

Higher Education Protection  
**NETWORK** 

---

# Annual Report

## 2023





*HEPNet is THE BEST. In updating our policy and resources, I heavily relied on HEPNet's benchmarking, topics in the discussion board, conference sessions, and the generous help of several HEPNet members.*





## **CONTENTS**

<b>4</b>	<b>// LETTER FROM THE EXECUTIVE DIRECTOR //</b>
<b>7</b>	<b>// LETTER FROM THE CHAIR //</b>
<b>8</b>	<b>// MISSION &amp; PURPOSE //</b>
<b>10</b>	<b>// STAFF, BOARD, &amp; COMMITTEE MEMBERS //</b>
<b>14</b>	<b>// SPONSORS &amp; VENDORS //</b>
<b>18</b>	<b>// STATS &amp; ACCOMPLISHMENTS //</b>
<b>20</b>	<b>// FINANCIALS //</b>
<b>21</b>	<b>// MEMBER BENEFITS //</b>
<b>23</b>	<b>// WAYS TO SUPPORT //</b>

## LETTER FROM THE EXECUTIVE DIRECTOR



Dear HEPNet Community and Supporters,

As we reflect on the accomplishments of 2023, it is with great pride and gratitude that I share the highlights of our collective journey over the past year. The Higher Education Protection Network (HEPNet) has witnessed remarkable growth and achievement, and I am thrilled to present our key milestones in this annual report.

### **Launch of the HEPNet Hub**

One of the pivotal moments in 2023 was the successful roll-out of the HEPNet Hub. This dynamic member space has become a central platform for fostering discussions,

collaboration, and resource sharing among our dedicated community. The Hub serves as a testament to our commitment to creating an engaging space for all members.

### **Recognition in the Pre-College Programming in Higher Education: Case Studies Book**

HEPNet's significant contributions were acknowledged as we found a place in the prestigious "Pre-College Programming in Higher Education: Case Studies" book. This recognition not only highlights our impact but also positions us as thought leaders in the field.

### **Publication of Two Extensive HEPNet Official Resources**

In 2023, we took significant strides in knowledge dissemination by publishing two comprehensive resources. The first, an inventory of programs mapping youth engagement, and the second, an implementation plan for a robust youth protection program. These resources are invaluable tools that contribute to the advancement of youth protection initiatives.

### **Establishment and Implementation of Employer of Choice Initiatives**

HEPNet continues to prioritize the well-being of its staff by implementing initiatives that make us an employer of choice. Our commitment to creating a positive and supportive work environment remains unwavering.

### **Financial Stewardship**

Sound financial management has been a cornerstone of our operations. Through careful stewardship, we ensure the sustainability of HEPNet's mission and programs.

### **Boot Camp Success**

Our dedication to our mission has allowed us to achieve large boot camp enrollments and expand our offerings. This success demonstrates the growing demand for our programs and we are so grateful for those that help to teach this program.

### **Strong Partnerships and Affiliations**

Collaboration is at the heart of our success. In 2023, we strengthened existing partnerships and formed new affiliations that enhance our ability to make a meaningful impact in the higher education protection landscape.

### **Committee Successes**

The dedication and hard work of our committees have been pivotal in achieving our goals. From fundraising to program development, each committee's success contributes to the overall success of HEPNet. THANK YOU to our countless volunteers!

As we celebrate these achievements, let us also look ahead with optimism and a renewed commitment to our mission. The challenges we face are opportunities for growth, and together, we can continue making a positive impact on the protection of youth in higher education.

Thank you for your unwavering support and dedication. Here's to another year of collaboration, innovation, and progress!

Yours in service,

*Lindsay Meyer Bond*

Lindsay Meyer Bond  
Executive Director  
Higher Education Protection Network (HEPNet)



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



“

*Networking has been the strength of HEPNet for me. The resources are great, but knowing the highs and lows of people who are in similar roles helps elevate the resources.*

—



*The Higher Education Protection Network (HEPNet) is an international association linking together those that 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.*



## LETTER FROM THE CHAIR

Dear HEPNet members and supporters,

2023 marked a year of growth and milestones for the Higher Education Protection Network. In this report, we celebrate our accomplishments, share data representing our growth and success, and offer testimonials on the many ways HEPNet has contributed to youth protection in higher education.

To highlight a few achievements, HEPNet experienced continued programmatic success both in the expansion of boot camp offerings and hosting our largest annual conference to date. The launch of the HEPNet Hub created a collaborative space for members to engage and share ideas, and we celebrated the creation of two official HEPNet resources, both of which will undoubtedly continue to advance youth protection efforts in higher education. Through initiatives supporting the well-being of the dedicated staff that drive HEPNet's success, we continued our commitment to advancing a positive workplace culture.

As we turn the corner to 2024 with excitement for new opportunities ahead, I encourage you to review information in this report about the many ways you can get involved and support HEPNet. Our committees continue to astound us with their incredible work, and we are grateful for all who generously offer their time, passion, and collaborative efforts to advance our strategic initiatives.

Thank you for being part of our HEPNet community. As our work, growth, and contributions to youth protection in higher education continue, we are so grateful to have you along for this journey.

With sincere gratitude,

Dave Chupak  
*Board Chair*



### OUR 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.





## OUR 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.



## OUR 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.

## OUR PURPOSE

Many colleges and universities interact with more minors than they do college students. We seek to help safeguard the well-being 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](#).

## STAFF, BOARD, & COMMITTEE MEMBERS

### STAFF

**Lindsay Meyer Bond**, Executive Director

**Kristin Hayes**, Special Projects Coordinator

**Natalie Fountas-Davis**, Membership Specialist

### BOARD

**Melanie Bennett** (United Educators)

**James Bourgeois** (Praesidium)

**Carri Burgjohann** (University of Virginia, then YMCA-USA)

**David Chupak** (Michigan State University), Chair

**Nate Friedman** (University of Utah)

**Charles Johnson** (Virginia Commonwealth University, then University of Virginia),  
Secretary/Historian

**Greg Linke** (Clemson University)

**Dawn Riddle** (Vanderbilt University)

**Caroline Shelton** (University of Washington)

**Brian E. Stone** (University of Georgia), Treasurer

**LeeKeshia Williams** (University of Texas at Austin), Vice Chair

**Elliot Young** (Kansas State University)



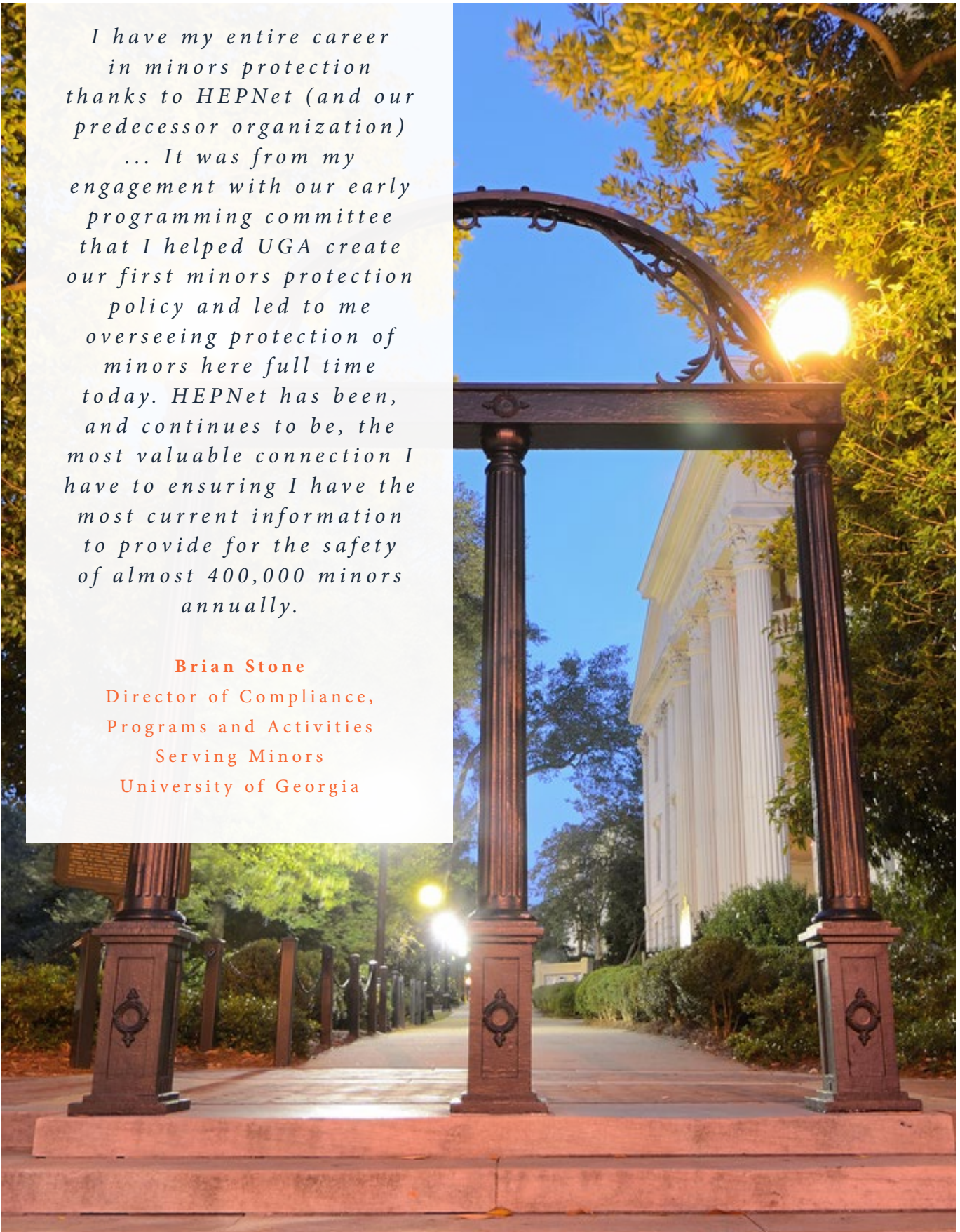
*HEPNet conferences and membership portal have been tremendously valuable in providing guidance and resources for updating policies, it is where I met vendors and chose a registration system to further assist in automating compliance requirements and tracking programs.*



*I have my entire career in minors protection thanks to HEPNet (and our predecessor organization) ... It was from my engagement with our early programming committee that I helped UGA create our first minors protection policy and led to me overseeing protection of minors here full time today. HEPNet has been, and continues to be, the most valuable connection I have to ensuring I have the most current information to provide for the safety of almost 400,000 minors annually.*

**Brian Stone**

**Director of Compliance,  
Programs and Activities  
Serving Minors  
University of Georgia**



## COMMITTEE MEMBERS

### Affiliations (*Melanie Bennett | Board Liaison*)

**Melanie Bennett** (United Educators), Chair

**Ryan Brownfield** (The Ohio State University)

**Carley Gardiner** (University of Texas at Austin)

**Cara Mulvaney** (Rochester Institute of Technology)

**Kim Nawyn** (University of Wisconsin-Madison)

**Sarah Pharr** (Duke University)

### Finance (*Brian Stone | Board Liaison*)

**Carla Garner** (University of Texas at Dallas)

**Greg Linke** (Clemson University)

### Membership (*Charles Johnson | Board Liaison*)

**Heather Boylan** (University of Wisconsin, Parkside), effective 9/22/2023

**Eric Cardella** (Oregon State University)

**Candace Collins** (Praesidium)

**Laura Harrington** (University of Washington)

*Co-chair & committee member until resignation of 8/2/2023*

**Alicia Lage** (Illinois State University)

**Meghan Rapp** (University of Virginia), Co-chair

**Starr Sanders** (University of North Carolina at Chapel Hill)

**Rebecca Whitman** (University of Alaska Fairbanks)

*Committee member until 8/1/2023, Co-chair effective 8/2/2023*



## COMMITTEE MEMBERS

### Program (James Bourgeois | Board Liaison)

**Justin Anderson** (University of Virginia), resignation 5/11/2023  
**Dana Busby** (University of Wisconsin-StevensPoint), effective 1/7/2023  
**Sarah Cappella** (Syracuse University)  
**Brandy Cunningham** (Iowa State University), Co-Chair  
**Jazmin Danielson** (University of Minnesota)  
**Julie Guild** (University of Connecticut), Co-chair  
**Alice Moore** (University of Delaware), effective 1/7/2023  
**Ryan Van Dusen** (Kansas State University)

### Resources (Dawn Riddle | Board Liaison)

**Mariah Bures** (University of Notre Dame)  
**Jim Castrataro** (Fred C. Church), resigned effective 8/7/2023  
**Stacy Fair** (North Carolina State University), Chair  
**JoAnne Flowers** (University of Missouri System), effective 1/13/2023  
**Anne Koester** (Georgetown University)  
**Carla Markx** (University of Central Florida)

### Fundraising (Nate Friedman | Board Liaison)

**Kirsten Bramley** (Baldwin Wallace University)  
**Ann Franke** (Wise Results LLC), Chair  
**Buz Grover** (George Mason University)  
**Cyn Olvera** (Texas A&M University)  
**Gerald Parham** (University of California, Irving)  
**Tracey Swift** (Arizona State University), resigned effective 9/8/2023



*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.*



**CONFERENCE & YEAR ROUND**

Praesidium | United Educators

**CONFERENCE**

- American Camp Association
- aINSIGHT
- BellXcel
- CampDoc
- CircuiTree
- Compass Abuse Prevention Services
- Cozen O'Connor
- Ideal-Logic
- IncidentAnalytix
- Michigan State University
- Reach



*Having a virtual platform means those of us with disabilities and/or unique family situations can be included. I am deeply grateful that HEPNet is continuing to create an inclusive space online.*



**GRANTS**

The Diversity Foundation

**DONORS**

- Nate Friedman
- Alice Moore
- Kim White
- Caroline Shelton
- Heather Robinson
- Jimmy Bourgeois
- Keshia Williams
- Carri Burgjohann
- Charles Johnson
- Dave Chupak
- Cara Mulvaney
- Brian Stone
- Tine Jones
- Caroline Shelton
- Tracey Swift
- Ann Schroeder
- Wesley Horne
- Vicky Bond
- Lindsay Bond

## SPONSORS, VENDORS, & DONORS

---



PRAESIDIUM



**IncidentAnalytix.com**

Risk Management Information  
Systems for Campus Safety







*Being the first one to hold my position at RIT, I was directed to HEPNet by those who hired me, although they weren't too familiar with the organization themselves. I dove in and joined immediately! I completely relied on HEPNet's benchmarking data, webinars, the discussion board, research on members' institutions, and information from my first HEPNet conference to build our minors policy and guidance. I also discovered program registration and participant registration systems through HEPNet, and our entire campus now utilizes those. Because of HEPNet, my institution's infrastructure for managing events, as well as activities with minors, has completely changed! "Phenomenal progress on a macro level" and "killing it" is how our internal auditor recently described our youth protection program!*

**Cara Mulvaney**  
Director, Youth Protection and Compliance  
Rochester Institute of Technology



## PROGRAMS OFFERED



Boot Camp program served  
**28** individuals from  
**15** institutions



**6** Live Webinars  
**1** Recorded Webinar



**12** Community  
Chats Available



Over **100** people registered  
for the Praesidium Annual  
Report webinar  
*Open to the general public*



## HEPNET REPRESENTS

**238** individuals at **134** unique institutions of higher education and youth-serving organizations, with members ranging from small schools and community colleges to the largest US institutions.

Collectively, our members serve over an estimated **6 million** youth annually.

---



*The ideas shared from other members have been helpful in maintaining our program and thinking of ideas that we did not have before.*



140 REGISTRANTS

## ANNUAL CONFERENCE RECAP

### In-person conference survey

100% of survey respondents were satisfied or highly satisfied with the in-person conference registration and planning pieces and over 84% of all in-person attendees were satisfied or highly satisfied with the conference programming.

### Virtual conference survey

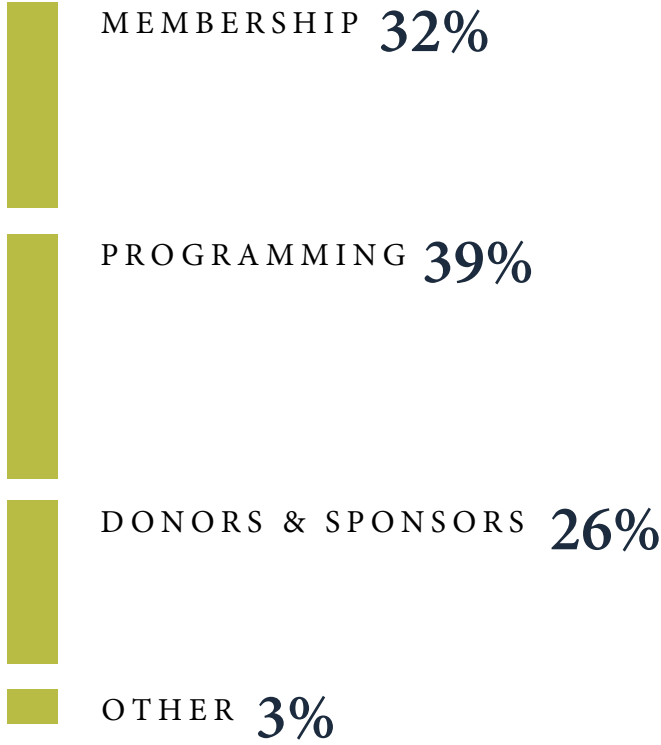
91% of the survey respondents were satisfied or highly satisfied with the virtual conference registration and planning pieces and over 91% of the virtual conference attendees were satisfied or highly satisfied with the virtual platform.

- 100% of survey respondents said they plan to attend a HEPNet conference again.
- 65% of survey respondents said that they plan on attending the 2024 HEPNet Conference. 14% said they could only attend virtually and;
- 21% said they would likely not.

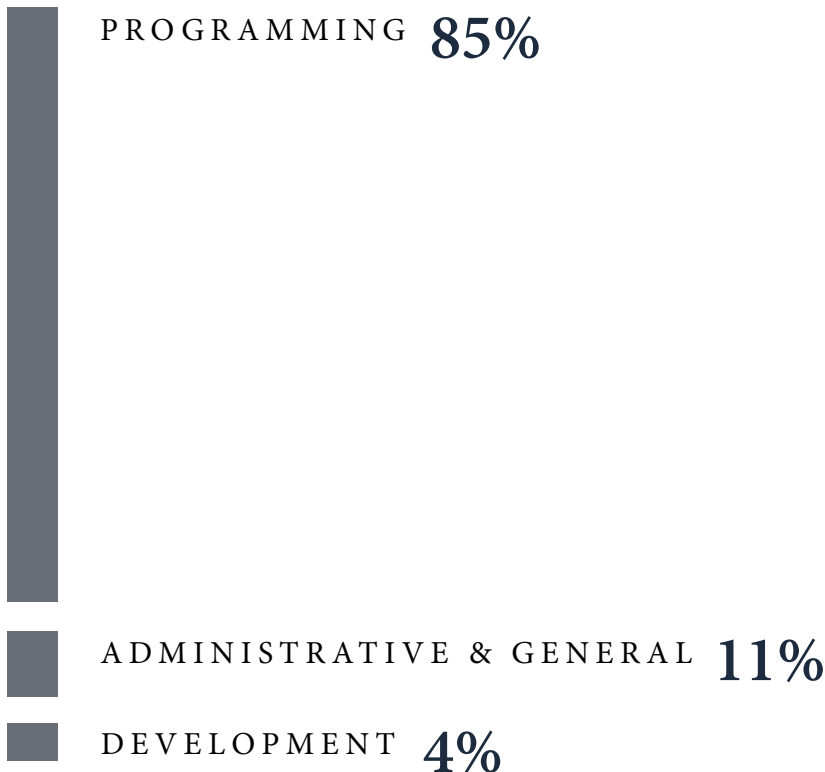
*Most comments centered around the financial and travel uncertainties of the times.*

## FINANCIALS

### REVENUE



### EXPENSES



*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.*



## MEMBER BENEFITS

### PROGRAMMING

Regularly Scheduled Webinars  
Community Chats  
Annual Conference  
Member Connections  
Boot Camp

### SERVICES

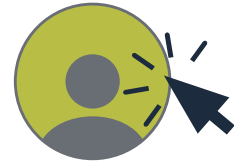
Benchmarking Surveys & Data  
Discussion Board  
Mentor Program

### RESOURCES

Professional Competencies  
Training Modules  
Registration Systems  
Research  
Presentations  
Member Directory  
Newsletters

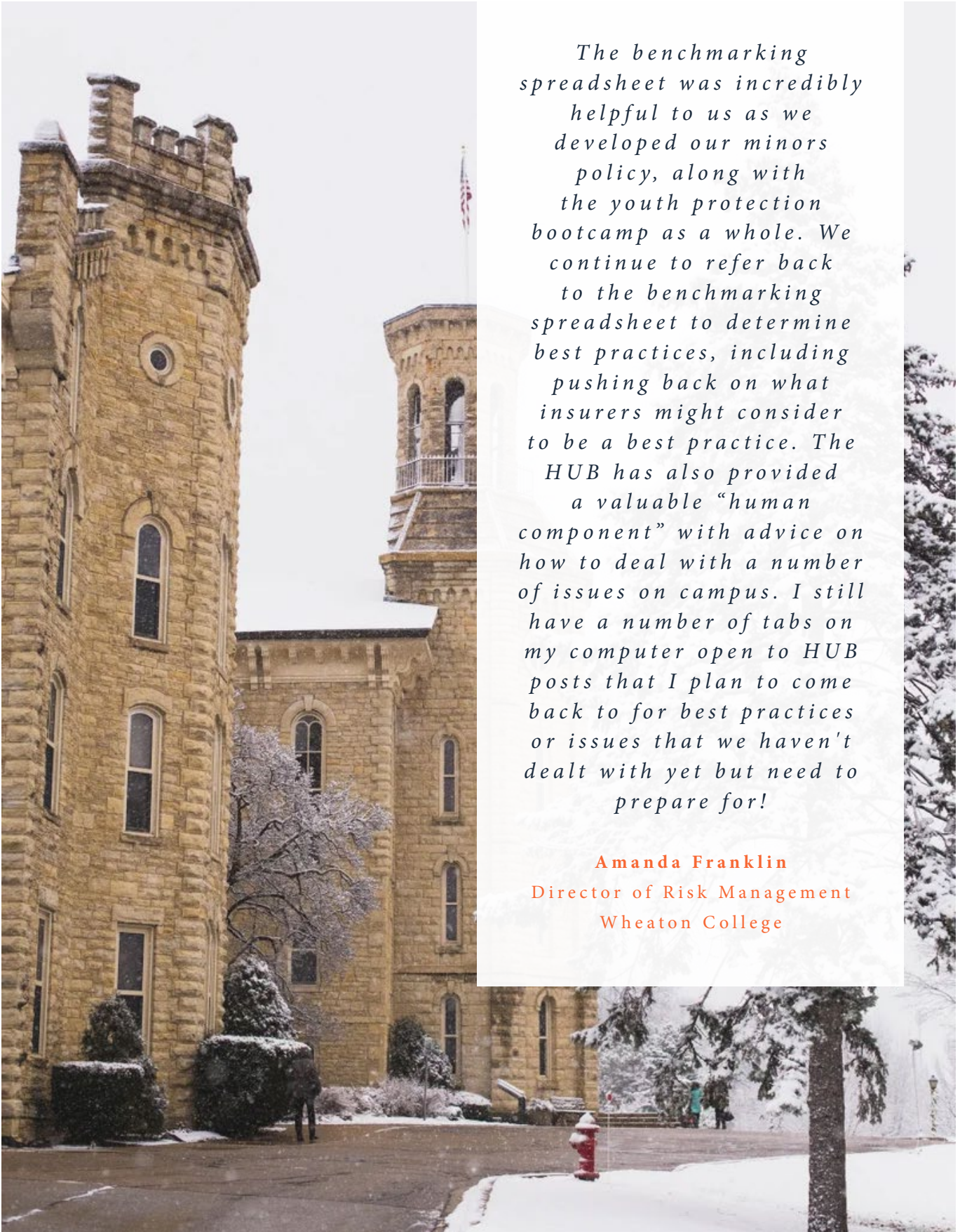
### PROFESSIONAL DEVELOPMENT

Leadership Opportunities with Committees & Board of Directors  
Affinity and Affiliated Groups  
Job Board  
Member Blog



[VIEW ONLINE](#)





*The benchmarking spreadsheet was incredibly helpful to us as we developed our minors policy, along with the youth protection bootcamp as a whole. We continue to refer back to the benchmarking spreadsheet to determine best practices, including pushing back on what insurers might consider to be a best practice. The HUB has also provided a valuable “human component” with advice on how to deal with a number of issues on campus. I still have a number of tabs on my computer open to HUB posts that I plan to come back to for best practices or issues that we haven't dealt with yet but need to prepare for!*

**Amanda Franklin**  
Director of Risk Management  
Wheaton College

## WAYS TO SUPPORT

---

### DONATIONS

HEPNet is a charitable not-for-profit organization under sec. 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.

---

### 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.

More than one member at an institution of higher education receives a discount!



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



### 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 6 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.](#)



Higher Education Protection  
**NETWORK** 

[www.higheredprotection.org](http://www.higheredprotection.org)