



Higher Education Protection  
**NETWORK** 

**2019** **ANNUAL  
REPORT**



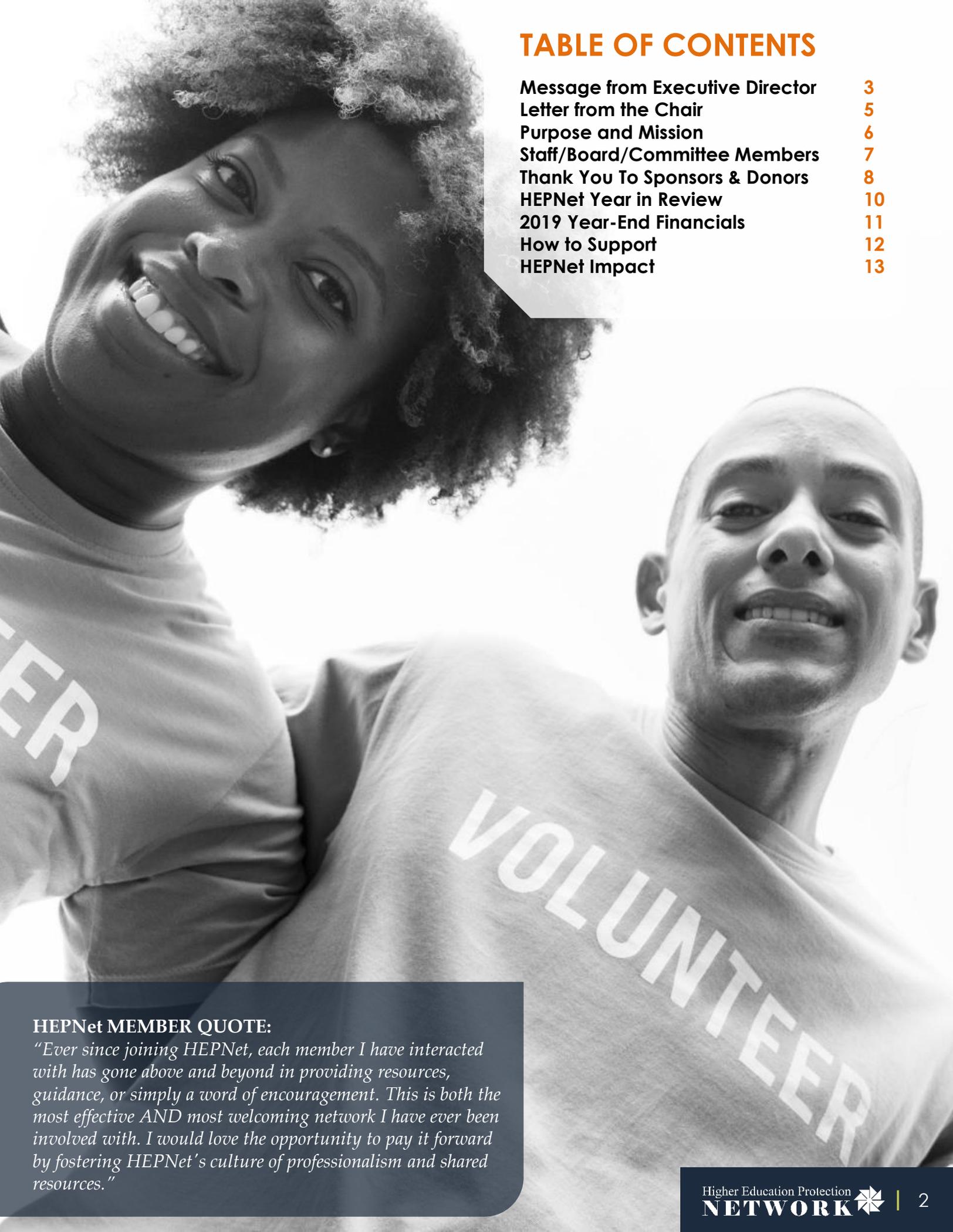
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### HEPNet MEMBER QUOTE:

*"Ever since joining HEPNet, each member I have interacted with has gone above and beyond in providing resources, guidance, or simply a word of encouragement. This is both the most effective AND most welcoming network I have ever been involved with. I would love the opportunity to pay it forward by fostering HEPNet's culture of professionalism and shared resources."*

# 2019 ANNUAL REPORT MESSAGE FROM THE EXECUTIVE DIRECTOR Lindsay Meyer Bond



Many of you know me, and for those that do, you know that I am never at a loss for words 😊 Yet, somehow, every year when I go to write this letter, I am not sure what to say. I don't know how to put into words the camaraderie that we are so fortunate to have in this organization, or the gratitude that I have for each of you, from committee members to simply participating on the discussion board to each member of the Board. You all put a lot into this association, and as one of you in youth protection, I simply can't find the words to express my thanks.

We had another successful financial year, largely in part to our generous sponsors. What amazing gifts they bring to us, not only in terms of dollars but in terms of keeping kids safe. And what good people they are, that fit right into our family. I am thankful for them. And for Ann Franke in helping to secure our 501c3 status! We met our membership goals this year. That is another financial accomplishment, but to me, it is much more so than dollars again. This means that one more institution is getting resources to help keep one more kid safer. I am thankful for each and every member, because the kids truly do need us.

The discussion board has been hopping this year, and I am very thankful for that, as I am in the midst of a big policy cultural shift at my day job. The resource library is live and the team that brings you that has put a lot of time and effort into it, which I think we are all thankful for.

The affiliations committee is identifying groups year-round that can strengthen your toolboxes – thank you! The communications committee makes us look so good with Melissa Marrero's graphic designing, James Herten and Rachael Jensen's social media contributions, and Matt Germino making sure that I don't accidentally say something that I didn't really mean to say (ok, write something... censoring my speech would be a full-time job!). Thank you, all! Our webinars were thought-provoking and innovative this year, so I am grateful to the program team. And WHAT a conference, wow. I am thankful to all of those who contributed, from planning under Rachael Jensen and Marci Hutchinson's leadership, to Deb Trice and the Purdue crew, and all that shared their expertise. It was amazing. I am also thankful for the organizational oversight committee, whom have gone through many changes yet still keep trucking. I love their resiliency.

Most of all, I am thankful for our people. Our people are amazing, brilliant, relentless change agents and as a mama bear with two little cubs, I am honored to work with you, to learn from you, and to change the world with you, because this mama bear can't be everywhere at once so we need our pack. I can't wait to get to know more of you in 2020!

Yours in service,

*Lindsay Meyer Bond*

"The benchmarking and peer interactions have been invaluable. With a field that is so new, it is imperative to see what and how others are doing it, so that it isn't made up as we go along. HEPNet allows us to identify this pulse and act in accordance with national "standards.""

**-HEPNet Member Quote**



# 2019 ANNUAL REPORT

## LETTER FROM THE CHAIR

Dear HEPNet Members and Friends,

In this report, you'll see lots of impressive statistics and glowing testimonials. To enrich the context, I'd like to highlight a few of the tough topics HEPNet addressed in 2019. Every day we're helping institutions as they face challenging issues. Let me share just a few examples from our webinars, online discussion board, and annual conference. Fundamentally, we work to prevent child abuse – a complex and emotionally difficult topic.

In a February webinar, we learned about federally-funded research to place sexual assault prevention into campus contexts. Professors Keith Kaufman (Portland State) and Sarah McMahon (Rutgers) shared their work to integrate different campus units into more effective collaborations. Acknowledging the "uphill battle" to promote children's safety, they offered tested, practical approaches.

In other webinars, we gained new learning about the explosion of pre-college programming and about the needs of LGBTQ youth. Our August webinar featured speakers from the newly-formed U.S. Center for SafeSport.

Each year HEPNet offers two public online programs without charge. In 2019, one public program introduced the vital work of Child Advocacy Centers. The second provided a deep dive into effective campus child protection training.

The discussion board buzzes full-time with questions, answers, and useful resources. What is a suitable staff ratio for swimming lessons for 3-year olds? Should we permit youth to use ride-sharing services such as Lyft and Uber when leaving campus programs? The "hive mind" supports campus experts as they grapple with novel issues.

Our annual conference, held at Purdue, offered an abundance of riches. We explored background screening, disability accommodations, research involving minors, and lots more.

This is only a glimpse into the breadth and depth of HEPNet's substance. At this juncture, I'm pleased to welcome Caroline Shelton (University of Washington) as the next board chair of our vibrant learning, sharing community.

With cordial regards,

*Ann Franke*

Wise Results LLC



### WHAT MEMBERS SAID THEY LOVE ABOUT HEPNet:

- *Members, especially the ones who become friends.*
- *Good people who are willing to share.*
- *The people. It is so special to be surrounded by kind people who care so much about keeping youth safe.*
- *The abundance of communication people are willing to provide.*
- *The fact that it exists, and has grown from a list serve conversation group to a recognizable organization that continues to grow and get better.*
- *The networking; the community of stellar professionals; the sharing of best practices, resources, and ideas.*
- *These are my people who understand my work.*
- *I feel like I have found my people!*

# WE S O P U R P O S E

**MISSION:** We seek to advance the interactions of higher education institutions with children and youth. We serve as a coordinated voice promoting good practices for protecting vulnerable populations and providing programming and resources appropriate to their needs.

**Why do we do what we do?** Many colleges and universities interact with more minors than they do college students. We seek to help safeguard the wellbeing of minors by supporting institutions through networking and relationship-building, resources on good practices in interacting with minors, and ongoing programming and learning.

We offer both public and member benefits. Our work aids parents and youth who participate in programs and activities related to higher education. We offer numerous member benefits, such as a discussion board, annual conference, regular programming, and online resources. See all the ways we support our mission [here](#).

## STAFF

- Lindsay Meyer Bond (Ohio State University), Executive Director
- James Herten (Cleveland State University), Membership Specialist

## BOARD

- David Chupak (Michigan State University), Secretary/Historian
- Ann Franke (Wise Results LLC), Chair through October 2019
- Nate Friedman (University of Utah)
- Greg Linke (Clemson University), Treasurer
- Dawn Riddle (Vanderbilt University)
- Caroline Shelton (University of Washington), Chair as of October 2019
- Sandy Weaver (Penn State University), Vice Chair through October 2019
- Steve Wieneke (Iowa State University) (through June 2019)
- LeeKeshia Williams (University of Texas at Austin), Vice Chair as of October 2019
- Elliot Young (Cornel University), as of October 2019

## COMMITTEE MEMBERS (Board Liaison)

### Affiliations (Lindsay Meyer Bond)

- Melanie Bennett, United Educators
- Susan Foster (Texas A&M International University)
- Jeff Heiser (University of California, Davis), Chair
- Tim Huchton, American Camp Association
- Gerald Parham (University of California Irvine)

### Communications (Lindsay Meyer Bond)

- Matt Germino (Penn State University)
- James Herten (HEPNet)
- Rachael Jensen (University of Nebraska-Omaha)
- Melissa Marrero (Rutgers University)

### Program (Nate Friedman)

- Tasha Abbott (University of Colorado Boulder)
- Rena Frank (Texas A&M University)
- Julie Guild (University of Connecticut)
- Marci Hutchinson (University of Utah)
- Frances Isgrigg (University of Alaska)
- Kristen Roe (Montgomery College)
- Caroline Shelton (University of Washington)
- Cortney Simmons (West Virginia University)
- Brian Stone (University of Georgia), Co-chair

### Conference Planning (Lindsay Meyer Bond)

- Stacey Forsyth (University of Colorado Boulder)
- Ericha Geppert (Carnegie Mellon University)
- Steve Guckin (Drexel University), through June 2019
- Marci Hutchinson (University of Utah), Programming co-chair
- Rachael Jensen (University of Nebraska-Omaha), Programming co-chair
- Gerald Parham (University of California Irvine)
- Brian Stone (University of Georgia)
- Karen Swanger (Oregon State University)
- Deb Trice (Purdue University), Logistics chair

### Finance (Greg Linke)

- Lindsay Meyer Bond (Ohio State University)
- Greg Linke (Clemson University)

### Membership (Lindsay Meyer Bond)

- Prencia Clifton (University of Wisconsin-Madison)
- Carla Garner (University of Texas at Dallas)
- Ashley Montague (Rhode Island School of Design), through summer 2019
- Rebekah Moreno (University of North Texas)
- Jeff Rooze (Purdue University), through October 2019
- LeeKeshia Williams (University of Texas at Austin), Chair

### Organizational Oversight (Steve Wieneke through June 2019, Caroline Shelton effective June 2019)

- Patty Franklin (University of Minnesota)
- Ericha Geppert (Carnegie Mellon University)
- Steve Guckin (Drexel University), through June 2019
- Reggie Miller (Baylor University)
- Starr Sanders (University of North Carolina at Chapel Hill), Chair, effective June 2019

### Resources (Dave Chupak)

- Jennifer Clark (University of Alabama)
- Stacy Fair (North Carolina State University)
- Marcy Huey (University of Alabama)
- Anne Koester (Georgetown University), Chair
- Carolynn Komanski (University of Florida)
- Carla Marx (University of Central Florida)
- Hawk Moore (The Citadel)
- Camille Swanson (Clemson University)



# THANK YOU TO OUR SPONSORS and DONORS



Youth Programs:  
Registration, Safety Assurance, and Education  
MICHIGAN STATE UNIVERSITY

## CONFERENCE SPONSORS

- Circuitree
- Applicant Insight
- Gallagher and the John & Catherine McLaughlin Family Trust
- Cozen O'Connor
- CampDoc.com
- Ideal-Logic
- Regpack
- Text Request
- American Camp Association

## CONFERENCE SPONSORS

- IncidentAnalytix
- Pigeon Networks
- Michigan State University
- Penn State University

## DONORS

- Nate Friedman
- Dawn Riddle
- Caroline Shelton
- Lindsay Meyer Bond
- Ann Franke

## CONFERENCE & YEAR-ROUND SPONSORS

- Praesidium
- Canopy Programs



**HEPNet MEMBER QUOTE:**

*This was a wonderful group and I think has A LOT to offer higher education in many different departments on campus. The information was top notch. The association is at one of many crossroads and I look forward to seeing how it goes and I look forward to potentially attending in the future.*

# The 2019 Higher Education Protection NETWORK

HEPNet REPRESENTS

180



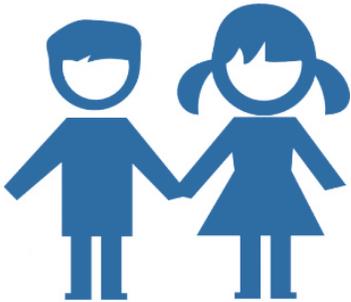
INDIVIDUAL MEMBERS INCLUDING 167 HIGHER ED AND 13 AFFILIATE

*Year in Review*

115+



INSTITUTIONS OF HIGHER EDUCATION AND YOUTH-SERVING ORGANIZATIONS



SERVING OVER

5.5 MILLION

YOUTH ANNUALLY

6

PROGRAMS OFFERED, NOT INCLUDING THE HEPNet ANNUAL CONFERENCE with OVER 50% OF MEMBERS REGISTERED FOR WEBINARS



103

CONFERENCE REGISTRANTS

8,691 unique visitors  
(+62% from 2018)

9,330 visits  
(+28% from 2018)

37.1k page views  
(+66% from 2018)

2,251 search engine queries



WITH  $\frac{2}{3}$  OF CONFERENCE SURVEY RESPONDENTS INDICATING THEY WOULD ATTEND IN THE FUTURE AND 0% INDICATING THEY WOULD NOT



# MEMBER BENEFITS

## Programming

- Regularly scheduled webinars
- Annual conference
- Member connections

## Professional Development

- Leadership
- Affinity and affiliated groups
- Job board
- Member blog

## Services

- Discussion board
- Benchmarking surveys and data
- Mentor program

## Resources

- Training modules
- Registration systems
- Research
- Presentations
- Member directory
- Good practice guides
- Newsletters

# FINANCIALS

## Revenue

- Membership 31%
- Programming 29%
- Donors / Sponsors 39%
- Other 1%

## Expenses

- Programming 71%  
**We are very fortunate to have many volunteers as heavy-hitters in the programming areas. Thank you!**
- Development 11%
- General / Administrative 18%

# HOW TO SUPPORT

## **Membership**

While most HEPNet members are within higher education, we have many members from outside of higher education that support our mission and can benefit from membership. Affiliate members also receive discounted member pricing on our annual conference.

Get involved in [committee](#) work as a member!

## **Donations**

HEPNet is a charitable not-for-profit organization under 501(c)(3) of the Internal Revenue Code. We greatly appreciate your donations, which are tax-deductible. Truly, no donation is too small to contribute to HEPNet's mission. You can [contribute](#) by credit card, check, or ACH bank transfer, and know that your money is going to a great cause.

## **Sponsorship**

HEPNet is the nation's only organization linking together professionals dedicated to protecting youth and other vulnerable populations in higher education. Members work across various departments in colleges and universities. Our members' institutions serve more than 5.5 million youth annually. We have a unique target audience.

Members often seek vendors that offer training solutions, registration systems, background checks, insurance coverages, and outsourcing services.

We offer both year-round and conference sponsorship opportunities.



# HEPNet IMPACT

The Higher Education Protection Network (HEPNet) conducts biennial data on the different Protection of Minors operational practices within institutions of higher education. This data will help to portray trends in this rapidly growing field, as well as enable us to make improvements to existing member resources.

The survey was conducted in November of 2019. All current HEPNet members were invited to participate via email. Of the 177 individuals invited, 43 (over 24%) completed the JotForm survey.

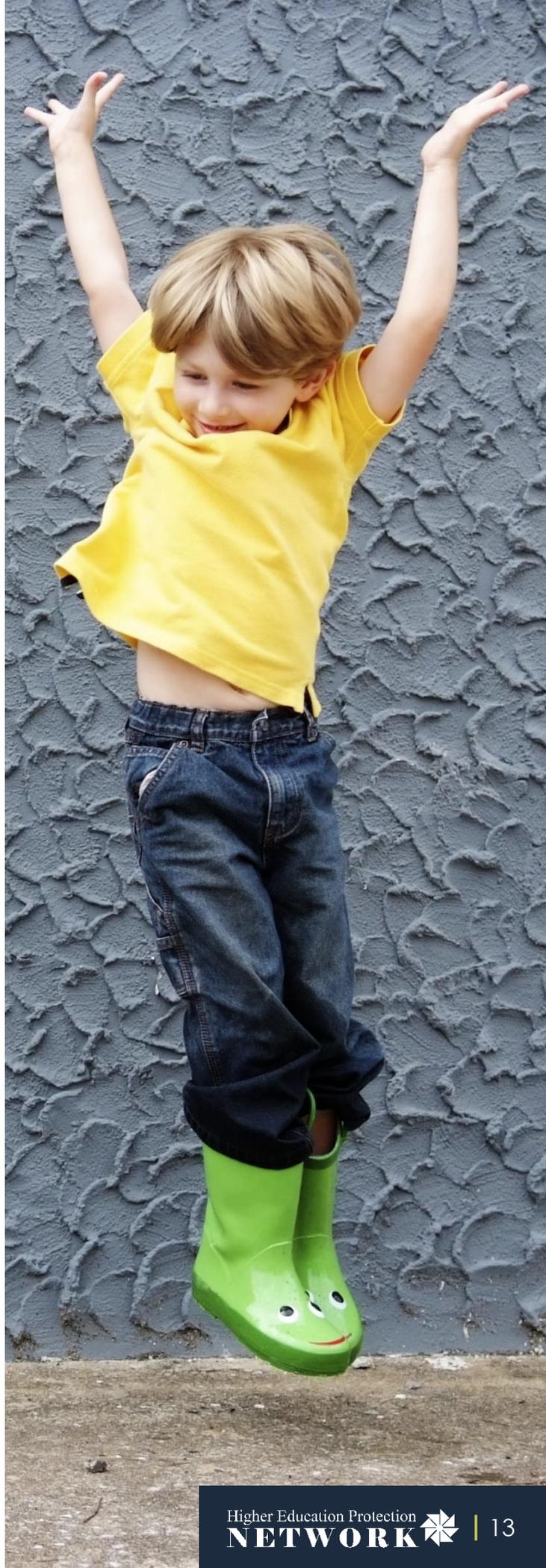
Of the respondents:

- Less than 50% of respondents believe that their institution's current efforts/policies are adequate
- Most HEPNet resources were rated as highly or moderately highly valuable
- More than half of respondents have updated a policy and/or implemented a training or registration system since joining HEPNet and half have developed a compliance/accountability process and procedures
  - 84% agree that HEPNet resources have helped in accomplishing these projects
- 96% of respondents read the HEPNet discussion board at minimum 1-2 times weekly, and up to 5 or more times weekly

## MEMBER QUOTES:

*"We have used discussion board content and presentation content and benchmarking info to justify the need for a dedicated person on staff. So, thank you!!!"*

*"Using benchmarking and peer-institution reviews, HEPNet resources have helped me make arguments for change at my university."*



[HIGHEREDPROTECTION.ORG](https://www.higheredprotection.org)