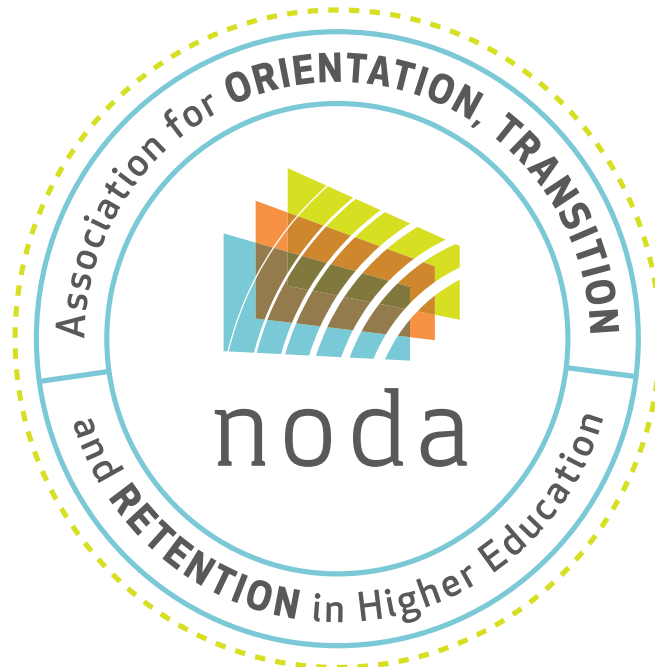


# 2022-23 NODA ANNUAL REPORT



## MISSION STATEMENT

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.
- We value learning and innovation through the research, acquisition, formation and dissemination of scholarly knowledge, and the sharing of new and emerging best practices.
- 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.

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## NODA LAND ACKNOWLEDGEMENT

NODA Indigenous Land Acknowledgement: 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.



ASSOCIATION FOR  
**Orientation • Transition • Retention**  
IN HIGHER EDUCATION

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**Katie Murray**  
NODA President (2023)

Hello NODA!

As I reflect on serving as your NODA President in 2023, I am proud of the work that we accomplished as an Association. The past few years have been wrought with challenges that directly impacts our work as orientation, transition, and retention professionals. In spite of those challenges, NODA has made meaningful progress on many fronts as a result of the great work of our volunteer leaders.

The strategic plan was passed in October 2021. This year the Board of Directors took the strategic plan and prioritized goals within each area of the plan. From the 42 goals included in the original plan, the Board identified six (6) goals related to Diversity, Equity, & Inclusion; Education & Research Quality; Financial Sustainability & Stewardship; and Organizational Infrastructure & Effectiveness. Moving forward, each fall, the Board will set the priorities for the next year.

We have made much progress through the work of our ad hoc committees. The ad hoc committee for election

reform concluded in spring 2023, and we have seen that work come to fruition with the 2023 election. A record number of candidates applied for the general board position. Even though we still have work to do to ensure that this remains the standard, this shows the combined efforts of the ad hoc and the Leadership Development Committee made significant change in just one year.

Additionally, the ad hoc for spring learning initiatives and NODA Communities began their work based on the motions passed in fall 2022 and have made recommendations for the Association that will bring about major change. The ad hoc for spring learning initiatives made their final recommendations to the Board in summer 2023; these recommendations are now with the Association staff to work through the logistics. The Board will receive additional recommendations at the board meetings in spring and summer 2024. The NODA Communities ad hoc is preparing its final recommendations for the Board, with People Communities launching in early 2024. Their work will restructure what we know as Networks and Regions.

I have said often over the last year that we should not remain in ad hoc-land; however, the work of these three ad hoc committees shows the importance of this type of committee in addition to our standing committees. Our standing committees drive the work of the Association and many have undergone some significant restructuring this year. Many volunteer leaders have stepped forward this year to lead these committees or serve as members. We have seen a resurgence in engagement over the last year, which is exciting!

Serving as your NODA President has been an honor and a privilege for the last year. The Association cannot do the work that we do to support OTR professionals without the members and volunteer leaders. I hope that you see yourself reflect in the accomplishments detailed in this report.

# MESSAGE FROM THE PRESIDENT

The NODA Annual Report is an opportunity to look back at the last fiscal year and focus on the overall work of the Association. It is our duty as a nonprofit organization to share the business of the association to the membership. In doing so, we share our financial status, membership statistics, and various reports that showcase the accomplishments for the year. The FY 2022/2023 was a unique year in that along with the work of the standing committees there were three Ad Hoc Committees that included general membership to provide recommendations to the Board of Directors related to the NODA general election process, spring conference and NODA Communities. The work of the Ad Hoc Committees assisted the Association to reimagine our way of providing programs and services for our members. In doing so, it enhanced our operations as we continue to strive to improve.

Members will find a new addition in this year's annual report which shares the several motions passed by the Board of Directors. As the governing body of NODA, a large part of the Boards duty is related to fiscal responsibility, strategic visioning, and securing resources for the Association. I am grateful to the Board for working with me to provide the financial support to add an additional staff member (Director of Education) and a new Association Management Software (AMS), a program which NODA members will find better engagement in as we continue to build the infrastructure.

As in past years, we showcase the strategic accomplishments which are now in the third year. Each Spring the Board of Directors reviews the priorities and sets goals for the next year. The strategic priorities while developed by the Board



**Joyce Holl**  
NODA Executive Director

is the guiding work for NODA volunteers and staff partners each year. Some of the goals never end, they may assist with focusing our work on areas of enhancement or change where we continue to evolve.

While we recognize our leadership and award winners at the Annual and Regional Conferences we also show our appreciation and recognition in the Annual Report. The work of NODA has many moving pieces and parts and it takes many to accomplish the work set by the Board. Thank you for your engagement with NODA whether you are a member who attends an event or volunteer who is working with us in partnership we could not do this without you. I continue to be proud and honored to be your Executive Director. I look forward to working with you in 2024.

*In Service-*  
Joyce Holl, NODA Executive Director

# MESSAGE FROM THE EXECUTIVE DIRECTOR

# BOARD MOTIONS

The following motions were passed by the NODA Board of Directors

## December 2022

- Create online feedback form-Located on the [NODA staff page](#) and on the bottom of each web page
- Annual conference bid process (not hosting Tuesday after 1st Monday in November-noted with HelmsBriscoe)
- Rename GLBTA network to Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, & Asexual (LGBTQIA)
- Transfer \$60,000 from money market account for technology was approved however it was not needed (due to available cash flow), and funds were not transferred
- ◆ Merge Nominations with Leadership Development: Vincent Prior, Ohio University chair; Stephen Rogers, Board liaison; Joyce Holl staff partner; members appointed for sub group
  - Two-tiered application process removed and moved to a single application for elected positions with revised timeline
- FY 2023/24 budget approved
- ◆ Additional staff position: Director of Education
- Updates to Policy Manual
  - ◆ Electronic motion and voting procedure
  - ◆ NODA Internship program description

## Spring 2023

- Formed NODA Internship Advisory Committee- Chris Diorio, University of Wisconsin-Madison appointed chair; 5 general members selected; KP Board liaison; Chris Verhaeghe staff partner
- AD Hoc Election Reform Committee – work completed with final report submitted to the Board of Directors. Work now lies with the Leadership Development Committee
- Restructure of standing committees
  - ◆ Merge Annual Conference Advisory to Educational Initiatives: Kathryn Knaus, Townson University chair; Becky Wroe & Kyle Flowers, Board liaisons; Lisa Dela Cruz staff partner
  - ◆ Research/Editorial Board-Scholarly Practice & Resources: searching for chair; 2 members have been appointed to the committee; Meridia Sanders, Board liaison; Lisa Dela Cruz staff partner

## Summer 2023

- Incorporate NODA in Minnesota (from Mississippi)
- Dissolve Global Initiatives Committee which will become part of the new communities in the future structure

## Electronic Motion September 2023

Per policy transfer \$17,000 from high yield to low yield investments to meet essential operations amount-in process

## Fall 2023

- Ad Hoc Spring Conferences Committee – work completed with final report submitted to the Board of Directors. Work now lies with the Association Office and committee structure
- Updates to various policies based on feedback after external consultant and a review committee: Bylaws; Policy Manual and Standard Operating Procedures Manual

# AD HOC REPORTS

## Spring Conferences

The work of the Ad Hoc Committee for Spring Conferences, led by Renaldo Luna Gacad, Washington University, St. Louis and Board liaison Marcella Flores, concluded at the summer board meeting where their recommendations were passed to the Association Office. The recommendations included rotating locations, developing a curriculum for student leaders, and including opportunities for professional development for graduate students and professional staff.

The implementation of the Spring Conferences will happen in Phases. Phase I is broken down by:

- Logistics and Operations – working with the Regional Coordination Committee to develop a structure of Spring Conferences; determine pricing structure and financial impact on the Association; explore geographic locations
- Undergraduate Curriculum - create a Pulse Survey with the Educational Initiatives Committee asking professional staff student training needs; audit current Regional Conference learning outcomes to include ROLI & SLI models
- Volunteer Structures & Staff – determine volunteer and staffing needs alongside the Leadership Development Committee

The operations side of this work is a coordinated effort to work with committees over the next several months. Phase I will be completed by Summer 2024 with a report to the Board. The complete roll out will happen by Spring 2026.

# AD HOC REPORTS

## NODA Communities

The Ad Hoc Committee on Communities led by Don Miller, Kenyon College and Board liaison Pearson, is nearing completion of the final recommendations and report for the Board of Directors. The Committee recommendations include a definition of communities along with community categories.

NODA Communities aim to create a sense of belonging to the Association by allowing for connections centering around personal identities, professional roles, or institutional types. Communities work throughout the year to create/strengthen relationships, foster the sharing of best practices and research, and extend learning beyond the Annual Conference.

## COMMUNITY CATEGORIES

- **Program and Professional Communities:** Designed to serve those implementing specific programs or initiatives, working at specific institution types, or share professional identities. They would serve the membership by contributing to the knowledge base, providing programs and professional development opportunities, and networking experiences among NODA members of similar programmatic portfolio or institution type
- **People Communities:** Designed to foster connections and support for members based on identities held. These communities would provide space for identity-based personal and professional development, mentorship, and education
- **Place Communities:** Designed to create and promote connection to the Association and other members based on geographic location. Their focus allows for mentorship, networking, programming and development opportunities, support, and conversation around geographic issues

People communities roll out in early 2024, and Program and Place to follow.

# AD HOC REPORTS



# STRATEGIC ACCOMPLISHMENTS

## NODA STRATEGIC PRIORITIES

### Themes & Goals

#### ■ Diversity, Equity, & 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.

#### ■ Education & 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.

#### ■ Financial Sustainability & 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.

#### ■ Organizational Infrastructure & 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.

# STRATEGIC ACCOMPLISHMENTS

## STRATEGIC PLAN PRIORITIES-2023 PROGRESS

### Diversity, Equity, & Inclusion

**Theme One: Goal 1:** Provide opportunities to enhance competence and cultural humility through diversity, equity, and inclusion trainings, workshops, and experiences throughout all programs and services.

- Charged to Diversity & Inclusion Committee in partnership with Educational Initiatives
  - ◆ Announced Champion for Change at the Annual Conference
  - ◆ DEI Panel in Student Affairs at the Annual Conference with a virtual webinar scheduled for January 2024

### Education & Research Quality

**Theme One: Goal 4:** Increase the membership base whose primary functions are transition and retention focused.

- List of peer association 2024 conferences generated
  - ◆ Educational Partnerships created:
    - AHEPPP (present & exhibit)
    - ACPA (present)
  - ◆ Proposals accepted to present:
    - NASPA (present & reception)
    - AACARO (present)
    - FYE (present & exhibit)
    - Transfer Institute (present)

**Theme Two: Goal 16:** Develop a set of guiding principles for educational programming structures throughout regions and networks.

- Charged to Educational Initiatives to conduct a program review of learning outcomes and will incorporate the NODA Core Competencies in educational programming

# STRATEGIC ACCOMPLISHMENTS

## Financial Sustainability & Stewardship

**Theme Three: Goal 27:** Align pricing for programs and services with market value and demand and create greater transparency to membership regarding pricing decisions.

- Conducted a benchmark with Council of Higher Education Management Association (CHEMA), for annual conference pricing which the Finance Committee reviewed and discussed

**Theme Three: Goal 30:** Develop a pricing strategy for all programs and services consistent with the Association's guiding principles and strategic priorities.

- Held preliminary conversations with the Finance Committee related to a membership growth pricing plan
- Set timeline for FY 24/25 Budget development

## Organizational Infrastructure & Effectiveness

**Theme Four: Goal 35:** Engage regions, networks, and committees' leadership to provide better role clarity and alignment for effectiveness of their charges.

- New Association Management System (AMS), system is able to track member engagement including volunteer involvement. Members will see more resources and capability in NODA Connect as we roll out the new Communities
- The Association Office held two virtual meetings for members and leaders to learn about the new platform.
- An online volunteer course was launched last summer so that volunteers can learn more about the structure of NODA and role clarity. Based on feedback enhancements will be incorporated for 2024 that focus on specific details to various roles

# STRATEGIC ACCOMPLISHMENTS

# EDUCATIONAL IMPACT

## ANNUAL CONFERENCE

**755** TOTAL ATTENDEES

<b>634</b>	PROFESSIONALS
<b>58</b>	GRADUATE STUDENTS
<b>27</b>	UNDERGRADUATES
<b>36</b>	ASSOCIATE MEMBERS

## REGIONAL CONFERENCES

**2,001** TOTAL ATTENDEES

### REGION II

**177** TOTAL ATTENDEES

<b>66</b>	PROFESSIONALS
<b>1</b>	GRADUATE STUDENTS
<b>103</b>	UNDERGRADUATES
<b>7</b>	NON MEMBERS

### REGION IV

**332** TOTAL ATTENDEES

<b>74</b>	PROFESSIONALS
<b>5</b>	GRADUATE STUDENTS
<b>249</b>	UNDERGRADUATES
<b>4</b>	NON MEMBERS

### REGION V

**104** TOTAL ATTENDEES

<b>39</b>	PROFESSIONALS
<b>8</b>	GRADUATE STUDENTS
<b>53</b>	UNDERGRADUATES
<b>4</b>	NON MEMBERS

### REGION VI

**1,013** TOTAL ATTENDEES

<b>114</b>	PROFESSIONALS
<b>11</b>	GRADUATE STUDENTS
<b>870</b>	UNDERGRADUATES
<b>15</b>	NON MEMBERS
<b>3</b>	ASSOCIATE MEMBERS

### REGION VII

**104** TOTAL ATTENDEES

<b>31</b>	PROFESSIONALS
<b>7</b>	GRADUATE STUDENTS
<b>65</b>	UNDERGRADUATES
<b>1</b>	NON MEMBERS

### REGION VIII

**146** TOTAL ATTENDEES

<b>45</b>	PROFESSIONALS
<b>3</b>	GRADUATE STUDENTS
<b>94</b>	UNDERGRADUATES
<b>4</b>	NON MEMBERS

### REGION IX

**125** TOTAL ATTENDEES

<b>59</b>	PROFESSIONALS
<b>3</b>	GRADUATE STUDENTS
<b>57</b>	UNDERGRADUATES
<b>1</b>	NON MEMBERS

# EDUCATIONAL IMPACT

## 2023 INTERNSHIP STATS



**227**

CANDIDATES



**182**

POSITIONS



**146**

MATCHES

## INSTITUTES/SYMPOSIA

**SLI** trained over 160 undergraduate students from 50 institutions

**160**

**DMI** 39 attendees from 35 institutions

**39**

**OPI** 80 attendees (hit capacity) from 56 institutions representing all 9 NODA regions

**80**

**OPI 2.0** 8 attendees from 8 Institutions

**8**

**Transition Symposium** 124 attendees from 17 institutions

**124**

**Retention Symposium** 32 attendees (hit capacity; we are increasing capacity in 2024) from 22 institutions

**32**

**Graduate Student Symposium** 39 attendees from 28 institutions

**39**

# EDUCATIONAL IMPACT

## CORE COMPETENCIES COURSES IN 2023

### SOME HIGHLIGHTS

- Recruited, interviewed, and signed contracts with 8 industry experts to facilitate courses and develop course content
- Began a systematic review of all core competency language based on the Bloom's Taxonomy standard
- Relunched and completed two previously offered virtual courses (Research, Assessment, and Evaluation, and Financial Management); launched a new virtual course (Diversity, Inclusion, and Access) - 3 total courses with 20 registrations

## EXTERNAL REVIEW

NODA's External Review is a cost-effective solution for higher ed institutions or departments looking to evaluate, enhance, or reimagine their current orientation, transition, and retention. With 40+ years and a diverse professional interest, NODA offers expertise in a wide-breadth of orientation and transition programming. This includes but is not limited to new freshman, transfer student, and family orientations; student leader selection, and staff training and development with content analysis and review of existing programs. Four external reviews took place in 2023 with several scheduled for 2024. Learn more about the External Review program on the [Consultant webpage](#).

### Orientation & Transition Consulting Process



Content Analysis And Review  
Of Existing Processes



Facilitated Focus Groups  
And Assessment



Final Report  
And Recommendations

# EDUCATIONAL IMPACT

# FY 2022-2023 YEAR-END REPORT

Overall we brought in \$111,000 more in revenue than projected. A third of that was in program revenue, a third in services, and a third in hotel rebates. We spent \$12,000 less than we projected which is within 1% of our budget. We ended the year \$63,008.23 short of breakeven. Almost \$19,000 of that was in one-time technology costs bringing the deficit to \$44,000 in annual costs. We projected a deficit of \$187,000, a difference of \$143,000.

The board approved a one-time disbursement of funds from reserves to cover technology costs. At this time, we have not needed to remove the funds and have covered the costs with existing funds in savings / checking.

The Association's total equality increased by 5% this past year. \$63,000 of which came from investment returns (unrealized gains).

<b>Year-end Budget Projection:</b>	<b>(\$187,072)</b>	<b>Actual:</b>	<b>(\$73,145)</b>
<b>Revenue Projection:</b>	<b>\$1,154,313</b>	<b>Actual Revenue:</b>	<b>\$1,255,433</b>
<b>Expense Projection:</b>	<b>\$1,341,384</b>	<b>Actual Expense:</b>	<b>\$1,328,578</b>
<b>Cash Accounts</b> (savings and checking)			
			<b>\$178,452</b>
<b>Investments (including accumulated depreciation)</b>			
			<b>\$960,905</b>
<b>Fixed Assets</b>			
			<b>\$6,806</b>
<b>Other Current Assets</b>			
			<b>\$40,765</b>
<b>Total Assets:</b>			<b>\$1,198,795</b>
<b>LIABILITIES &amp; NET ASSETS</b>			
<b>Current Liabilities</b>			<b>\$199,515</b>
<b>Net Assets</b>			<b>\$1,006,085</b>
<b>Total Liabilities &amp; Net Assets</b>			<b>\$1,205,600</b>

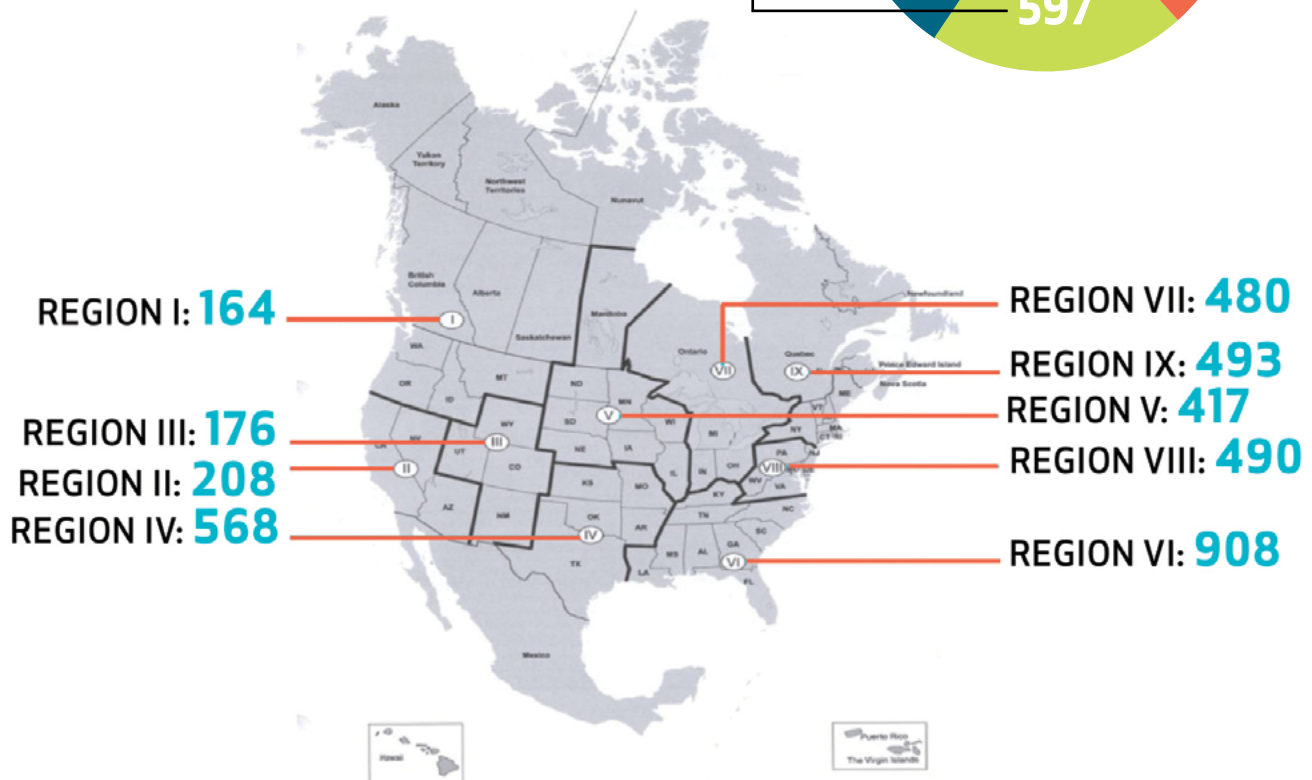
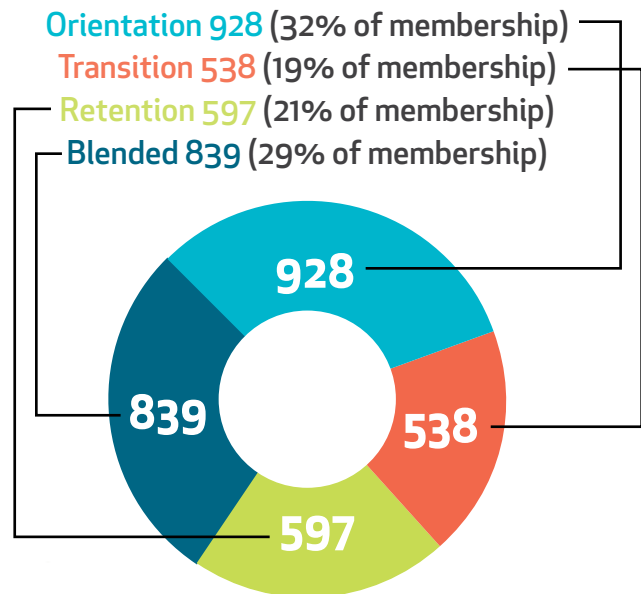
# 3960 MEMBERS

(130% increase)

## MEMBERSHIP BY TYPE

Institutional Membership: 283  
 (68 renewed; 49 new; 166 remained)  
 Institutions Represented: 605  
 Professionals: 2,902 (121% increase)  
 Graduate students: 1,021 (166% increase)  
 Associate Members: 37

## NODA MEMBERSHIP WITHIN OTR



# MEMBERSHIP REPORT



# 2023 REGIONAL AWARDS

## Regional Innovative Program

This award seeks to recognize innovative and effective approaches that help university officials meet the changing needs on college and university campuses. It is also an opportunity to highlight good administrative practices and share different approaches to meeting student needs with colleagues at other institutions.

### Innovative Orientation Program Award

**@UVicYearOne**, Region I, University of Victoria

**Online Orientation Course**, Region II, University of California, Santa Cruz

**Destination SFA - Sibling Orientation**, Region IV, Stephen F. Austin State University

**Panther Connect**, Region VI, Georgia State University

### Innovative Retention Program Award

**Syllabus Party**, Region IV, Wichita State University

**Husky Stories**, Region V, St. Cloud State University

**Warrior Series**, Region IX, SUNY Finger Lakes Community College

### Innovative Transition Program Award

**Transfer Networking Time" & "Health, Wellness, and You!**, Region II, University of California, Davis

**First Year Fridays**, Region IV, University of North Texas

**First Gen Hawks**, Region V, University of Iowa

**Towson Family Network Family-to-Family Virtual Chat**, Region VIII, Towson University

## Outstanding New OTR Professional Award

Recognizes a new orientation, transition, and retention professional who has demonstrated service to NODA at a regional Association-wide level, and/or to the orientation, transition, and retention profession.

**Melina Casillas**, Region II, University of Arizona

**Adam Lyons**, Region V, University of Iowa

**Kenyetta Corley**, Region VI, UNC Wilmington

**Danni Alarie**, Region IX, Central Connecticut State University

## Outstanding OTR Professional Award

Recognizes outstanding contributions of a NODA professional to the field of orientation, transition, and retention.

**Megan Huston**, Region II, California State University, San Bernardino

**Erin Sullivan**, Region IV, University of Missouri-St. Louis

**Liz Vigil**, Region VI, The University of Alabama

**Jasey Bedoya**, Region VIII, Montclair State University

**Pearson**, Region IX, University of Massachusetts, Amherst

# 2023 REGIONAL AWARDS

## Outstanding Graduate Student Leadership Award

Designed to give special recognition to graduate students for their contributions to their campus orientation program, staff success, creativity and outstanding abilities.

**Jonathan Moss**, Region VI, University of South Carolina

**Julianna Paolini**, Region VIII, Rowan University

## Outstanding Undergrad Student Leader Award

Designed to give special recognition to students for their creativity, energy, enthusiasm and outstanding abilities, which are the backbone of successful and dynamic orientation programs.

**Victoria (Vic) Ritchie**, Region I, University of Victoria

**Emily Liu**, Region II, San Francisco State University

**Jonathn Johnson**, Region IV University of North Texas

**Talitha Agudelo**, Region IV, Collin College

**Luke Anderson**, Region V, University of Nebraska-Lincoln

**Zora Little**, Region VI, Georgia State University

**Ambrielle Viney**, Region VIII, Hollins University

**Cassidy Morrow**, Region IX, University of Massachusetts Amherst

# 2023 ANNUAL AWARDS

## **Innovative Program Award**

This award seeks to recognize innovative and effective approaches that help university officials meet the changing needs on college and university campuses. It is also an opportunity to highlight good administrative and other practices and share different approaches to meeting student needs with colleagues at other institutions.

## **Innovative Orientation Program Award**

**Getting Cocky About Orientation**, University of South Carolina-Columbia

## **Innovative Transition Program Award**

**First Gen Hawks**, University of Iowa

## **Innovative Retention Program Award**

**Clash Collective Pop-up Thrift Shop**, University of Wisconsin-Oshkosh

## **Outstanding Student Leader - Undergrad**

Designed to give special recognition to students for their creativity, energy, enthusiasm, and outstanding abilities, which are the backbone of successful and dynamic orientation programs.

**Cassidy Morrow**, University of Massachusetts, Amherst

## **Outstanding Student Leader - Grad**

Designed to give special recognition to students for their creativity, energy, enthusiasm, and outstanding abilities, which are the backbone of successful and dynamic orientation programs.

**Alicia Dominguez**, University of North Texas

## **Outstanding NODA Intern**

Recognizes one intern who demonstrated commitment to learning, professional development, and service through the successful completion of a NODA internship.

**Emma Mancini**, Missouri State University

# 2023 ANNUAL AWARDS

## **Norman K Russell Scholarship**

Awarded to recognize and assist graduate or doctoral students who have demonstrated a strong commitment to orientation, retention and transition, who will contribute to the enhancement of the orientation field, and who is currently enrolled as a graduate student in orientation-related fields.

**Alayzha Booth**, Pepperdine University

**Chrissy Daniel**, University of Buffalo

**Stephanie Brown**, University of North Texas

## **Outstanding Mentor**

Designed to give special recognition to those professionals who provide outstanding mentorship and guidance to graduate students who aid in orientation, transition, and retention programs with our Association and on your campuses.

**Sarah Joslyn**, Bowling Green State University-Main Campus

## **Outstanding New OTR Professional**

Recognizes a new orientation, transition, and retention professional who has demonstrated service to NODA at a regional Association-wide level, and/or to the orientation, transition, and retention profession.

**Nick Stines**, Syracuse University

## **Outstanding OTR Professional**

Recognizes outstanding contributions of a NODA professional to the field of orientation, transition, and retention.

**Phil Campbell**, Goldfarb School of Nursing at Barnes-Jewish College

## **Presidents' Award**

The Presidents' Award is given annually at the discretion of the Association Presidents to an individual or organization to honor outstanding commitment and support to the advancement of the mission of the Association.

**Lizette Rebolledo**, University of Minnesota, Twin Cities

# NODA EXCELLENCE FUND

Over **\$7,000 was raised** in Fall 2023 with carryover funds from the previous year, we were able to provide close to **\$16,500 in scholarships** for those who needed financial support for educational programming.

## REFLECTIONS FROM A NEF RECIPIENT:

“Receiving the NEF award allowed me to attend NODAC 2023 which was a great professional development opportunity! I presented at NODAC which allowed me to connect with graduate students and new professionals as well as enhance my presentation portfolio. I recently moved to a new region within NODA and by attending NODAC, I was able to connect and network with many professionals in my new region. I attended a variety of educational sessions relating to my new job, which helped me gain so much new knowledge about family engagement. I have already applied some of this to my role!”

Help us Fill the Fund by donating today.

DONATE NOW

## NODA STANDING COMMITTEES

NODA has 10 Standing Committees where members can get involved. Go to the [Volunteer Opportunities webpage](#) to learn more about appointed and elected positions.

NOMINATE A MEMBER NOW

# 2023 LEADERSHIP

## NODA OFFICERS

---

### NODA President

**Katie Murray**  
Towson University

### President-Elect

**Joe Thomas**  
University of Colorado Boulder

### Past President

**Jaime Mendez**  
University of Texas – El Paso

### Treasurer

**Evan Razor**  
University of Oklahoma  
Norman Campus

### Equity & Inclusion Officer

**Ahmaad Solmone**  
University of Louisiana Monroe

### Executive Director

**Joyce Holl**  
NODA

## NODA BOARD MEMBERS

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### Colin Daly

Medical College of Wisconsin

### Marcella Flores

Oregon State University

### Kyle Flowers, Secretary

Macalester College

### Kevin Perry

Cornell University

### Lisa Alonzo

University of Texas San Antonio

### Pearson

Old Dominion University

### Katie Motycki

Penn State

### Sal Rizza

Southern Connecticut State University

### Phillip Campbell

Goldfarb School of Nursing  
at Barnes-Jewish College

### Stephen Rogers

Collin College, Plano Campus

### Becky Wroe

University of Waterloo

### Meridia Sanders

Louisiana State University

## STANDING APPOINTMENTS

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### CAS Representative

#### Andy Cinoman

University of Wisconsin-  
Stevens Point

### Orientation Professional Institute

#### Lead Faculty

#### Jeff Brown

American University

### HBCU Summit

#### Lead Faculty

#### Quentin Giles

Lane College

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