead Faculty

Rick Sparks
Virginia Tech

Directors and Managers Institute

Katharine Pei
Washington University, St. Louis

Directors and Managers Institute

LeAnne Jones Wiles
University of Washington

Transition Institute

Shawn Smee
Murray State

JCOTR

Editor

Jason Mastrogiovanni
University of Florida

ANNUAL CONFERENCE PROGRAM CHAIR

2022 Annual Conference

Program Chair

Kathryn Knaus
Towson University

2023 Annual Conference

Program Chair

Eena Singh
University of California, Irvine

REGIONAL COORDINATORS

Region II

Logan Adams
University of Arizona

Region III

Nathan Cheesman
*New Mexico State University - Main
Campus*

Region IV

Erin Sullivan
University of Missouri-St. Louis

Region V

Sam Glazer Hewson
University of Minnesota - Twin Cities

Region VI

Jordan Holliday-Millard
*University of North Carolina at
Charlotte*

Region VII

Rachel Florence-Spaetzel
Saginaw Valley State University

Region VIII

Kelli Murray
University of Delaware

Region IX

Alex Barkley
Sacred Heart University

COMMITTEE CHAIRS

Annual Conference Advisory Committee

Katie Murray
Towson University

Diversity & Inclusion Committee

Lizette Rebodello
University of Minnesota - Twin Cities

Core Competencies Integration Committee

Joe Thomas
University of Colorado - Boulder

Fundraising Committee

Quincy Spencer
University of Arkansas

Finance Committee

Evan Razor
University of Oklahoma - Norman Campus

Global Initiatives Committee

Becky Wroe
University of Waterloo

Nominations & Elections Committee

Karnell McConnell-Black
Reed College

Regional Coordination Committee

Jessica Cunion
University of Mount Union

NETWORK CHAIRS

Extended Orientation

Chelsea Ratcliff
University of Alabama

First Generation Student

Jared Logan
Florida State University

First Generation Student

Nicole Battaglia
Seton Hall University

LGBTQIA+ Network

Ty Hollowell
University of Florida

Graduate Student Network

Jonathon Tunwar

Graduate Student Network

Miguel Soto
Texas Tech University

Highly Selective Institutions Network

Whitney Hedge
University of Chicago

Highly Selective Institutions Network

Kevin Perry
Cornell University

International Student

Thomas André-Alves de Lima
Northeastern University

Large Institutions Network

Jennifer Osborn
The Ohio State University

Large Institutions Network

Joe Colangelo

University of Michigan

Multicultural Network

Michael Gonzalez

University of Minnesota-Twin Cities

Parent & Family Network

Jennifer Radwanski

Stockton University

Parent & Family Network

Derrick-Robert Fookes

*University of North Georgia Gainesville
Campus*

Transfer Student Services Network

Chantell Tickles

*University of North Georgia -
Gainesville Campus*

Transfer Student Services Network

Lauren Bridges

The University of Southern Mississippi

Two Year College Network

Elizabeth Garcia

San Jacinto College

Two Year College Network

Nakia Ecker

*HACC, Central Pennsylvania's
Community College*

MISSION & CORE VALUES

Mission

As an inclusive community, NODA enhances and elevates orientation, transition, and retention practices in higher education that cultivate the professional development and education of student leaders, graduate students, practitioners, and scholars.

Core Purpose

To create a community of practice that defines and enriches the fields of orientation, transition, and retention.

Core Beliefs and Values

We are an inclusive community of practitioners and scholars; building, fostering and sharing an environment that promotes connections of people and ideas for peer-to-peer learning.

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We value diversity of ideas, institutions, and individuals. We practice integrity and model ethical behavior through adherence to professional standards.

We take pride in the history and future of our services, programs, and resources.

We practice leadership; providing opportunities for professional growth and development both on institutional campuses and within the Association.

NODA INDIGENOUS LAND ACKNOWLEDGMENT

NODA recognizes and honors that our Association Office in Minneapolis, MN is located on Native land. We thank the ancestors of the Dakota and Anishinaabe nations for being good stewards of the land. As NODA works to honor and reconcile the Native land with which we gather, we pay respect to the Dakota and Anishinaabe people.

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