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.

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.

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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.

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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
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.
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.

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.

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[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

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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.

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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

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[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.

**Student Profiles**

**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

**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

**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.
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.

Budget, Human Resources and Facilities

**FY16 ALL INCLUSIVE OPERATING BUDGETS (UNDUPLICATED)**

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<th>Department</th>
<th>General Fund Income</th>
<th>General Fund Expense</th>
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<th>General Fund Gifts &amp; Endowments</th>
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**Division of Student Affairs Total**

|$4,921,480| $72,189,441| $1,922,970| $439,098

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<th>Department Temp and Student Staffing</th>
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<th>FT or PT Non-Exempt Staff</th>
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<td><strong>Division of Student Affairs Total</strong></td>
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<td>59</td>
<td>147</td>
<td>991</td>
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5-YEAR TREND: 2011-2016

- 50% reduction in case turn around days
- 25% reduction in alcohol, cannabis, or other drug cases
- 43% reduction in the number of on-campus students found responsible

STAFF CENSUS

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

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. 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.