
CSES UPDATE

Spring 2009

A Look Insides CSES

A Practicum Intern's Perspective

Adam Ortiz

Graduate Student, Higher Education and Student Affairs '10

Last fall, I completed a practicum internship in the Center for Student Ethics and Standards. As an aspiring administrator in the Higher Education and Student Affairs program, I felt that it was important to become familiar with this facet of UVM. While I was able to carry out my goal of learning policies, decision making and rationale, I walked away from the experience thankful that I was able to learn much more both professionally and personally.

What I learned from talking to CSES staff is that every member of the team is driven by one goal in particular: the well-being of the UVM community. After witnessing the tiring work entailed in maintaining an efficacious CSES, I gained a deep level of respect for the people in the office. Not one of them ever demonstrated anything but the utmost commitment to making UVM a healthy environment in which to live. As an aspiring student affairs professional and authority figure myself, I was able to bring this passion into my own daily work.

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Nicholson House, home of CSES, 41 South Prospect Street

Greetings from CSES!

Before the campus empties out for the summer, we wanted to share a snap shot of what has been happening at CSES this year. We hope you enjoy the reading and look forward to hearing from you if any of the information or opportunities catch your interest!

STUDENT LEADERSHIP OPPORTUNITIES AT CSES!

STUDENT JUDICIAL ASSOCIATE

Participate in judicial hearings; recommend outcomes and sanctions

ACADEMIC INTEGRITY COUNCIL

Sit on Council with faculty members; vote on outcomes and recommend sanctions

www.uvm.edu/cses

Conflict Resolution at UVM

Dana Kaplan

Center for Student Ethics and Standards, Assistant Director

The Center for Student Ethics and Standards (CSES) provides students with the tools needed for success in a pluralistic society by promoting character development and individual and social responsibility. Specifically, the Conflict Resolution Program, formally Alternative Dispute Resolution, interacts with this mission by seeking to help students constructively address differences, and by providing opportunities to engage in a different type of dialogue. Much like other programs at CSES, Conflict Resolution values the promotion of individual accountability, mutual responsibility, self-reflection, effective listening, creative thinking, and ultimately new understanding.

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*CSES staff serves ALANA Student Center Breakfast in March.
(left to right; Laura, Sue, Wayne, Troy, Sasha and Erin)*

A Look Inside CSES *continued...*

Interning at CSES also presented the challenge of approaching ethical dilemmas that are commonplace in student affairs work. After numerous conversations with staff members, I learned how to effectively approach these situations from the perspective of an administrator and in my personal life as well.

I thoroughly appreciate the candor with which CSES staff members were willing to engage with me regarding these topics. The world is not always black and white, and in order to be an effective practitioner, I learned that one must not approach it as so.

Finally, interning at CSES allowed me to witness students learning from their mistakes. One of the most influential experiences I had at CSES was co-facilitating a weekend-long session of the women's track of Project Discovery; an educational alternative to suspension. During that time, Laura and I helped women come to striking realizations as we explored the role of age, gender, media, and other influences in their lives. It was exciting to watch students making positive progress in their lives after first engaging in mistakes.

My experience at CSES has no doubt followed me outside of the internship. The office, staffed by a group of dedicated people, helped me not only learn about policies and rationale, but also understand deeper issues of community development, ethics, and the utilization of infractions as pragmatic educational moments. Thank you, CSES!

The Center for Student Ethics and Standards
41 South Prospect St., Burlington, VT 05405 Ph: 802-656-4360
Troy Headrick, Interim Director
Laura McDaniel, Assistant Director
Dana Kaplan, Assistant Director
Sue Pochop, Office Manager
Wayne Tetrick, Office Manager
Erin Crow, Graduate Assistant

Conflict Resolution at UVM *continued...*

One classic example is used by Conflict Resolution practitioners when describing the work we do and why. It revolves around two kids fighting over an orange. Both want the orange, but there is only one, so what do they do? It is suggested that the obvious solution is to cut the orange in half. This certainly seems to be a 'fair' way to solve the problem; they split the fruit in half and each ends up with an equal amount. But as we poke a bit further, what gets revealed is that one of the kids needs the orange *rind* for baking purposes. The other kid really just wants to drink the *juice* from the orange.

It is a simple illustration but speaks very clearly to the process and principles of conflict resolution. It's about understanding people's motives and finding shared conclusions that work well for all involved. Conflict resolution aims to open doors that feel – or have in the past felt – shut, and it's about building new perceptions and bridging gaps in our communication. It brings what is underneath the conflict to the surface in order to meet the participant's needs and move towards more productive, satisfying outcomes and relationships. At first glance, the most obvious and "reasonable" way to fix the orange conundrum was to split it in half. But in the end, the kids actually had different needs. Had they gotten to the 'why' behind their desire for the orange, they may both have been more satisfied in the end.

Conflict is inherent in all of our lives. The question is how to approach it in ways that help us reach our goals while being true to ourselves and keeping our relationships in tact. The Conflict Resolution Program at CSES assists interested participants in navigating difficult conversations. The goal is to build understanding and ultimately land upon new and mutually agreeable outcomes.

Program specifics are available on our website www.uvm.edu/cses. If you have further questions about the program, want to talk about a particular situation that might be an appropriate referral or to set up a program or training, please give us a call at 656-4360. We look forward to promoting new ways of engaging in conflict with you!

DECODING THE CODE

STUDENTS OFTEN ASK US...

WHAT IS A COMMON SOURCE OF ALCOHOL?

UVM defines a 'common source' of alcohol as twelve or more servings of alcohol.

A single serving of alcohol is considered 1.5 ounces of 80 proof liquor, one twelve ounce beer (5% alcohol) or one five ounce glass of wine (12% alcohol).