



Division of Student Affairs

2018



HEALTHY



ENGAGED



SUCCESSFUL





REFLECTIONS FROM THE

Division of Student Affairs

THE DIVISION OF STUDENT AFFAIRS FOSTERS AN ENVIRONMENT WHERE UNIVERSITY OF VERMONT STUDENTS ARE HEALTHY, ENGAGED AND SUCCESSFUL. OUR ANNUAL REPORT PROVIDES INSIGHTS INTO THIS WORK AND EXAMPLES OF HOW WE FOCUS ON STUDENTS' LONG-TERM SUCCESS.

The Division of Student Affairs has a broad reach and deep student impact. This year, we opened a new residence hall on central campus, launched phase one of the residential learning community program, supported SGA and the Provost's Office to develop a faculty advising award, expanded the conversation about students' mental health and led searches for two key leadership positions: the Director of Student Life and the Davis Center and UVM's new Executive Director for the Center for Health and Wellbeing and Chief Public Health Officer.

RENEWED COMMITMENT

We are renewed in our commitment to formalizing the assessment of our programs and services and our data collection that provides insight into the student experience. We know that this boosts our accountability and our effectiveness in responding to student feedback.

WHAT WE HEARD

Indeed, students spoke clearly and boldly this year. In my 20+ years at UVM, I have witnessed critical moments of call and response between our students and our institution. The student activism this year, led by a loose collaboration who called themselves "No Names for Justice" spearheaded a series of

protests, meetings, and forums that called for change and accountability regarding racism at all levels of our institution.

AND, CHANGE DID OCCUR...

Looking ahead, the Division of Student Affairs recognizes that our continued success heavily relies on our partnership with students and our collaboration with academic colleagues to address concerns, improve the student experience, and support student wellness.

I welcome your partnership in this work,

Annie Stevens, Ph.D.
Vice Provost for Student Affairs

“ The work that we do in our office, we can put all kinds of names to it... We're all teachers. We're educators... I think that UVM is a pretty cool environment for putting a lot of expectations on students, asking them to respond at a level that is sometimes really challenging, but hopefully they are going to learn from that. **”** PAT BROWN

STUDENT LEARNING OUTCOMES

The Division of Student Affairs values the critical role that co- and extra-curricular experiences have on student learning and development. To this end, we have adopted a set of Divisional Learning Domains. These outcomes were created by the Council for the Advancement of Standards in Higher Education (CAS), a professional organization that is comprised of content experts with the intent to promote standards in student affairs. These Domains were designed to encompass the most salient types of learning in co-curricular settings:

- Gaining Knowledge
- Critical Thinking
- Working with Others
- Self-Development
- Civic Engagement
- Life Skills

With this framework and focus, we aim to deliver a student experience that provides students a set of skills and knowledge that they will use in their college experience and beyond.

View our departmental learning outcomes:
[GO.UVM.EDU/STUDENTLEARNING](https://go.uvm.edu/studentlearning)

UPWARD BOUND WINS \$1.4 MILLION GRANT

UVM TRIO Upward Bound receives a 5 year, 1.4 million federal grant to support academic success and access to college for local high school students.

During the school year, Upward Bound provides weekly, individualized school visits to review academic progress, help set challenging academic goals, assist with career exploration and complete the college search process. Student participants come from Burlington and Winooski high schools, and are from limited/low-income backgrounds, and/or would be the first in their family to attend college. In return, participants are expected to complete a rigorous high school curriculum and maintain at least a 2.5 grade point average.

looking ahead:

In 2018-19 UVM's Upward Bound (UB) program was awarded an additional \$40,000 grant to develop innovative STEM education for participants. UB students will work with UVM faculty and staff using advanced technology, like the work of Jarlath O'Neil-Dunne in UVM's Spatial Analysis Lab.

STUDENT AFFAIRS DEPARTMENTS

- ▶ CAREER CENTER
- ▶ CENTER FOR ACADEMIC SUCCESS
- ▶ CENTER FOR STUDENT CONDUCT
- ▶ CENTER FOR HEALTH & WELLBEING
- ▶ RESIDENTIAL LIFE
- ▶ STUDENT & COMMUNITY RELATIONS
- ▶ STUDENT LIFE
- ▶ UVM DINING
- ▶ VICE PROVOST OF STUDENT AFFAIRS AND DEAN OF STUDENTS OFFICE

FAREWELL, FARMER BROWN.

After 39 years of service to the University, Pat Brown said a final "Mahalo" in June. Pat sat down with Vermont Quarterly to reflect on finding the sweet spot between guidance and empowerment.

As alumni and colleagues shared thoughts about Pat this spring, many mentioned his humor, wisdom, patience, and skill at gently opening minds, nudging a think and a re-think. Seth Moeller '89 put it simply: "Pat was one of the first people to treat me as an adult."



DAPHNE WELLS

Daphne Wells is a UVM alumnus, she graduated from the University's Higher

Education Student Affairs program in 2006 and took over the reigns at Student Life on July 16, 2018. With over 13 years experience, Daphne is an experienced student affairs professional and will bring a skillful approach to building an inclusive campus.



33% Decline in High-Risk Drinking

UVM PARTNERSHIPS

COMMISSION ON ALCOHOL & OTHER DRUGS

Six years ago, UVM made a commitment to changing our culture around high-risk drinking. We achieved this goal through the leadership of the President and the President's Commission on Alcohol and Other Drugs, on- and off-campus collaborations, and a data-driven approach to changing student behavior and the perception of use on campus.

DECLINE IN STUDENT CONDUCT

In addition to interventions such as the revised academic calendar and the launch of the Wellness Environment, the Center for Student Conduct has led the way on revising the conduct and sanctioning process. The overall decline in alcohol, cannabis and other drug violations over six years is 52%.

DECLINE IN OFF-CAMPUS CALLS FOR SERVICE

The Office of Student and Community Relations has partnered with University Relations, the Burlington Police Department, Burlington Code Enforcement and the Office of the Mayor to collect, analyze, and respond to data in the C-Area adjacent to campus. Their strategic interventions have resulted in a 43% decline in calls for service over 6 years and a 63% decrease in municipal violations since 2012.

TOTAL ACOD DISTINCT INDIVIDUALS RESPONSIBLE ONLY



Source: Maxient

CALLS FOR SERVICE BY LEASE YEAR C AREA
(Disorderly Conduct, Intoxication, Noise, AOD Ordinance Violations)



Source: Burlington Police Department

looking ahead:

The Division is leading the way in exploring thoughtful, student-centered, and medically-sound best practices in meeting the escalating demand for students' mental health services.

UVM DINING DAIRY BAR AND CENTRAL CAMPUS DINING

The UVM Dairy Bar is back and pays homage to the original with milk from the student-run dairy herd tended by the CREAM program. Partnerships with the St. Albans Co-Op and Wilcox Creamery turn the milk into ice cream which is available in the Davis Center, Harris Millis and Redstone. UVM loves ice cream—5,397 gallons were sold on campus last year.

The new state-of-the-art Central Campus Dining Hall offers ten different stations with a variety of options to choose from. Unique to this dining hall is Exploration Station, where on average, 120 students per day cooked their own meal with a chef. In keeping with the theme of learning and building lifelong positive eating habits, Discovery Kitchen hosted 48 cooking classes, reaching over 300 students.

DINING BY THE NUMBERS:

48
COOKING CLASSES

We hosted 48 Discovery Kitchen cooking classes engaging with over 300 students in Central Campus Dining Hall

120
MEALS PER DAY

Exploration Station, where students cook with a chef coaching them, averaged 120 meals per day in Central Campus Dining Hall.

5,397
GALLONS

From September to May we purchased 5,397 gallons of ice cream from Wilcox Creamery headquartered in East Arlington, VT.

10 Years Later

STUDENT LIFE	DAVIS CENTER TURNS 10
What started as a vision for a campus living room has transformed into a robust hub for student involvement. UVM routinely outshines its comparator schools in this area—86% vs. 73% of first-year students are involved in co-curricular activities	(source: NSSE 2017). Housing the Student Government Association and Student Life, the Davis Center helps sustain over 200 clubs and organizations and approximately 1,700 student programs per year.

WHY INVOLVEMENT MATTERS:

IT HELPS STUDENTS TRANSITION.

Our Fall 2017 First Six Weeks Survey shows that first-year students who spend at least one hour per week participating in co-curricular experiences compared to first-year students who do not were more likely to agree to the following:

- 1. I have been able to make friends at UVM. (91% vs. 80%)
- 2 I belong at UVM. (90% vs. 83%)
- 3. How satisfied are you with your decision to attend UVM? (94% vs. 88%)

AND, INVOLVEMENT HELPS STUDENTS LEARN.

Students who are more deeply involved led to higher self-assessed skills in these areas:

- 1. Teamwork
- 2. Decision Making
- 3. Problem Solving
- 4. Planning, Organizing & Prioritizing Work
- 5. Developing knowledge related to future career

Source: Project CEO, Spring 2017

looking ahead:

The Division of Student Affairs is formalizing the assessment of student learning across departments and exploring new ways to collaborate in order to deliver more meaningful learning experiences.

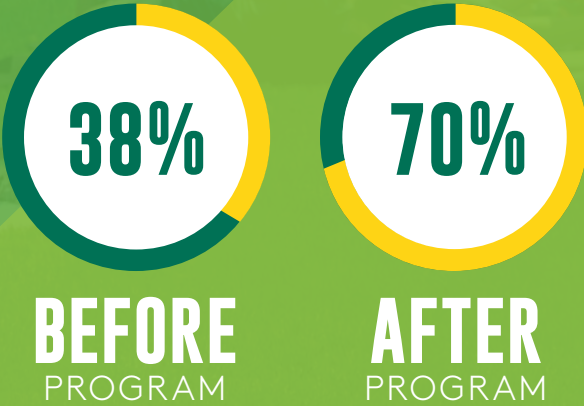


FIRST YEAR EXPERIENCE GROWTH MINDSET

Growth Mindset is a way of thinking that gets people to step away from their perceived limitations (a.k.a. a “fixed mindset”) and understand that their basic intelligence has room to grow. When students approach their learning with a growth mindset, research shows they are more likely to seek challenges and ask for help resulting in better academic performance. UVM is participating in a study out of Stanford University that is assessing our students’ growth mindset. This year 1,462 students completed the Growth Mindset for College Students Program and we found that students reported a stronger growth mindset about learning following the program.

GROWTH MINDSET BEFORE AND AFTER THE PROGRAM

PERCENTAGE OF STUDENTS THINKING WITH A GROWTH MINDSET BEFORE AND AFTER THE PROGRAM.



This data was collected from students immediately after the completion of the College Students Program.



Learn Where You Live

RESIDENTIAL LIFE

LEARNING COMMUNITIES

PARTICIPATION:

68% OF FIRST YEAR STUDENTS

CHOSE TO LIVE IN A LEARNING COMMUNITY IN '17-'18

86% OF FIRST YEAR STUDENTS

CHOSE TO LIVE IN A LEARNING COMMUNITY IN '18-'19

It's a recipe for success—students benefit when they share a common purpose, have meaningful connections with faculty and staff and are engaged in active learning. The residential learning community model embodies and takes this theory to practice.

Learning Communities have been collaboratively created to optimize student wellness and emphasize both academic success and community engagement through a student's four years and beyond. Community themes reflect our University values and several of our core academic strengths.

Active engagement within Learning Communities includes a first-year course envisioned by a faculty director,

community-wide programs, peer mentoring, and opportunities for experiential learning and connections with faculty and staff through presentations and informal advising.

'17-'18 LEARNING COMMUNITY THEMES:

- Honors College
- First Year Interest Groups
- Deans Signature Programs
(now: Liberal Arts Scholars)
- Arts Initiative (now: Arts + Creativity)
- Global Village (now: Cultural Crossroads)
- Sustainability
- Leadership for Social Change
- Outdoor Experience
- Wellness Environment

+ new in 2018-19: Innovation & Entrepreneurship

OUTCOMES: THE INITIAL RETENTION DATA POINTS TO STUDENT SUCCESS—

88.33% OF FA17 LEARNING COMMUNITY FIRST YEARS WERE RETAINED IN FA18 AS COMPARED TO THE INSTITUTION'S 86.7%.

**looking
ahead:**

Next year, 100% of incoming first-year students will be affiliated with a learning community.

CAREER CENTER



It's all in a Handshake! Moving to a new software platform, Handshake, now makes it easy for UVM students to search for jobs and internships, build their resume and make career in-person counseling appointments all in one place. And, students have jumped on board. In its first year of "full adoption":

**52% OF
UNDERGRADUATE**
students used the tool

11,000 JOBS
posted

3,400 INTERNSHIP
opportunities posted

Handshake is just the beginning. Looking ahead, the Career Center's strategic planning process has brought new partners and perspectives to career development at UVM.

YOU SAID.
YOU WANTED
IMPROVED
ADVISING
SUPPORT FROM
PEERS

WE ACTED.
IN 2016
WE PARTNERED
WITH SGA AND THE
PROVOST'S OFFICE TO
OPEN THE ADVISING
CENTER

your
ideas
make
us
better.

thanks for
your feedback

YOU SAID.
I WANT TO
SCHEDULE MY
CAREER CENTER
APPOINTMENTS
ONLINE

WE ACTED.
YOU CAN
SCHEDULE YOUR
ONE-ON-ONE CAREER
COUNSELING AND
RESUME REVIEWS ON
HANDSHAKE:
UVM.JOINHANDSHAKE.COM

You Said.

The Division of Student Affairs uses student feedback to enhance our programs and services. Through various forms of feedback (surveys, focus groups, etc.) the division has found ways to improve. The "You Said, We Acted" campaign was inspired by UNC Wilmington and aims to show stakeholders across campus some of the enhancements that were made as a result of this feedback.

We Acted.

YOU SAID.
YOU SAID IT
WOULD BE HELPFUL
IF FLU VACCINES
COULD BE OFFERED
TO ATHLETES IN A
GROUP SETTING

WE ACTED.
WE NOW OFFER
INFLUENZA VACCINE
IN PARTNERSHIP WITH
ATHLETIC MEDICINE/
ATHLETICS

thanks for
your feedback

YOU SAID.
YOU WANTED
TO LEARN MORE
ABOUT
COOKING

WE ACTED.
DISCOVERY
KITCHEN OFFERS
COOKING CLASSES TWICE
A WEEK. EXPLORATION
STATION AND MY KITCHEN
ALLOW YOU TO COOK
YOUR OWN MEAL
WITH ONE OF OUR
CHEFS

YOU SAID.
YOU WANTED
THE ABILITY TO
SCHEDULE
APPOINTMENTS
WITH TUTORS
ONLINE

WE ACTED.
YOU CAN
NOW SCHEDULE
APPOINTMENTS ONLINE.
APPOINTMENTS HAVE
SINCE TRIPLED IN
THE LAST THREE
YEARS

your
ideas
make
us
better.

Budget, Human Resources and Facilities

FY18 ALL INCLUSIVE OPERATING BUDGETS (UNDUPLICATED)

Department	General Fund	Income/Expense	Other Income	Gifts & Endowments	Department Totals
Career Center	\$1,223,781	\$160,330	\$0	\$115,704	\$1,499,815
Center for Academic Success	\$3,133,705	\$251,759	\$587,511	\$40,782	\$4,013,757
Center for Health & Wellbeing	-	\$8,396,617	-	\$45,447	\$8,442,064
Center for Student Conduct	\$244,477	-	\$150,000	-	\$394,477
Residential Life	\$20,748	\$43,366,401	-	\$8,754	\$43,395,903
Living Learning/RLCs	\$792,967			\$11,453	\$804,420
Inter-Residence Association (IRA)	-	-	\$152,165	-	\$152,165
Student & Community Relations	-	\$254,480	\$10,000	-	\$264,480
Student Life	\$368,639	\$1,694,571	\$60,274	\$79,846	\$2,203,330
Student Government Association (SGA)	-	\$2,374,549	\$1,203,671	\$192,325	\$3,770,545
VPSA & Dean of Students Office	\$383,972	\$2,877,132	-	\$13,494	\$3,274,598
UVM Dining Meal Plans	-	\$19,565,155	-	-	\$19,565,155
	\$6,168,289	\$78,940,994	\$2,163,621	\$507,805	-

Division of Student Affairs Total **\$87,780,709**

Department Staffing	FT Exempt	FT Non-Exempt	PT Exempt	PT Non-Exempt	Total Staff
Career Center	11	3	1	0	15
Center for Academic Success	24	6	0	0	30
Center for Health & Wellbeing	51	14	1	0	66
Center for Student Conduct	4	2	0	0	6
Residential Life	24	27	0	0	51
Living Learning/RLCs	11	0	0	0	11
Student & Community Relations	2	1	0	0	3
Student Life	10	2	0	0	12
Student Government Association (SGA)	0	3	0	0	3
UVM Dining	29	203	0	27	259
VPSA & Dean of Students Office	7	2	2	0	11
Staffing Totals	173	263	4	27	467

THE DIVISION OF STUDENT AFFAIRS EMPLOYS 1,439 STUDENTS

IN SPRING 2018, THE UNIVERSITY OF VERMONT WAS NAMED AMONG THE **"MOST PROMISING PLACES TO WORK IN STUDENT AFFAIRS"** BY DIVERSE: ISSUES IN HIGHER EDUCATION.

Once again, the Center for Inclusion, Diversity & Academic Success (IDEAS) collaborated with the American College Personnel Association (ACPA) for this national study. This national recognition celebrates student affairs workplaces that are vibrant, diverse, supportive and committed to staff work-life balance, professional development and inclusive excellence.





UVM.EDU/STUDENTAFFAIRS



DIVISION OF STUDENT AFFAIRS

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