



NATIONAL ORGANIZATION FOR STUDENT SUCCESS

Annual Report 2021-2022

2021-2022 Executive Board

President.....	Dr. Denise Lujan
President-Elect.....	Dr. Meredith Sides
Vice President.....	Dr. Mary Monroe-Ellis
Secretary.....	Glynis Mullins
Treasurer.....	Dr. John Craig
Conference Manager.....	Annette Cook
Executive Assistant.....	Annette Cook

NOSS exists to assist education professionals in making a positive difference in the lives of students

President's Report by Dr. Denise Lujan

It has been my honor to serve as the President of NOSS during the past year. It has been an extraordinary time. I am honored and humbled to have worked with such a phenomenal board- albeit virtually. They are creative, strong-minded, dedicated, and driven to serve NOSS in the best way possible. We have moved forward, adjusting as needed to meet the organization's needs.



We held the first virtual conference for the organization in 2021, with 370 people attending. We had phenomenal presentations and keynote speakers who shared their knowledge with us. We all grew as professionals. Thank you to all of you who attended – you are what made it great.

It is time, however, to return to in-person conferences. The Board has worked to ensure the safety of participants, and presenters are at the heart of everything we have planned. We look forward to seeing you in Atlanta.

During 2020-2021 we developed a strategic plan to help move the organization forward. NOSS's **strategic goals** are to:

- **Expand Membership**

Update: The NOSS Board moved forward to implement new policies and procedures for members. The pandemic has hit the organization hard and our membership has decreased by 28%. In 2020, NOSS had 1410 members; today, we have 1012. Many things have impacted this number but the demands of transitioning courses to an online format and teaching virtually are on top. The organization will work hard to increase the membership to pre-pandemic numbers as we move forward. We will need your help to do so, though. Please invite everyone you know to become a member of this great organization.

- **Expand Communication Reach**

Update: NOSS is increasing the number of new institutions we partner with on student success. Our primary focus has been to continue our partnerships while developing new ones this past year. The NOSS board focused on:

- Holding the joint AMATYC and NOSS Math Summit in 2022 at the NOSS Conference.
- Partnering with Gulf University of Science and Technology in Kuwait to offer a three-day presentation on success strategies. Members of NOSS will provide this training in May 2022. We look forward to developing more training along this line.
- Presenting to the Kellogg Institute on co-requisite courses best practices.

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- Expand **Professional Development**

Update:

- This year the NOSS board focused on returning to an in-person conference.

- Evaluate **Operations and Structure**

Update: This year, the Executive Board focused on creating consistency among NOSS chapters. The Board formed ad hoc committees comprised of chapter officers to evaluate and update operational structure. We started two committees:

- Bylaws Committee. This committee worked together to create a template for bylaws that chapters.
- Website Committee. This committee collaborated to determine guidelines for NOSS chapter websites to follow.

As I leave office, I am reflecting on our work. I have been blessed to be the President of this organization for the past three years. I am incredibly proud of us. We have weathered the storms and are finding our way towards a bright future.

At the conference in Washington D.C., the organization was left in a precarious position. The loss of income left us financially vulnerable. We evaluated every business process, financial expenditure, and operational structure to ensure that NOSS regained its financial footing. We had to take bold steps.

With member support, we changed the name of the organization. Changing the name of a long-established organization was not easy, but it was needed and worth it. We are now aligned with the nation in how we view and work with underprepared students and developmental education.

Then the pandemic hit. We expected to have the best conference yet in Las Vegas, but the world had different plans. We were flexible forward-thinking, and put the health and wellness of members at the forefront. We canceled our conference. It was a huge decision with long-term implications. However, it was needed. As we are coming out of this crisis, NOSS is positioned to be a leader in the field of student success – including underprepared students. We'll need your help to both grow membership and our conference. In 2014, our conference attendance was 1475. NOSS' goal should be to reach and exceed those numbers. We are an organization with resilient, strong, and compassionate faculty and staff.

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We have a bright future ahead of us. While we have more work to do, we have dared to make tough decisions and follow through on them. I am incredibly proud of us all. Thank you for allowing me the opportunity to serve as President of NOSS. I will forever be grateful and honored to have been a part of this great organization.

Denise Lujan,
President

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President-Elect's Report by Dr. Meredith Sides

NOSS 2022 President-Elect Report

The President-Elect is the Executive Board liaison with all of the Specialty Areas, Networks, and Task Forces and presides over meetings and events in the event of the President's absence.



As the COVID-19 pandemic has continued to cause significant challenges to our country and the world, it is amazing to see the continued resilience of educators and their dedication to helping every student succeed. You all are amazing! NOSS is lucky to be affiliated with so many innovative and dedicated educators.

It has been my great honor to serve as the President-Elect in a number of different ways in the past year, including the following:

- Attending all board meetings and conference calls
- Participating in all board communications and votes
- Suggesting changes and improvements to the NOSS board
- Communicating and collaborating with the NOSS Office
- Promoting NOSS at state chapter conferences and regional events
- Serving on the NOSS Conference Committee as Program Coordinator
- Serving as the liaison to the NOSS Specialty Areas, Networks, and Task Forces
- Making significant revisions to the Network Report schedule and requirements
- Establishing and guiding the NOSS Membership Task Force
- Presiding over meetings in the President's absence

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Vice-President's Report by Dr. Mary Monroe-Ellis



In my first year as NOSS vice president, it has been my pleasure to help support NOSS's chapters and work with the amazing chapter leaders in the states and abroad. Primarily, the vice president serves as a connection between the national organization and the chapters, working as a source of support and liaison. With 2021 being another unusual and challenging year, chapter officers have been actively adapting to circumstances, and I worked to help support their goals through the following activities.

- Updated the list of state chapter officers. A consistent completion of chapter activity reports has helped us continue regular and efficient communication with the officers.
- Communicated with officers throughout the year regarding relevant chapter information and actions, including benefits such as website support, special programs, and chapter requirements.
- Assisted members as they continue building connections within their regions to assist with potential chapter revitalization or new chapters.
- Participated in monthly board meetings and presented chapter news and concerns.
- Reminded chapters to complete activity reports in order to maintain current information and build relationships between the national Board and the chapters.
- Continued to support chapters with efforts involving NOSS expectations.
- Worked with the Ad Hoc Website Committee to establish requirements/recommendations for chapter websites.
- Worked with the Ad Hoc Bylaws Committee to create a template for chapters bylaws to use to ensure consistency.
- Assisted NOSS Board in planning symposium in Kuwait in 2022.
- Assisted members in exploring establishing NOSS chapters in the Pacific Northwest and Kuwait.

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Secretary's Report by Glynis Mullins

Greetings to all; I am honored to serve the members of NOSS for the past year as the Secretary. Being able to serve on the Board has been so rewarding because of you, the members of NOSS. We held our first virtual conference this past year, where I can honestly say, "we turned up and turned out. I take my hat off to the committed members of this organization as we continue to be advocates for our students, promote student success, and master our craft. The new normal is upon us, which includes more online instruction, partial teleworking, and taking a stand for our students who need us the most. No matter our role in education, we are determined to empower others to be their best selves. Thank you!



I am humbled to have the chance to serve and collaborate with the Board, members, and a host of others in the following ways:

- Attending all board meetings and conference calls
- Storing and publishing board meeting minutes and other related documents
- Creating the agenda template for board meetings
- Participating in all board communications and votes
- Communicating and collaborating with the NOSS office
- Updating the Policies and Procedures Handbook based on revisions made by the Board
- Archiving and cataloging all NOSS documents
- Promoting NOSS locally, statewide, and nationally whenever necessary
- Serving as a liaison for affiliate organizations
- Working with the Awards Committee Chairperson, President-Elect, and Vice-President to create printed certificate awards for the upcoming NOSS annual conference
- Creating necessary documents and for the NOSS annual conference
- Creating and distributing the NOSS Newsletter monthly
- Distributing the NOSS President's Letter monthly

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Treasurer's Report by Dr. John Craig

Part I: Assets as of June 30, 2021 (Reviewed, V. Staton, CPA)

Assets	
Savings	362,818
Checking Account NOSS Operating	16,668
Total Current Assets	\$379,486

Note: Fiscal Year End Report of Assets



Part II: Current Asset Year-Over-Year Comparison

Assets	1/29/2021	1/29/2022
Savings	320,048	362,854
Checking NOSS Operating	11,252	84,142
Checking 2021	2,184	0
Checking 2019	776	0
Checking 2020	1,177	0
Total Current Assets	\$334,661	\$446,996

*Checking accounts 2021, 2019 and 2020 were consolidated into the NOSS Operating account

Part III: FY Income and Expenditure Projections and Significant Items

	Classification	Amount
Total Income		\$123,655
	Significant Income Categories	
	Membership Dues	62,095
	NOSS Conference Revenue	61,560
Expense		
	Significant Expense Categories	
	Operating Expenses	51,198
	Journal of Developmental Education	21,000
	Committees and Chapter Development	365
	NOSS Conference Expense*	11,762
	Awards and Scholarships	1,314
	Other (Board Expenses)	0
Total Expense (Projected)		85,639

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Part IV: Recent Years Membership Revenue and Conference Trends

Trends					
Year	2017	2018	2019	2020	2021
Membership					
Dues Revenue	\$71,073	\$80,508	\$83,536	\$77,570	\$62,095
Conference					
Attendees	789	661	700	705	370
Location					
	Oklahoma	Maryland	Atlanta	Nashville	Virtual

Membership revenue has held relatively steady throughout the past five years, despite the conference being virtual in 2021.

Note: These are projected amounts for the current fiscal year which runs July 1 to June 30. The year-end finances are available in August of each year and provide the most accurate representation of the NOSS financial health. CPA reviewed financial records and tax filing are typically available after the November 15 filing deadline.

**Because of the unusual nature of an online conference, this is a rough estimate*

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Conference Manager Report by Annette Cook

The Conference Manager works with the Conference Planning Committee and the Executive Board to plan the annual conference. As a member of the Executive Board, the Conference Manager provides communication and insight to conference-related decisions.



The following activities were completed during the past year:

- Chaired the Conference Committee
- Co-chaired the Mathematics Summit Steering Committee
- Scheduled, prepared the agenda, and participated in planning meetings and phone calls
- Updated conference documents and processes
- Provided guidance to the 2022 conference team
- Shared recommendations from the Board to the conference team
- Responded to requests regarding the conference
- Provided articles about the conference for NOSS newsletter
- Actively participated in all Executive Board Meetings
- Participated in phone calls & meetings with third parties to prepare for the conference and Mathematics Summit

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Executive Assistant Report by Annette Cook

- Updated and maintained NOSS membership records
- Answered emails to the NOSS office
- Sent email blasts upon request of Executive Board
- Made regular deposits of incoming funds
- Provided detailed monthly deposit reports to NOSS Treasurer
- Created customized forms as needed for NOSS processes
- Ordered supplies for conference and NOSS office
- Shared incoming compliments, concerns and complaints with NOSS Executive Board
- Updated Conference Committee on conference registration
- Submitted office-related articles for newsletter and email blasts
- Managed post office mail for NOSS
- Managed NOSS website
- Supplied membership lists to Network and Chapter leaders upon request
- Created chapter webpages upon request
- Created chapter conference registration sites as needed



Historical Membership as of January 31, 2022

	2022	2021	2020	2019	2018	2017	2016
Total	1012	1090	1410	1568	2366	2407	2330
change	-7.10%	-22.69%	-10.10%	-33.70%	-1.70%	3.3%	-27.40%

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