



HEALTHY



ENGAGED



2014
ANNUAL
REPORT



SUCCESSFUL



DIVISION OF
**STUDENT
AFFAIRS**

THE UNIVERSITY OF VERMONT



an introduction to DIVISION OF STUDENT AFFAIRS

The Division of Student Affairs is committed to supporting healthy, engaged, and successful students at the University of Vermont. Our annual report has been designed to provide insights into our work and to share examples of how we assist and support students throughout their college experience.

Here are the key initiatives our division has been working on this year:

HOW DO WE KNOW STUDENTS ARE BETTER OFF?

The Division has undergone a year-long strategic planning process using Results Based Accountability (RBA). Our assessment work is guided by the question – How do we know students are better off?
PAGE 4

CAREER & EXPERIENCE

In 2013 we opened the Career & Experience Hub in the Davis Center. “The Hub,” a collaboration of eight University offices, helps students get started with a wide variety of experiential learning opportunities.
PAGE 7

RESTORATIVE PRACTICES

Restorative Practices is a proactive model that both promotes a connection within and among our community members and addresses difficult situations that may arise. During the five years of using this community development framework we have observed significant changes in student behavior.
PAGE 4

COMMUNITY ENGAGEMENT

Over 80% of UVM students are involved in a club or organization, and it is well documented that involvement on campus increases retention. Student stories corroborate this finding and take it a step further - UVM students find their campus community while making a difference in our local community.
PAGE 6

SUSTAINABILITY

UVM received the STARS (Sustainability, Tracking, Assessment, and Rating System) gold rating, the highest designation from the Association for the Advancement of Sustainability in Higher Education. Programs across the division contributed to the University’s sustainability efforts through partnerships with dining services, orientation programs, and the off-campus community.
PAGE 8

NATIONAL RECOGNITION

This past year, our division was honored as one of the “30+ Promising Places to Work in Student Affairs” by *Diverse: Issues in Higher Education*. This national recognition reflects our commitment to diversity through both our professional development and our work with students.
PAGE 2

Read on to learn more information about our division and the work we do with students to encourage career success, support a diverse student body, and contribute to the sustainability initiatives of the University of Vermont.



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

UVM ranked among the TOP 30 MOST PROMISING PLACES TO WORK IN STUDENT AFFAIRS

In Spring 2014, the University of Vermont was named among the “30+ Promising Places to Work in Student Affairs” by *Diverse: Issues in Higher Education*. The Center for Inclusion, Diversity & Academic Success (IDEAS) collaborated with the American College Personnel Association (ACPA) for this national study, which focused on organizational qualities such as: commitment to diversity, workplace and staffing practices, and administrative structures.

The Division of Student Affairs believes that in order to be outstanding, we must be multiculturally competent in all aspects of our work. With this in mind, we equip our staff with the tools necessary to support the health, engagement, and success of all of our students.

Due to the Division’s leadership, organizational practices, and collective effort, we earned top scores in the following categories:

- Hiring Process Strategy
- Long Term Planning Participation
- Perceptions of Leadership Toward Diversity
- Performance Evaluation Process
- Professional Development
- Support for Departure
- Support for Professional Development

Our Division’s intentionality in developing the capacity of our staff has been noted by institutional and national leaders and is essential for providing high quality service to our students.



STUDENT AFFAIRS DEPARTMENTS

- ▶ Academic Success Programs
- ▶ Career Center
- ▶ Center for Health and Wellbeing
- ▶ Center for Student Ethics and Standards
- ▶ Dean of Students Office
- ▶ Dining Services
- ▶ Office of Student Community Relations
- ▶ Residential Life
- ▶ Student Life



REV. DR. JAMIE WASHINGTON, A NATIONALLY RECOGNIZED DIVERSITY EXPERT WROTE:

I have worked with the University of Vermont’s Student Affairs division for nearly 10 years as they developed, implemented and assessed a professional development series that is

“ ONE OF THE BEST CULTURE CHANGE PROCESSES THAT I HAVE WITNESSED IN MORE THAN 30 YEARS... ”

I have never worked with a division like UVM’s that has made this type of long-term strategic investment and commitment to building and sustaining a climate of inclusion.



DIVISION OF
STUDENT AFFAIRS
**HEALTHY BY
THE NUMBERS**

19,729
visits to the Student
Health Center

12,080
visits to Counseling and
Psychiatry Services

105
Outing club trips

310
students got a strong
start with Trek

2,216
students received tutoring
services from Academic
Success Programs

36
students attended the off
campus living workshop

5,176
students signed up for meal
plans provided by UVM Dining

1,640
students were active
participants in club sports

HEALTHY

MAKING A CHANGE

Four years ago, the Division introduced a philosophical paradigm shift aimed to enhance community building and hold individuals accountable called Restorative Practices (RP). Prior to this, systems and approaches for holding students accountable and building community did not produce the desired changes in behavior and levels of community engagement. To this end, the Division made a commitment to adopt a RP framework to improve behavior, create strong connections, and develop a sense of belonging and community.

SUPPORT AND GROWTH

Four students who had received alcohol citations participated in a Restorative Conference coordinated by UVM staff and the Community Justice Center in South Burlington, Vermont. One of the students involved required medical attention, and the other students shared how it felt to "have almost lost their friend that night." Having heard the impact, their friend was able to express his sorrow over

the worry and harm he had caused. Furthermore, as part of the conference agreement, this student shared his story through a video project for first-year students during Opening Weekend. Significantly, for the first time, this student talked with his parents about the alcohol issues in the family and as a result made the choice to join AA.

NEXT STEPS

As we enter our fifth year, we have seen a cultural shift in students' willingness to participate and overall acknowledgement about the positive impact experienced through Restorative Practices. Professional staff members have also adopted the language and concepts of RP. In meetings across the division it is not uncommon to hear staff members say "How can we be more restorative?" or "This feels punitive rather than restorative". Moving forward, more emphasis, work, and energy will be dedicated towards the proactive component of RP - community building - in order to enable greater personal responsibility and stronger communities.

UVM STUDENTS
WORK ON THEIR BALANCE
ON CBW GREEN.



ALICIA GUSAN
VOLUNTEERS FOR
UVM FEELGOOD.

DR. WANDA HEADING-GRANT,
VICE PRESIDENT FOR HUMAN
RESOURCES, DIVERSITY AND
MULTICULTURAL AFFAIRS SAID:

“ Throughout my tenure
at the University of Vermont,
**I have witnessed
the deep commitment,
contributions, and
positive impact of the
Division of Student
Affairs at UVM.**

Their commitment to diversity
is deeply infused throughout
the Division’s practices
(e.g., recruitment, retention,
programs, services, policies,
and assessment). In addition
to these efforts, the Division’s
diversity series has been
particularly striking in its
quality, impact, and
longevity. ”

SETH ROGAN
WITH THE BROTHERS OF
PI KAPPA ALPHA FRATERNITY.

ENGAGED



OVER 80% OF UVM STUDENTS ARE INVOLVED IN A CLUB OR ORGANIZATION.

Native Vermonters and first year students Alicia Gusan and David Waller signed up for Service TREK with the thought of making new friends and getting to know their community. Inspired by their time in the field serving Better Burlington and Habitat for Humanity respectively, both Alicia and David had found their connection on campus via volunteer work.

After TREK, Alicia - a Nursing major - went on to join Alpha Phi Omega, participate in the Next Step Social Justice Retreat, and traveled on Alternative Spring Break to Chicago to volunteer with the Long Walk Home organization (a non-profit that uses art therapy to end violence against girls and women). And David - a Music Education Major - joined Phi Mu Delta, participated in Next Step, represented UVM at the National Student Leadership Diversity Convention, and went

on an Alternative Spring Break trip to the Fowler Center for Outdoor Learning (working with children and adults with special needs) in Michigan. Both Alicia and David gave back to UVM when they served as Orientation Leaders this summer.

Alicia and David are representative of the over 4,000 UVM students including members of Fraternity and Sorority Life, Leadership and Civic Engagement programs, UVM Rescue and others who contributed roughly 117,500 in service hours to Burlington, the state and beyond. The monetary value of this time is estimated at \$2.5 million¹.

¹at a value of \$22/hr.

DIVISION OF STUDENT AFFAIRS ENGAGED BY THE NUMBERS

2,561
students attended one
of the 35 diversity programs
offered in the department
of Student Life

46%
of UVM students participated
in an internship²

117,500
hours of community service
completed by UVM students

182
student organizations

1,286
students living in residential
learning communities

²2013 Survey of Graduates

2014 was Fraternity and Sorority Life’s inaugural year hosting a 24-hour “Dance Marathon” **raising over \$40,000 for the B+ (Be Positive) Foundation.**

The brothers of Pi Kappa Alpha (PIKE) raised over \$27,000 for actor Seth Rogan’s Hilarity for Charity - which raises money to combat Alzheimer’s disease. The brothers were invited to a private screening of Seth’s film *Neighbors* followed by a Q & A with the star and his writer-actress wife, Lauren Miller.



CHRIS PETITT
WORKS AS A PEER MENTOR
AT THE HUB.

SUCCESSFUL

THE CAREER + EXPERIENCE HUB

In the Fall of 2013, Chris Petitt (UVM '15) was quite involved academically and socially. A student organization officer of the American Society of Mechanical Engineers, Chris had also held starter jobs and completed his first internship. However, Chris wanted more when he arrived at the Career + Experience Hub for a slice of pizza and conversation with alumni about employers, careers, and internships.

Over the next two semesters, Chris sought out resume and cover letter advice, attended two job fairs and a networking event. According to Chris, these interactions not only "provided a great networking experience; they... [helped] me advance my career aspirations and goals." Ultimately, Chris's hard work landed him a paid internship for Summer 2014 at Mack Molding in Arlington, Vermont.

His experience at the Hub was so positive that he applied to join The Hub staff as a Career Peer Mentor. This year you'll find Chris assisting other students as they seek leadership, internship, research, service-learning, study abroad, and career information. Chris' experience reflects the early success of UVM's recent career initiatives. In just two semesters, the Career + Experience Hub hosted 131 workshops and panels attracting over 3,400 attendees, and provided more

than 2,300 1:1 consultations. Designed to attract students to career and experiential learning activities offered by eight different departments, the Hub's accessibility contributed to a nearly 100% increase in undergraduate research applications, a 20% increase in Study Abroad workshop attendance, and a 39% increase in career advising sessions (to over 8,000 students).

UVM's career initiative yielded many other successes, including the following:

- **Increased Winter Term career courses by 100% (to 18).**
- **Introduced 4-Year Plan for Career Success to over 500 people at June Orientation.**
- **Increased number of employers visiting campus by 28%.**
- **Created Food Systems Internship program (which hosted 38 interns) and the Student Employment Office, which posted over 2000 on-campus jobs.**

DIVISION OF STUDENT AFFAIRS SUCCESSFUL BY THE NUMBERS

2,239
students and 1,838 family members attended June Orientation

1,026
students attended the career fair

198
attended the internship fair

29,282
logins to our employment database

72%
of the class of 2013 were employed one year after graduation, 24% are attending graduate school³

³at a value of \$22/hr.



SUSTAINABILITY AT UVM

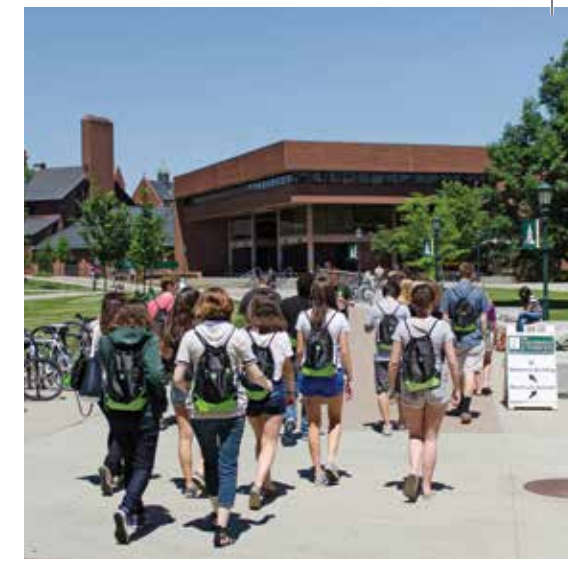
REDUCING WASTE: RE-USABLE BAGS AT ORIENTATION

In recognition of students' initiative and great partnerships across campus, the University of Vermont received a STARS gold rating from the Association for the Advancement of Sustainability in Higher Education.

In June 2014 over 4,000 new students (and their family members) began their UVM careers at Orientation, including the inevitable puzzling over maps, toting bags filled with UVM gear and following their Orientation Leaders (OLs) as guides and mentors along the way. This summer, instead of toting plastic bags destined for the landfill, students and families received high-quality, re-usable backpacks made possible in partnership with UVM Athletics and TD Bank™.

It was Kaylyn Blair – a returning OL - who campaigned for the switch to a sustainable bag. A measure of the impact:

- **The petroleum diverted from producing plastic bags for June Orientation alone would power a vehicle driving 500 miles.**
- **Old plastic bags were 97% likely to end up among the 8 billion pounds of plastic in the US waste stream each year.**
- **Each plastic bag would have taken over 1,000 years to degrade in landfill.**



REDUCING WASTE: COMPOSTING AT THE DAVIS CENTER

The Dudley H. Davis Center provided a building-wide composting program for the 2013-2014 academic year. From the Sodexo kitchens to Henderson's Café to the thousands of students, faculty and staff that use the Davis Center, over 54 tons of food was diverted from the landfill. This effort involves student Eco-reps, Davis Center and Sodexo staff, the student Bike User Group (BUG), and several Burlington-area partners. In addition to diverting food from landfills, the colorful, convenient receptacles reinforce the importance of all efforts toward a more sustainable UVM.

ORIENTATION
WELCOMING THE CLASS OF 2018.



RESULTS BASED ACCOUNTABILITY

IN THE DIVISION OF STUDENT AFFAIRS

The Division of Student Affairs has adopted Results Based Accountability (RBA) as our strategic planning and assessment model. We developed our result statement that serves as our goal statement and is a condition of wellbeing for students: University of Vermont Students are Healthy, Engaged, and Successful.

We will track our process toward this goal by tracking our progress with five University indicators.

1. First to second year retention rate (currently 86%)
2. Four-year graduation rate (currently 66%)
3. Percent of students who engaged in high risk drinking (currently 50%)
4. Percent of graduates who have participated in experiential learning (currently 92%)
5. Percent of graduates who are employed or in graduate school within 6 months of graduation (currently 65% and 24% respectively)

This work will be carried out on the department level area as each works toward "turning the curve" with their unique set of performance measures:

CAREER CENTER

is working to increase the number of students who are enrolled in continuing education or working full time within 6 months of graduation by developing a job-shadowing program and by continuing to promote the 4-year Career Success plan to campus partners.

ACADEMIC SUCCESS PROGRAMS

are focusing on increasing first to second year retention of undergraduate students by increasing

their collaboration with residential life and first-year student retention efforts such as the first-year interest groups.

CENTER FOR STUDENT ETHICS AND STANDARDS

is increasing the percentage of cases that are resolved within a two-week period by working closely with campus partners including University Police.

CENTER FOR HEALTH AND WELLBEING

received a national grant for intervention regarding depression. They will be implementing the screening, brief intervention, and referral to treatment (SBIRT) program for all students who come into the Student Health Services to increase the support for students who screen positive for depression.

OFFICE OF STUDENT COMMUNITY RELATIONS

is working to decrease the noise violations in the off-campus area by increasing their "Have a Heart" campaign which raises the awareness about the impact of noise on families in the off-campus area.

RESIDENTIAL LIFE is exploring new opportunities in special interest housing and revamping their program model in order to increase the first-to-second year retention rate.

STUDENT LIFE is focusing on increasing the percent of students who participate in co-curricular activities by collecting first year and transfer students' involvement interests and connecting these students to clubs, organizations and groups at the start of each semester.

UVM DINING is working to increase students' selection of healthy food choices by increasing the "Real Food Challenge" meals available each day.

UNIVERSITY OF VERMONT STUDENTS ARE HEALTHY, ENGAGED, AND SUCCESSFUL.

DIVISION OF STUDENT AFFAIRS STAFF CENSUS

27% of our staff identify as staff of color

31% of our staff identify as members of the LGBTQ community

3% of our staff identify as being International

17% of our staff identify as differently abled physically, cognitively, or emotionally

*Source: 2014 Staff Census



BUDGET, HUMAN RESOURCES, AND FACILITIES

FY14 ALL INCLUSIVE OPERATING BUDGETS (UNDUPLICATED)

Department	General Fund	Income Expense	Other Income	Gifts & Endowments	Department Totals
Academic Success Programs	\$1,839,937	-	\$542,885	\$67,281	\$2,450,103
Career Center	\$868,743	\$30,000	-	\$120,175	\$1,018,918
CS New Base Dollars	\$404,905	\$3,000	-	-	\$407,905
Center for Health & Wellbeing	-	\$7,324,057	-	\$4,107	\$7,328,164
Center for Student Ethics & Standards	\$222,962	-	\$129,406	-	\$352,368
Dean of Students Office	\$335,431	\$2,562,994	-	\$12,667	\$2,911,092
Dining Services Meal Plans	-	\$16,931,492	-	-	\$16,931,492
Residential Life	\$93,780	\$36,077,957	-	\$8,053	\$36,179,790
Inter-Residence Association (IRA)	-	-	\$142,505	-	\$142,505
Student & Community Relations	-	\$231,427	\$10,000	-	\$241,427
Student Life	\$433,953	\$2,996,138	\$52,950	\$52,677	\$3,535,718
Student Government Association (SGA)	-	\$1,677,286	\$1,252,813	\$57,649	\$2,987,748
	\$4,199,711	\$67,834,351	\$2,130,559	\$322,609	
Division of Student Affairs Total					\$74,487,230

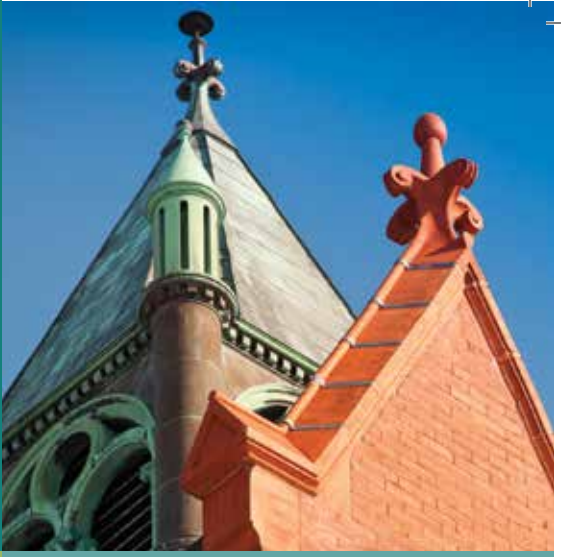
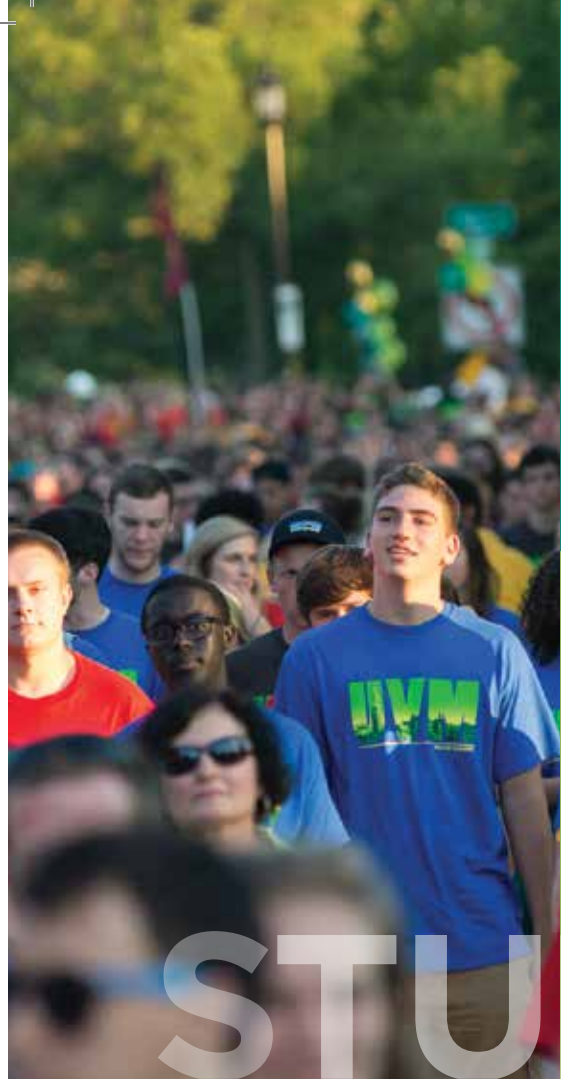
Department Temp and Student Staffing	Temp/Hourly	Graduate	Workstudy	Undergrad Hourly	Total
Academic Success Programs	26	1	29	167	223
Career Center	3	1	13	10	27
Center for Health & Wellbeing	16	0	4	5	25
Center for Student Ethics & Standards	0	1	2	1	4
Dean of Students Office	0	1	2	1	4
Residential Life	1	14	250	25	290
Inter-Residence Association (IRA)	0	0	0	7	7
Student & Community Relations	0	0	3	0	3
Student Life	25	6	60	225	316
Student Government Association (SGA)	40	1	10	30	81
	111	25	373	471	980

Department Staffing	Total Staff
Academic Success Programs	22
Career Center	13
Center for Health & Wellbeing	62
Center for Student Ethics & Standards	7
Dean of Students Office	7
Residential Life	51
Student & Community Relations	3
Student Life	17
	182

- Notes:
1. CC new base dollars are dependent on the Global Gateway Program Funding and a new GF fee for FY15 at \$38, One-Time for FY14
 2. CSES receives \$231.6K from RL
 3. DOS receives \$483.3K from RL and \$219.2K from CHWB
 4. RL total includes \$4.4 million for Custodial and \$1.2 million for Police Services
 5. SCR is fully funded by RL (I/E) and IRA (other) (funds unduplicated)
 6. Other Income from FY13; CSES fines, IRA fees, SGA club fundraising, SL agency funds
 7. Gifts and Endowment budgets are from FY13
 8. ASP Other Income, Grant Program



DIVISION OF STUDENT AFFAIRS
 THE UNIVERSITY OF VERMONT
 UVM.EDU/STUDENTAFFAIRS
 SAFFAIRS@UVM.EDU
 41 SOUTH PROSPECT STREET
 BURLINGTON, VERMONT 05405
 802-656-3380



STUDENT



AFFAIRS



DIVISION OF
**STUDENT
AFFAIRS**

THE UNIVERSITY OF VERMONT

UVM.EDU/STUDENTAFFAIRS