

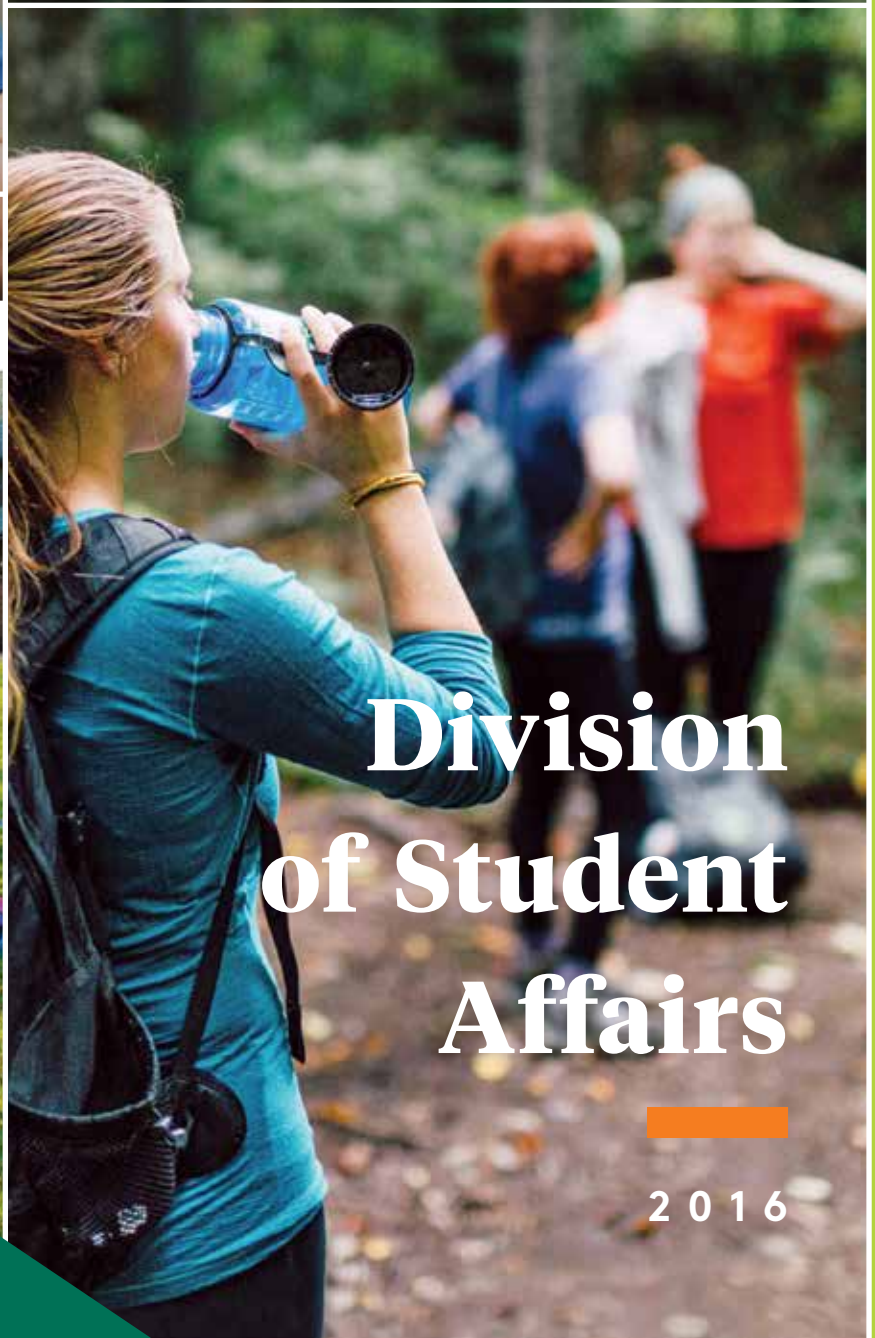


HEALTHY

ENGAGED



SUCCESSFUL



Division of Student Affairs

2016

AN INTRODUCTION TO 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.

TOWN-GOWN ENGAGEMENT

Student and Community Relations has worked with the Community Coalition for the last 21 years to improve community and safety in the off-campus area. For the last six years, the coalition has developed a street-by-street strategy to test community development concepts. The scope of work has included collective efficacy, restorative practices, community-based research, and crime prevention through environmental design. The result is a more engaged community.

WELLNESS ENVIRONMENT (WE)

WE is a success story for its sound academic base and collaborative administrative approach. In sum, it showcases the best of UVM—our outstanding faculty, a commitment to making practical and long-lasting changes in students' lives, and the shared vision across campus to decrease high-risk drinking rates.

DREAM JOB – SHADOWING PROGRAM

Over winter break, the Career Center matches approximately 100 undergraduate students with a UVM alum or parent for a one-day job shadow experience in a variety of different industries and locations. Students see what a typical work day looks like, make connections to people

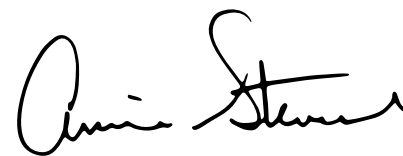
in their field of interest, and determine if the type of job may be a good fit with their interests and goals.

HOW DO WE KNOW STUDENTS ARE BETTER OFF?

The Division of Student Affairs uses Results Based Accountability (RBA) as a planning model to work toward improving positive student experiences. The Center for Student Conduct, along with partners in Residential Life and Police Services, has worked systemically to improve interventions and conduct processes.

BY THE NUMBERS

The Division of Student Affairs is committed to measuring numbers that indicate the degree to which UVM students are healthy, engaged and successful. Throughout this report, learn more about the key indicators that support our comprehensive approach to wellness, student engagement off campus, and career success.



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

A COMMITMENT TO STUDENT LEADERSHIP

A COMMITMENT TO STUDENT LEADERSHIP IS WOVEN THROUGHOUT THE DIVISION. Approximately 80% of UVM students are involved in a co-curricular experience (including clubs and organizations, peer mentorship and student employment). One way to quantify the effect of student involvement is through philanthropy and volunteerism—in 2016 the economic impact of student engagement is approximately \$2.8 million.

RALLYTHON IS ONE EXAMPLE. Through a collaboration among the University of Vermont Medical Center, SGA-recognized clubs and organizations and Fraternity and Sorority Life, \$58,960.19 was raised “for the kids” via the University of Vermont Children’s Hospital. This student-led program hosted 632 registered dancers in the Davis Center from 7pm-7am (in honor of the length of a nurse’s shift) and is part of the larger dance marathon movement that raises \$62 million annually for children’s hospitals across the country.

INVOLVEMENT BY THE NUMBERS:

124,500

Estimated Hours of Community Service

80%

Involved in Co-Curricular Activities

450+

Student Organization Leaders

\$3 MILLION

SGA Annual Budget (\$1.4 million from fundraising)

912

Students Participate in Fraternity and Sorority Life

5,103

Students Lived in Residence Halls

120

Resident Advisors

221

Student Tutors

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



“ STREET-SIDE GARDENS ARE ONLY ONE FACET OF ISGOOD’S INITIATIVE, WHICH IS TO FULLY ADDRESS THE STREET’S PHYSICAL INFRASTRUCTURE AND, CONSEQUENTLY, ITS CULTURE. ”

— Jarrod Szydowski (UVM '16), ISGOOD Member

Engaged.

TOWN GOWN	ENGAGEMENT OFF CAMPUS
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Student and Community Relations has worked with the Community Coalition for the last 21 years to improve community and safety in the off-campus area. For the last six years, the coalition has developed a street-by-street strategy to test community development concepts. The scope of work has included collective efficacy, restorative practices, community-based research, and crime prevention through environmental design.

The community coalition has established a successful partnership with residents of Isham street called ISGOOD (Isham Street Gardening and Other Optimistic Doings). Their collaborative work has resulted in community flower boxes, street cleanups, dedicated space for community gatherings, and engagement with elderly neighbors at Burlington Health and Rehab Center. This initiative has been funded by the Office of Student and Community Relations and an AARP grant.

This spring, the University of Vermont’s Upward Bound program visited the street to help with a spring cleanup project. After learning about the

community development model, students visited the Burlington Health and Rehab Center to pot plants for the residents on Isham street. The Upward Bound students, together with the residents of the Burlington Health and Rehab Center were able to deliver the potted flowers to Isham street residents. The students, residents, and members of the coalition were also able to clean up the street, prepare community gardens, and most importantly spend time building community.

This work has created an environment where the street is cleaner, neighbors who are both long-term residents and renters engage with each other at their community garden or in the space that was donated by a landlord on the street to hold community gatherings. As a result, there has been a decrease in disruptive activity, renters are staying longer and there has been an increase of homeownership on the street. This pilot project has been celebrated by the City of Burlington and Mayor Weinberger and is being used as a promising practice in the Mayor’s City’s Neighborhood Stabilization Plan.

- MEMBERS OF THE COMMUNITY COALITION:**
- UVM Student Government Association (Co-Chair)
 - UVM Office of Student and Community Relations (Co-Chair)
 - UVM Police Services
 - UVM University Relations
 - UVM Campus Planning Services
 - UVM Transportation and Parking Services
 - UVM Fraternity and Sorority Life
 - University of Vermont Students
 - UVM Medical Center
 - Champlain College Communications and External Relations
 - Champlain College Student Government Association
 - Burlington Community and Economic Development Office
 - Burlington Community Justice Center
 - Burlington Code Enforcement Office
 - Burlington Residents
 - Burlington Landlords
 - Burlington City Council
 - Burlington Police Department
 - Burlington Board of Health
 - Burlington Mayor’s Office



(left) Members of the Upward Bound program head to Isham Street.
(near left) Mayor Miro Weinberger visits with UVM and community partners.

Healthy.

“ [IN WE] I HAVE A PEACEFUL ENVIRONMENT TO COME BACK TO AND THE TIPS AND TECHNIQUES I HAVE LEARNED ABOUT MINDFULNESS HAVE REALLY IMPROVED MY ACADEMIC WORK. ”

— 2016 WE resident

THE UNIVERSITY OF VERMONT

WELLNESS ENVIRONMENT

The University of Vermont Wellness Environment (WE) is a success story for its sound academic base and collaborative administrative approach. In sum, it showcases the best of UVM—our outstanding faculty, a commitment to making practical and long-lasting changes in students' lives and the shared vision across campus to decrease high-risk drinking rates.

What NBC News and other major news outlets picked up on this year was not that poor choices can get in the way of student achievement but that a neuroscience and researched-based approach could lead to positive choices and a net gain for student success.

For a quick recap—WE launched in the fall to a full house. The philosophy, shaped by Jim Hudziak, MD (UVM Professor of Psychiatry, Medicine, Pediatrics and Communication

Sciences & Disorders), was to incentivize positive choices across four key pillars: mindfulness, nutrition, fitness and mentorship. Students would live together, take a class together, and have meals together while passive programming would gel the community. Did it work? Based on student reflections on their WE experience the answer is a resounding yes.

One interviewee, a transfer student, spoke to how understanding her brain and practicing meditation increased her ability to manage stress and focus on her academics.

In a word, the future of WE is “growth.” The Division will look to align programmed housing options for students to meet the growing demand for additional themed learning communities. WE is slated to move-in to the new residence hall opening in the Fall of 2017.

HEALTHY BY THE NUMBERS:

17,891

Visits to the Health Center

13,396

Visits to Counseling & Psychiatry Services

2066

Visits to Living Well

90

Outing Club Trips

1,623

Students Active in 60 Club Sports

(left) WEventure brings first year WE students to campus and beyond before the start of the semester.

(right) WE students meditate in Jim Hudziak's class: Healthy Brains, Healthy Bodies.



Successful.

PROFILE 1 | CONNIE OU '19

CONNIE OU '19 (Electrical Engineering) shadowed Richard Bozek '82, Director, Environmental Policy at the Edison Electric Institute in Washington DC.

Connie attended a prep meeting for Richard's upcoming presentation at the White House. Afterward, they discussed nuances, even analyzing body language and tone. Richard advised Connie that academic writing is detailed, but workplace writing should be precise and brief.

“ CONNIE OU WAS A PLEASURE TO SPEND THE DAY WITH. SHE HAS A GREAT DEAL OF POTENTIAL, IS A QUICK STUDY. SHE WOULD BE AN ASSET TO ANY ORGANIZATION. [THE EXPERIENCE] WAS FUN FOR ME TOO IN A WAY I DIDN'T EXPECT. I GOT TO SEE OUR WORK THROUGH A DIFFERENT PERSON'S EYES. ”

— Richard Bozek '82



STUDENT PROFILES	JOB SHADOWING
Over winter break, the Career Center matches approximately 100 undergraduate students with a UVM alum or parent for a one-day job shadow experience in a variety of different industries and locations. Students see what a typical work day looks like, make connections to people	in their field of interest, and determine if the type of job may be a good fit with their interests and goals. The stories that emerge from these experiences include landed internships, expanded networks and clarity about career direction.

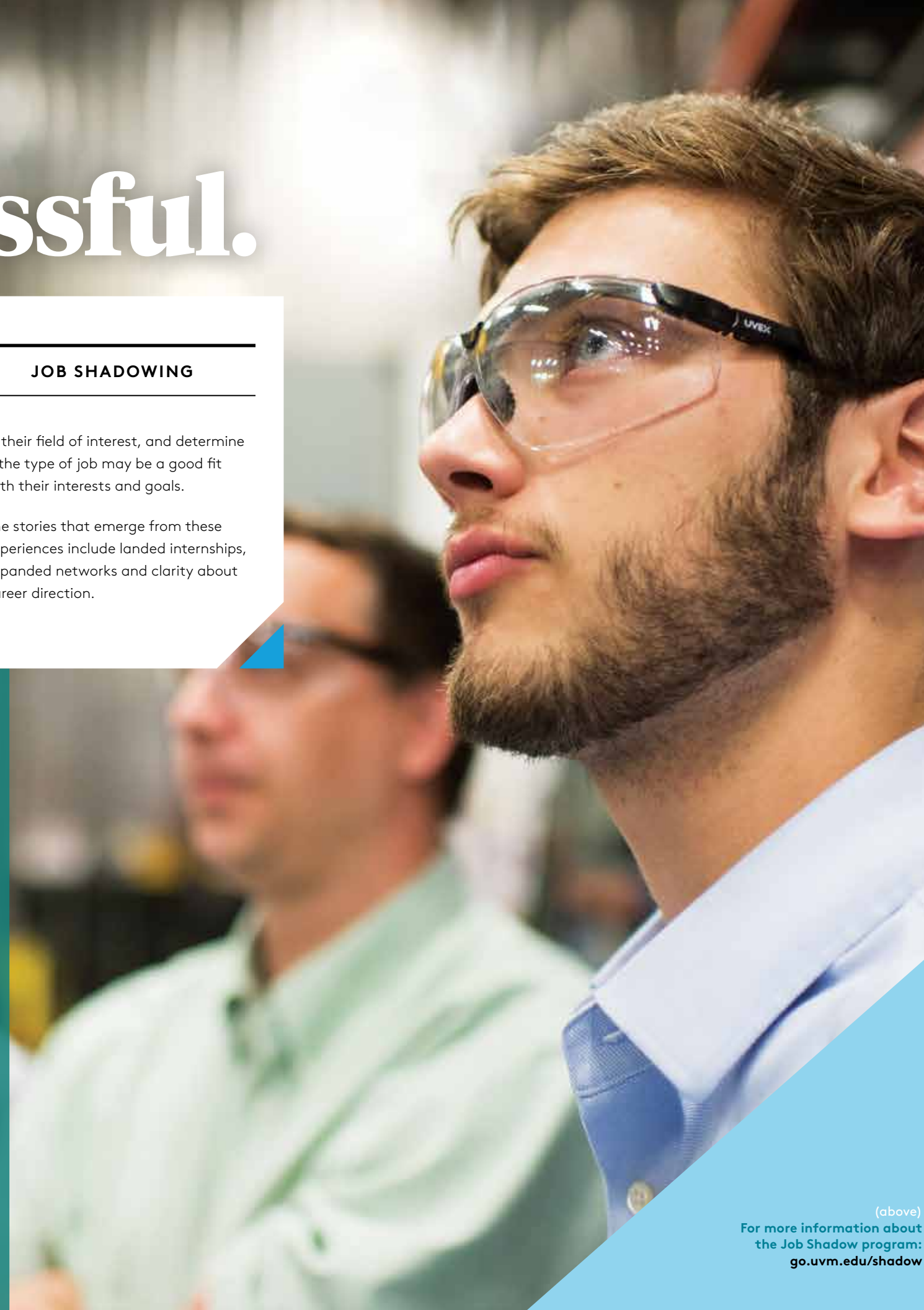
PROFILE 2 | KATIE HICKEY '17

KATIE HICKEY '17 (Global and Regional Studies) shadowed with Erica Goldberg '12, Staff Associate Democracy and Governance Sector at TetraTech ARD, Burlington, VT (International development through grants).

After such a positive experience shadowing Emily Bahnsen '04 (Senior Advisor to Dr. Paul Farmer at Partners In Health) last year, Katie returned to the program for a second year. As a result of her experience, Katie is now applying to summer internship positions at TetraTech ARD, and has been keeping in touch with Erica about her progress.

“ KATHERINE HICKEY WAS INCREDIBLY DILIGENT, FLEXIBLE, AND UPON MEETING HER IT IS CLEAR THAT SHE IS INCREDIBLY HARD WORKING, DRIVEN AND ORGANIZED AND WE WOULD BE THRILLED TO HAVE KATHERINE TAKE ON INTERNSHIPS WITH ARD IN THE FUTURE! ”

— Erica Goldberg '12



PROFILE 3

JAKE BARTER '18
AARON JAMES '17
CONNOR LYONS '17
CONNOR SPOTTS '16
STEPHEN KRAJESKI '17
HEIDI MILLER '17

JAKE BARTER '18, AARON JAMES '17, CONNOR LYONS '17, CONNOR SPOTTS '16 (Civil Engineering), STEPHEN KRAJESKI '17 and HEIDI MILLER '17 (Environmental Engineering) shadowed with eight alums coordinated by Jonathan Griffin '10, Civil Engineer IV at the Vermont Agency of Transportation, Montpelier, VT.

Students explored VTrans areas: Roadway Design, Hydraulics Engineering, Structures Design, and Geotechnical Engineering and one student even had an impromptu interview while job shadowing.

“ APPLY FOR SOMETHING THAT EVEN REMOTELY PIQUES YOUR INTEREST. YOU NEVER KNOW WHAT YOU'LL FIND INTERESTING IN THE PROFESSIONAL WORLD. ”

— Aaron James '17

SUCCESSFUL BY THE NUMBERS:

93%

Students Employed or Continuing Their Education Within Six Months of Graduation

68%

Students Participating in Practicum, Clinical, Internship, Co-op or Field Experience

9,177

Students Attended Career Events or Workshops

21

Students Won Fulbright and Goldwater Scholarships

(above)
For more information about the Job Shadow program: go.uvm.edu/shadow

RESULTS BASED ACCOUNTABILITY

How Do We Know Students Are Better Off?

The Division of Student Affairs uses Results Based Accountability (RBA) as a planning model to intentionally create more positive student experiences. The Center for Student Conduct, along with partners in Residential Life and Police Services, has led a systematic approach towards improving the conduct process and its interventions.

By identifying performance indicators such as the recidivism rate* and case turn-around days, Student Conduct answers the question, "how do you know if students' are better off?" with these five-year data trends:

- 41% reduction of recidivism rate over the last five years (from 22% to 13%).
- The average case turn around days decreased by 20 days (from 37 to 17 days).

- Residential experiences have changed—only 1 in 10 students found responsible for violating alcohol or other drug policy (down from 1 in 5).

In addition, six hundred students attended our BASICS harm reduction program in the past year. At the three-month follow up, students self-report drinking less in a typical evening out (peak blood alcohol content) and are more reflective about their decisions around their use of alcohol, cannabis, and other drugs.

These numbers are moving in the right direction and take strong partnerships as well as an overall commitment to improving structure and systems to enhance the student experience.

**Recidivism is measured as the proportion of students who go through the conduct process and are found responsible more than once.*

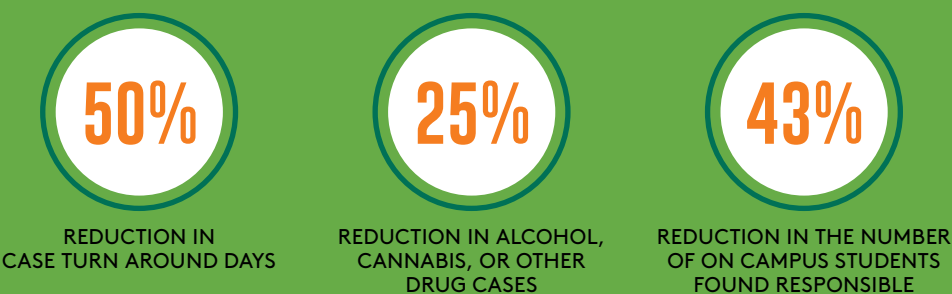
(above)
The Spring Move Out Project (SMOP) is an annual community recycling and swap event.

OFF CAMPUS MAPPING

The President's Committee on Alcohol, Cannabis, and Other Drugs has continued to nurture partnerships that are improving quality of life in the off-campus area. Each month, representatives from UVM, Champlain College, Burlington Police Department, Burlington Code Enforcement, and Mayor Weinberger's Office meet to discuss patterns of behavior in the off-campus area. UVM has allocated \$90,000 to the city to establish an additional police presence in the off-campus area. This working group meets to strategically direct this presence during known high-risk weekends and to identify streets that may be experiencing a pattern of disruptive behavior. These directed efforts have improved relationships with landlords, created higher quality of living standards for renters, and improved the quality of life in the off-campus area.



5-YEAR TREND: 2011-2016



Budget, Human Resources and Facilities

FY16 ALL INCLUSIVE OPERATING BUDGETS (UNDUPLICATED)

Department	General Fund	Income Expense	Other Income	Gifts & Endowments	Department Totals
Academic Success Programs	\$1,866,454	-	\$572,877	\$48,877	\$2,488,208
Career Center	\$1,285,988	\$146,132	-	\$135,574	\$1,567,694
Center for Health & Wellbeing	-	\$7,686,307	-	\$4,107	\$7,690,414
Center for Student Ethics & Standards	\$233,015	-	\$80,711	-	\$313,726
Dean of Students Office	\$337,116	\$4,427,639	-	\$14,633	\$4,779,388
Dining Services Meal Plans	-	\$18,694,540	-	-	\$18,694,540
Living Learning/RLCs	\$762,273	-	\$80,000	\$13,222	-
Residential Life	\$40,342	\$36,247,634	-	\$7,584	\$36,295,560
Inter-Residence Association (IRA)	-	-	\$139,400	-	\$139,400
Student & Community Relations	-	\$238,946	\$12,000	-	\$250,946
Student Life	\$396,292	\$3,019,537	\$59,155	\$110,726	\$3,585,710
Student Government Association (SGA)	-	\$1,728,706	\$978,827	\$104,375	\$2,811,908
	\$4,921,480	\$72,189,441	\$1,922,970	\$439,098	
Division of Student Affairs Total					\$78,617,494

Department Temp and Student Staffing	FT or PT Exempt Staff	FT or PT Non-Exempt Staff	Temp/Hourly Staff	Student Staff	Total
Academic Success Programs	16	6	23	208	253
Career Center	13	3	2	25	43
Center for Health & Wellbeing	48	13	24	14	99
Center for Student Ethics & Standards	5	2	0	3	10
Dean of Students Office	6	2	0	4	12
Residential Life	32	27	15	379	453
Inter-Residence Association (IRA)	0	0	0	0	0
Student & Community Relations	2	1	0	2	5
Student Life	11	5	39	302	357
Student Government Association (SGA)	0	0	44	54	98
	133	59	147	991	1,330

STAFF CENSUS

- 29% of our staff identify as staff of color
- 30% of our staff identify as members of the LGBT community
- 5% of our staff identify as being international
- 22% of our staff identify as differently abled physically, cognitively, or emotionally



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UVM.EDU/STUDENTAFFAIRS



DIVISION OF
**STUDENT
AFFAIRS**

THE UNIVERSITY OF VERMONT