



Higher Education Protection Network

2021 ANNUAL REPORT

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LETTER FROM EXECUTIVE DIRECTOR

2022 is a very special year for HEPNet – we turned 5 on April 5! That is the date that we incorporated and our very first members became official on May 15. Many of them are still HEPNet members! Since then we have all faced many personal changes –babies, marriages, deaths, serious health diagnoses, divorce, job changes, all of life’s big events. And what makes me so happy, is that many of us experienced those things together. LeeKeshia Williams likes to tell the story of me returning a “desperate-sounding voicemail” to her while I was on maternity leave. She is now that baby’s Godmother. Some of my dearest friends, smartest colleagues, and trusted advisors are in my life because of HEPNet. When I say that it is my honor and privilege to serve you, I mean it from the bottom of my heart.



2021 was a tremendously successful year for us, but you can read all of that on the following pages. I want to use my space to thank you. Thank you for taking a chance on a new association in 2017. Thank you for contributing to the collective wisdom by sharing your experiences. Thank you for believing that we CAN and WILL make a difference. Thank you for your contributions. For some, that is “just” being a member. For others, you serve on committees, maybe chair them, or on the Board. But we all learn from each other, and we all need each other to be successful. Some days, I look at my kids giggling and thriving and feel a tremendous sense of sadness that not all kids have that opportunity. But that sadness turns to hope and optimism knowing that #TogetherHEPNet, we will move this needle. We will continue to make a difference!

Thank you for being on my squad and trusting me to continue to push us forward.

Yours in service,
Lindsay Meyer Bond

LETTER FROM CHAIR

Dear members, partners, and supporters of HEPNet,

Many of us are glad to see 2021 in the rearview mirror as we hope, with all our fingers and toes crossed, that 2022 is the year we can begin recovering from this long pandemic. That said, despite the toils of the past year HEPNet has continued to serve our members with gusto and strengthen our organizational infrastructure.

As a fledgling non-profit organization during these ever-changing times, we are constantly assessing how can we build upon our strong foundation to meet our mission in more effective and responsive ways. It keeps us on our toes! In 2021, the board supported Lindsay in expanding our personnel infrastructure by hiring additional part-time staff. HEPNet total paid staff hours still amounted to less than one full-time employee in 2021, but what a difference a few additional hours can make!

The data and testimonials that follow in this report illustrate that HEPNet was successful in retaining members through very challenging times. Despite economic challenges that every higher education institution faced in 2021 to one degree or another, we also gained new members who felt that there is a value-add to joining this network. New initiatives such as bootcamp thrived, and we are preparing to launch professional learning competencies in the coming year.

Thank you for continuing to believe in HEPNet!

Sincerely,

Caroline Shelton

Board Chair



Member Quotes on the 2021 Conference

While taking into consideration all of the unknown factors continuing in 2021, the [conference] committee did an amazing job of deciding to go virtual, and with some of the limitations of a virtual experience managed to provide an engaging, enlightening and entertaining conference. Meeting friends from the past and new friends as we went Back to the Future!

I cannot believe how affordable this conference is. I'm so grateful that HEPNet's sponsors help keep the costs down!

No improvements for this year! It was really, really a great conference. This was my 4th HEPNet and it feels that the members policies and procedures have really matured and become more encompassing. I'm feeling my institutions policy has not evolved in that way.

WHY WE EXIST

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.

VISION

With guidance and support of the Higher Education Protection Network, colleges and universities advance the well-being of children and youth with whom they interact.

VALUES

Accountable.

We are accountable to our mission and to the public good.

Collaborative.

We work together productively and respectfully.

Ethical.

We act with integrity and fairness in all our dealings.

Expert.

We develop and promote reliable knowledge.

Inclusive.

We champion a welcoming and broadly diverse community.

Innovative.

We develop and embrace new solutions.

Professional.

We promote organizational efficacy.

Responsive.

We address requests and obligations in a helpful, timely manner.

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, an annual conference, regular programming, and online resources. See all the ways we support our mission here.

*Members, What Do You
Love About HEPnet?*

HEPNet conferences and membership portal have been tremendously valuable in providing guidance and resources for updating policies, it is where I met vendors and chose a registration system to further assist in automating compliance requirements and tracking programs.

I am happy to be part of this organization. I believe it is an essential component of every institution, educational or not, that provides services or programs involving minors.

HEPNet has been a huge help in the discussion boards, member connections and resources available. I started in this field about 3 years ago and HEPNet helped me better understand my position, the challenges within higher ed and find solutions or possible solutions to challenges.

MEMBERSHIP SPOTLIGHT

I was hired at Kansas State University in October 2020. One of my areas of responsibility is Youth Protection. I had experience in Youth Protection, but I wanted to be able to apply national best practices to our campus's policies and procedures. I was able to connect immediately with HEPNet and all of the great resources and professionals involved in this organization. I enrolled in the first HEPNet Boot Camp and am so happy that I did. We were implementing a new Youth Protection Policy at the university and being a part of the Boot Camp made me feel like they wrote the curriculum just for me. I was able to apply everything presented in the curriculum in real time, as we were creating our policy and educating our campus about the new policy and procedures. Learning the subject matter from the seasoned professionals involved in HEPNet gave me the confidence to educate my campus on institutional procedures that were guided by national best practices. I was able to use the tools provided by HEPNet to compare our program to several peer institutions. After completing the Boot Camp, I wanted to stay involved. I am now an active member in two committees and have felt welcomed since my first interaction with everyone at HEPNet.



Ryan L. Van Dusen, Ph.D. (he/him/his)

*Clery Compliance & Youth Protection Coordinator
Kansas State University*

Member Quotes on the 2021 Conference

While an in-person conference is preferred, it is extremely valuable to be able to present these topics at a time when in-person is not the best format and virtual helps achieve that.

I enjoyed the format, and the movie-themed networking tables were a fun idea. When we're back in person, I have no idea how I'm going to choose between breakout sessions! I hope they're still recorded.

I'm still so impressed with how connected it can still feel for a virtual conference. I wasn't able to take advantage of a lot of the networking opportunities this year, but I still enjoy the live presentations and being able to see live chats/questions in progress and how so many people interact that way.

STAFF, BOARD, AND COMMITTEE MEMBERS

STAFF

Lindsay Meyer Bond, Executive Director
Kristin Hayes, Special Projects Coordinator
Kelsey Holt, Membership Specialist

BOARD

David Chupak (Michigan State University), Secretary/Historian
Ann Franke (Wise Results LLC)
Nate Friedman (University of Utah)
Carolynn Komanski (St. Thomas University)
Greg Linke (Clemson University), Treasurer
Dawn Riddle (Vanderbilt University)
Caroline Shelton (University of Washington), Chair
Brian E. Stone (University of Georgia)
Sandy Weaver (Penn State University)
LeeKeshia Williams (University of Texas at Austin), Vice Chair
Elliot Young (Kansas State University)

COMMITTEE MEMBERS (BOARD LIAISON)

Affiliations (Lindsay Meyer Bond)

Melanie Bennett (United Educators)
Jeff Heiser (University of California, Davis), Chair
Tim Huchton (American Camp Association)
Laurel Gift (University of Pittsburgh)

Communications (Lindsay Meyer Bond)

Ceci Delgadillo (University of Texas at Austin)
Rachael Jensen (University of Nebraska–Omaha)
Melissa Marrero (Rutgers University)
Lisa Mortensen (Brigham Young University)

Finance (Greg Linke)

Carla Garner (University of Texas at Dallas)
Camille Swanson (Clemson University)

Membership (Elliot Young)

Tasha Abbott (University of Colorado Boulder)
Candace Collins (Praesidium)
Buz Grover (George Mason University)
Laura Harrington (University of Washington)
Kate Kaput (Parkland College)
Alicia Lage (Illinois State University)
Meghan Rapp (University of Virginia), Chair

Organizational Oversight (Dawn Riddle)

Kristy Burnette (University of North Carolina at Wilmington)
Matthew Germino (Penn State University)
Wesley Horne (University System of Georgia)
Elizabeth Hughes–Hageman (University of Alaska)
Reggie Miller (Baylor University)
Starr Sanders (University of North Carolina at Chapel Hill),
Chair

Program (Nate Friedman)

James Bourgeois (Praesidium), Co–chair
Carri Burgjohann (University of Virginia)
Eric Cardella (Oregon State University), Co–chair
Jazmin Danielson (University of Minnesota)
Nadia Guevara (University of North Texas)
Julie Guild (University of Connecticut)
Melissa Paestella (State University of New York Oswego)
Daniela Venegas (University of Texas at Rio Grande Valley)

Resources (Dave Chupak)

Jim Castrataro (Babson College)
Stacy Fair (North Carolina State University)
Anne Koester (Georgetown University), Chair
Carla Markx (University of Central Florida)
Ryan Van Dusen (Kansas State University)

Fundraising (Ann Franke)

Prenicia Clifton (University of Wisconsin)
Ann Franke (Wise Results LLC), Chair
Gerald Parham (University of California, Irving)
Tracey Swift (Arizona State University)

STATISTICS AND ACCOMPLISHMENTS

MEMBERSHIP NUMBERS



HEPNet represents **191 individuals** (178 higher ed members and 13 affiliate members) at **127 institutions** of higher education and youth-serving organizations with members ranging from small schools and community colleges to the largest US institutions.

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5.5 million youth

estimated, served annually by our members.

CONFERENCE RECAP



111
registrants

Over 94% of survey respondents

were satisfied with the various program pieces and everyone was satisfied with the virtual venue

Over 76% of survey respondents

said they plan to attend the 2022 HEPNet conference.

19%

said they were thinking about it, with most comments centered around the financial and travel uncertainties of the times.

WEBSITE STATISTICS FOR 2021

8,900 unique visitors

up 14% from 2020.

13,000 total visits

up 2% from 2020.

41,000 page views

down 4% from 2020.

PROGRAMS OFFERED

6 live webinars conducted

12 Community Chats offered

11 individuals from 8 institutions

served by Pilot Boot Camp program.

Just under 300 people registered

for *The Whirlwind of 2020 + Its Impacts on 2021 + Beyond* webinar, open to the general public

MEMBERSHIP BENEFITS

PROGRAMMING

- Regularly scheduled webinars
- Community Chats
- Annual conference
- Member connections
- Boot Camp

PROFESSIONAL DEVELOPMENT

- Leadership opportunities with committees and Board of Directors
- 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
- Newsletters

FINANCIALS

REVENUE



EXPENSES



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 sec. 501©(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.

THANK YOU SPONSORS AND DONORS

Cozen O'Connor *Conference*

United Educators *Conference and Year-round*

Reach *Conference*

Ideal-Logic *Conference*

Gallagher and the John & Catherine McLaughlin Family Trust *Conference*

Praesidium *Conference*

aINSIGHT *Conference*

CampDoc *Conference*

IncidentAnalytix *Conference*

Office of the Youth Protection Coordinator, University of Washington *In-kind graphic design support*

Ann Franke *Donor*

LeeKeshia Williams *Donor*



PRAESIDIUM

Insurance | Risk Management | Consulting



IncidentAnalytix

Cloud Solutions for Incident Tracking & Risk Management



*Members, What Do You
Love About HEPnet?*

I used all the resources on the HEPNet website to inform how I constructed the policy, which I put forward through the governance process and was ultimately approved. I also used referrals from HEPNet to secure a youth safety and participant registration system. I'm still in the process of redefining what training and background checks should be required, but I have the information I need, acquired from HEPNet resources, to make those changes down the road.