

**The
Division of Student
Affairs**

**Inclusive Excellence
Framework Action
Plan**

Summer 2019 Update



The University of Vermont

Staff Overview

The Division is Comprised of 9 Units:

- Career Center
- Center for Academic Success (CFAS)
- Center for Health & Wellbeing (CHWB)
- Center for Student Conduct (CSC)
- Residential Life
- Student & Community Relations
- Student Life
- UVM Dining
- Vice Provost & Dean of Students (VPDOS)

Staff and Student Employees include:

- 164 full and/or part-time employees
- Contracted partner with Sodexo (Approx. 580 staff members)
- 38 graduate students
- 480 work-study students

Diversity Commitment

- The Division has maintained a commitment to creating and developing an inclusive, diverse, and multiculturally competent staff for over 15 years
- Our commitment is multifaceted:
 - Host annual professional development series;
 - Provide financial support for staff to participate and present at local and national conferences;
 - Engage in assessment, affirmative recruitment and inclusive practices.
- Outcome:
 - A more collaborative, thoughtful, and informed community of practitioners that supports the growth and success of our students, staff, and University

Accomplishments

Divisional

- Since 2014, the Division has been recognized annually by *Diverse: Issues in Higher Education* magazine as [“One of the Most Promising Places to Work in Student Affairs”](#).
- In 2013, ACPA College Student Educators International awarded our division's diversity professional development series the ***Voice for Inclusion Medallion for Exemplary Program***.

Departmental & Individual

- **Restorative Practices:** The Department of Residential Life is the first U.S. University department to adopt Restorative Practices (RP)
- **NODA Region IX** (*New England's Outstanding Emerging Orientation Professional*): Eric Carnaje
- **ACPA National Award** (*Voices of Inclusion*) – John Mejia
- **University Our Common Ground Recipients:**
 - 2014 – Patrick Brown and Annie Cressey Valentine
 - 2015 – Kailee Brickner McDonald, Pamela Gardner, and Keith Smith
 - 2016 – Blanka Caha, and Anna Smiles- Becker
 - 2017 – Kate Ford and John Mejia
 - 2018 – Ferene Paris-Meyer



Staff Compositional Diversity Over 5 years

Census FY 2017*

Identity	Percentage
Gender	Man: 30% Woman: 63% Gender Queer: 3%
Race	White: 75% POC: 31%
Citizenship Status	U.S.: 89% International: 6%
Sexual Orientation	Heterosexual: 71% LGBTQ: 23%
Differentlyabled	Yes: 25% No: 72%

Census FY 2012

Identity	Percentage
Gender	Man: 38% Woman: 61% Gender Queer: 0%
Race	White: 80% POC: 28%
Citizenship Status	U.S.: 93% International: 3%
Sexual Orientation	Heterosexual: 80% LGBTQ: 15%
Differentlyabled	Yes: 15% No: 79%

*Updated annually in July



The University of Vermont

Pillar 1: Academics

- **Goals:**

- Full Implementation of the Residential Learning Communities (RLC)
 - Ensure multicultural awareness and development is included in each RLC course
 - Continue to recruit and retain a diverse Higher Education and Student Affairs (HESA) cohort

- **Metrics:**

- Measurements of Success: Learning Outcomes for RLCs; Student Retention and Graduation Rates of underrepresented students.

- **Resources:**

- Increase room rate; Continued faculty & staff engagement; Part time Professional and Graduate Development Coordinator

Pillar 1: Academics (Update)

- **Goal 1 Update (100% Implementation of the RLCs):**
 - With the re-organization of the Learning Communities and full implementation in AY 2018-19, Residential Life has also created student learning outcomes through their Community Learning Model (CLM) which will augment the classroom learning. These learning outcomes focus on Self-Awareness, Community Responsibility, Justice and Inclusion, and Global Engagement.
- **Goal 2 Update (Recruit and Retain Diverse HESA Cohort):**
 - As a result of our collaborative partnership and commitment to affirmative recruitment, the new HESA Admissions Team, which includes key members of the Division and the HESA faculty, was able to recruit a highly accomplished and diverse class of 18 full time and part-time students. The cohort is comprised of 39% students who identify as People of Color and/or Multiracial.

Pillar 2: Community

- **Goals:**

- Revise our staff Diversity and Professional Development Series
- Implement the Step Up: Bias Educational Training Module for the University community (students, staff, and faculty) in Fall 2018

- **Metrics:**

- Continue reviewing various tools to assess learning outcomes of our staff (e.g. intercultural Development Inventory; Intercultural Effectiveness Scale, etc.)
- Review findings from the Step Up: Bias Pilot Training Module Assessment

- **Resources:**

- Continue dedicated funding for all diversity initiatives;
- Continue collaborations, building awareness, and promoting the Step -Up program across campus

Pillar 2: Community (Update)

- **Goal 1 Update (Revise Staff Development):**
 - To better support the emerging needs of the staff in the Division and to align our practices with our national standards, we instituted the NASPA/ACPA Competencies into our ongoing diversity development for the 2018-2019 academic year. We also adapted our approach to supporting adult learners by moving from a pedagogy to andragogy model.
- **Goal 2 Update (Implement the STEP-Up Module Training):**
 - After piloting the Module in 2017-2018, the Step-Up Bias training was made fully available to students, staff, and faculty at the University. The session was featured as a learning opportunity with the Office of Professional Development and Training and at EDU@UVM. From those sessions and department specific requests, the module was shared with over 200 staff and faculty members from UVM main campus, Extension, and the College of Medicine.

Pillar 3: Environment

- **Goals:**

- Continue to engage divisional leadership in re-assessing our mission and vision in the areas of diversity and inclusion, and planning for the adoption of Restorative Practices divisionally
- Continue to increase gender inclusive restrooms in the residence halls
- Secure additional space for exam proctoring

- **Metrics:**

- Working with trained staff and expert consultants to develop operational plan; Reviewing the progress on renovations; and securing space

- **Resources:**

- Renovation and construction funding;
- Partnering with Campus Planning and Management to identify appropriate campus spaces

Pillar 3: Environment (Update)

- **Goal 1 Update (Evolution of Divisional Leadership):**
 - The Leadership Team revised and updated the mission, vision, and values statement for their work together and as leaders of the Division. This included the adoption of the Our Common Ground Values, with the addition of Wellness.
 - A small working group developed an implementation plan for training divisional leadership teams across the 10 units in Restorative Practices as a leadership model to support inclusion and community building.
- **Goal 2 Update (Gender Inclusive Restrooms in the Residence Halls):**
 - Implemented in all renovations and new construction moving forward.
 - 85% of Res Life Common spaces have UVM standardized signage for gender inclusive restrooms. We have received the signs for the other restrooms ready for install. We are working with FD&C to have the living quarter bathrooms reviewed by FD&C for ADA compliance and will order appropriate signage for single stall / shower bathrooms. The signage should all be installed by start of 2019 school year.
- **Goal 3 Update (Proctoring Space):**
 - The division has repurposed 120 Sq. Ft. space from Residential Life to support the demand for additional student proctoring exam space, but the Center for Academic Success still needs approximately 1080 Sq. Ft.

Pillar 4: Operations

- **Goals:**
 - Implement a divisional staff climate survey
 - Continue dedicated funding stream for student and staff programs
 - Clarify the funding and University procedures for student events that have become institutional programs (Soul Food Social, Comida Para La Gente, Diwali Night, etc.)
- **Metrics:**
 - Action steps based on results of the Division Staff Climate & Professional Development Survey
 - Allocate funding sources for Divisional staff and student programs
 - Establish designated funding source and procedures to support student events
- **Resources:** Increase partnerships with SGA, Identity Centers, Affirmative Action and Equal Opportunity Office, OGC, and other campus colleagues

Pillar 4: Operations (Update)

- **Goal 1 Update (Divisional Climate Survey):**
 - Over the course of Fall 2017, a Divisional Staff Climate survey was developed using other institutions' staff climate surveys via Campus Labs' "Community" page . The survey was administered from 12/19/17 to 1/14/18 to all non-student employees within the division. The survey yielded a 78% response rate with 152 of 194 invitees responding to the survey. The information ascertained from the survey has been used to change some of our approaches, structures, and training for the staff.
- **Goal 2 Update (Dedicated Funding for Programs):**
 - Completed and ongoing. Added funding for pantries located in Identity Centers and TRIO.
- **Goal 3 Update (Clarified Funding & University Procedure for Institutional Programs):**
 - Funding has been clarified for certain programs.

Key Divisional Goals 2019-2021

Community:

- Review UVM's 2019 Campus Climate Survey results to develop new goals and action steps
- Continue development of food inclusivity programs
 - Swipe-out Hunger program for students (working with clubs and OIE)
- Broadening divisional affinity groups within the Division and deepening conversations among staff
 - Currently three affinity groups for people who identify as LGBTQ, POC & Multiracial, and White

Operations:

- Updating the Residential Life Housing Contract to be more inclusive of gender queer and gender nonconforming students
 - Continue working with the QSU students; Launch revised contract in Spring 2020