

NCDA VETERANS COMMITTEE

Annual Year Report 2025–2026

Date of Report: August 17, 2026

Leadership Information

2025–2026 Chair: Rod Key, Career Advisor, Military-Affiliated Students, Middle Tennessee State University; rod.key@mtsu.edu; 615-904-8045

2025–2026 Co-Chair: Vacant; recruitment in progress following the March 2026 leadership transition.

Anticipated 2026–2027 Chair: Rod Key, Career Advisor, Military-Affiliated Students, Middle Tennessee State University; rod.key@mtsu.edu; 615-904-8045

Anticipated 2026–2027 Co-Chair: To be determined; recruitment will continue from the active committee roster.

Committee Members

- Rod Key — Middle Tennessee State University (Chair)
- Terry Arndt — College Transition Publishing
- Daron Babcock — Ivy Tech Community College
- Channel Clivens-Smith — Delgado Community College
- TJ Dempsey — Dickinson State University
- Emily Gomez — Hire Heroes USA
- Sylvie Golod — Richland Library
- Henry L. Harris (Hank) — University of North Carolina at Charlotte
- Candina “Dina” Janicki — Operations and Career Development
- Charles Lehman — Labor Economist
- Priscilla Mondt — Adjunct Faculty / Retired U.S. Army and Veterans Health Administration
- Heather Robertson — St. John’s University
- Ammad Sheikh — Virginia Military Institute
- Michael Shavel — Connecticut Department of Labor
- Sarah Smith — Regis University
- Sarah Terry — University of Wisconsin–Milwaukee
- Kathryn Troutman — The Resume Place, Inc.

Committee Activities to Date

- **Leadership transition and strategic refresh:** Assumed the Chair role in March 2026; reviewed prior committee reports and committee history; and established a six-point strategic refresh focused on rebuilding a sustainable committee structure.
- **Roster rebuilding:** Conducted a national interest call and re-engagement effort, resulting in an active roster of 17 members representing higher education, government, nonprofit/veteran-service organizations, career services, workforce development, and private-sector expertise.
- **Member engagement:** Mapped member interests across committee projects, research and writing, conference presentations, leadership, partnerships, and quarterly meetings to support future workgroup assignments.
- **Conference presence:** Delivered the NCDA Global Conference presentation, “What Veterans Wish Career Professionals Knew About Transitioning,” and convened the Veterans Committee meeting at the conference to strengthen visibility, engagement, and recruitment.
- **Communication and infrastructure:** Began reviewing committee communication channels and contact information in preparation for consistent committee outreach and a quarterly virtual meeting cadence.
- **Partnership development:** Initiated outreach to veteran-focused practitioners and potential partner organizations to strengthen the committee’s resource and referral network.

Projected Plan / Work to Be Completed through September 30, 2026

- **Leadership:** Continue recruiting a Co-Chair and identify two to three subcommittee leads to support succession planning and shared committee leadership prior to October 1 term start date.
- **Meetings and communication:** Schedule the first quarterly virtual committee meeting in September 2026; confirm a reliable communication process; and onboard all active members to regular committee updates.
- **2026–2027 workgroups:** Establish initial workgroups for research development, conference proposals, and veteran career-resource development based on member expertise and stated interests.
- **Resource development:** Begin organizing a committee resource sheet or shared resource library for career professionals serving veterans, service members, and military-connected students.
- **2027 conference planning:** Build a speaker and proposal pipeline that encourages collaborative, veteran-focused submissions for the 2027 NCDA Global Conference.
- **Research:** Convene interested faculty and practitioners to define a feasible topic and scope for a committee-authored research resource.
- **Budget:** No budget request is planned right now. As the committee develops its projects and identifies specific needs, we may submit a request later in the year.