
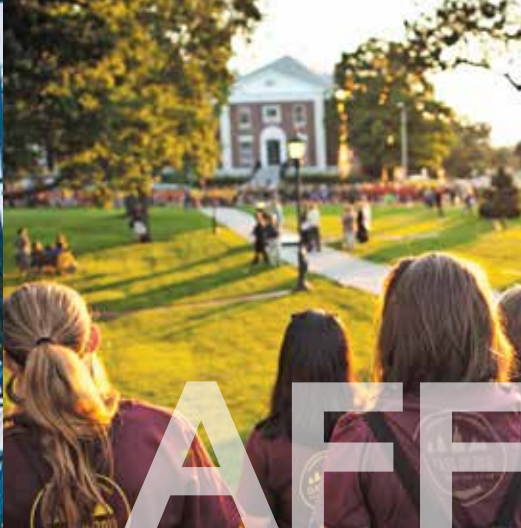
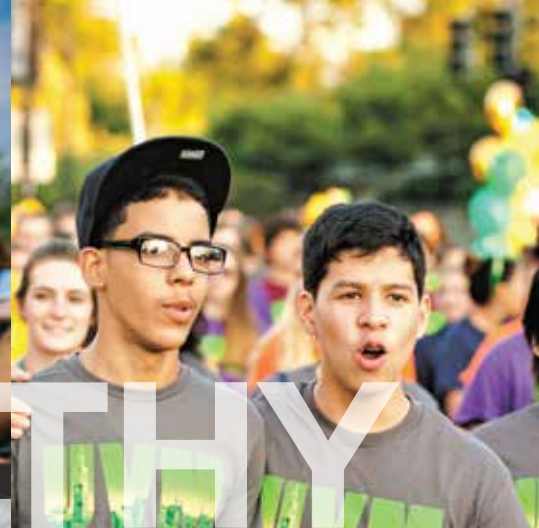


STUDENT

ANNUAL
REPORT
2015

 DIVISION OF
**STUDENT
AFFAIRS**
THE UNIVERSITY OF VERMONT
UVM.EDU/STUDENTAFFAIRS



 DIVISION OF
**STUDENT
AFFAIRS**
THE UNIVERSITY OF VERMONT

an introduction to

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.

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

UNIVERSAL SCREENING FOR MENTAL & PHYSICAL HEALTH

The Student Health Center is changing the paradigm for visits to the medical clinic through universal screening for depression and the misuse of alcohol and other drugs. This initiative is a partnership with the Vermont Department of Health through a grant from the Substance Abuse and Mental Health Services Administration. This nationally-recognized program positions our Student Health Services as national leaders in comprehensive medical care.

STUDENT LEADERSHIP:
Spotlight on the Career + Experience Hub and Alternative Spring Break
Students working collaboratively with other students outside of the classroom fosters success and a deep

learning experience that connects academic concepts with lived experience. By working together, students learn to solve problems, to work cooperatively, and to develop management skills. These varied experiences are happening for large numbers of students throughout UVM.

35 YEARS OF TREK
Student-Led, Student-Run

Following the spirit of student leadership, a small team of UVM students led by Assistant Directors in Student Life work throughout the summer organizing a program for 300 first-year students and 75 returning leaders. As a team, their goal is to facilitate a positive transition for first-year and transfer students as they begin their college career.

REDUCTION IN HIGH-RISK DRINKING

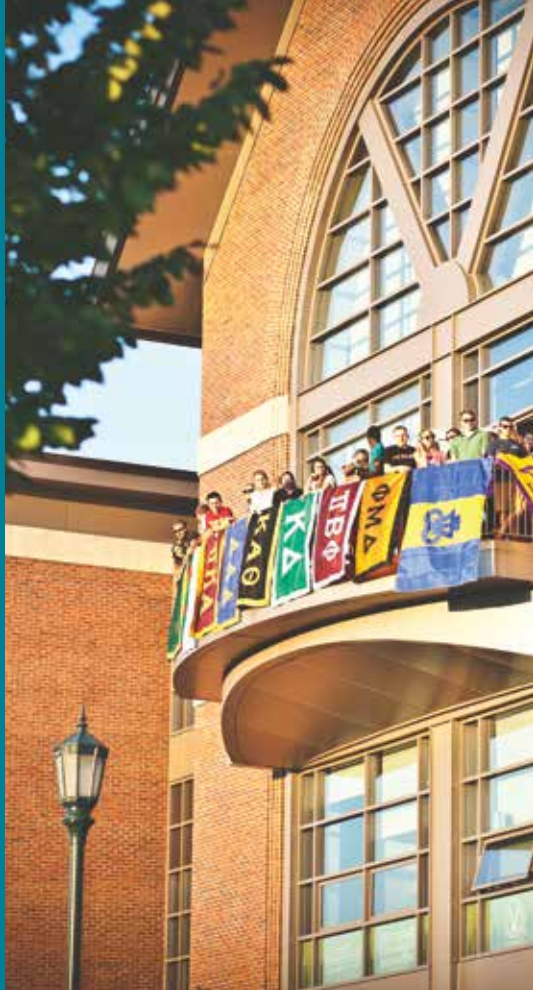
In partnership with the National College Health Improvement Project and with support from the President's Committee on Alcohol and Other Drugs our Division's efforts have reduced the self-reported high-risk drinking behavior for undergraduate students.

COMMITMENT TO DIVERSITY
For the second consecutive year, the Division of Student Affairs has been selected one of the "15 Promising Places to Work in Student Affairs" by *Diverse: Issues in Higher Education*. In addition to this honor, we recognized the NASPA (National Association of Student Personnel Administrators) Undergraduate Fellowship Program's 25th Anniversary. Both initiatives symbolize our commitment to diversity in the field of Higher Education and Student Affairs.

Read on to learn more about the work we do with students to encourage career success, support a diverse student body, and contribute to the value of a University of Vermont degree.



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



25 YEARS OF NUFP

NASPA UNDERGRADUATE FELLOWS PROGRAM CELEBRATION

The NASPA Undergraduate Fellows Program (NUFP) has grown significantly over the last 25 years—and the UVM program has grown with it. The program mentors undergraduate students from traditionally underrepresented communities who have an interest in a career in higher education and student affairs. For nearly 15 years, UVM has offered summer internships to rising seniors from other universities as well as an academic year-long mentorship program for current

UVM students. To date, UVM NUFP alumni serve on national committees, present research at conferences, excel at graduate programs and hold titles such as Dean of Students, Assistant Vice President, and Director of Student Affairs. We will continue our partnership with NASPA to leave a legacy of excellence and inclusion in student affairs.

“ My experience as a NUFP intern at the University of Vermont was unlike anything else I have participated in. The combination of informative interviews, professional development sessions, and practical experience in the field is what made my experience so valuable. EACH COMPONENT OF THE INTERNSHIP NOT ONLY PREPARED ME FOR WORK IN THE FIELD, BUT ALSO TAUGHT ME HOW TO BE MORE CONSIDERATE ALTOGETHER. By considerate I mean, how to use language that is more inclusive, and to attempt to view the world through the lens of individuals that do not have the same identities as myself.”

—JUNIOR PEÑA, NUFP CLASS OF 2013, GRADUATE ASSISTANT FOR LEADERSHIP DEVELOPMENT, FLORIDA STATE UNIVERSITY

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 and Community Relations
- ▶ Residential Life
- ▶ Student Life



UVM ranked among
THE TOP 15 MOST PROMISING PLACES TO WORK IN STUDENT AFFAIRS

For the second consecutive year, the University of Vermont was named among the top 15 "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 to be outstanding we must demonstrate multicultural competence in our work. With this in

mind, we equip our staff with tools that support the health, engagement, and success of all UVM students. By investing in our own learning we gain the awareness, knowledge, and skills that broadly and deeply impact the services provided to students.

HEALTHY

RESHAPING THE MEDICAL VISIT

In partnership with the Vermont Department of Health, Student Health Services (SHS) has reshaped the medical encounter to be more effective in identifying and addressing the misuse of alcohol, marijuana, and other substances—an issue which affects the health, safety, and success of our students at both the individual and community levels.

How does it work? Through SBIRT (Screening, Brief Intervention, and Referral to Treatment), students complete a brief screening questionnaire intended to identify the misuse of substances including tobacco, marijuana, alcohol, opiates, and the non-medical use of prescription drugs. A positive screen is flagged for the treating clinician, who selects an appropriate tiered therapeutic response based on the findings. The goal is to identify these issues at the earliest possible stage and to connect the student immediately with a therapeutic response.

As part of the initiative, all SHS clinicians have completed training in motivational interviewing—a technique which emphasizes partnership with the student in identifying and addressing the issue and seeks to help students think critically about the impact of substance use on their daily life and long-term goals. SHS has also embedded a specially-trained clinician in the practice to whom clinicians may make an immediate referral when

more extensive conversation or a recommendation for treatment is appropriate.

SHS staff piloted the program in the fall, and universal screening for all visits was instituted in the spring semester. Over 1,600 students were screened during the academic year, and this number will increase substantially in 2015-16. SBIRT joins a similar SHS initiative launched in the past year in collaboration with the National College Depression Partnership which involves universal screening for depression and a case management approach that ensures effective treatment approaches for those who screen positive.

Student response to both initiatives has been positive, and this is in line with evidence in the scientific literature that individuals expect their healthcare provider to ask about important issues affecting their health. For SHS clinicians, these initiatives represent a fundamental change from the traditional approach to providing care—placing this challenging but very important issue at the forefront of their work. It has required a willingness to adapt to new approaches and a strong commitment to always act in the best interest of students, a vibrant learning community, and a healthier University.

DIVISION OF STUDENT AFFAIRS HEALTHY BY THE NUMBERS

18,612
Visits to the Health Center

12,765
Visits to Counseling and
Psychiatry Services

1,581
Visits to Living Well

219
Outing Club trips

1,545
Students active in
club sports



STUDENT CHECK-UP
AT THE CENTER FOR HEALTH
AND WELLBEING



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

450

Programs offered by the
Department of Student Life

56%

Participating in internships

125,500

Estimated hours of community
service—a \$2,886,500 value

80%

Involved in co-curricular
activities

5,176

Students living in UVM
residence halls

CYCLING TREK
THROUGH RAIN OR
SHINE, STUDENTS
EXPLORE VT ON
TWO WHEELS

ENGAGED

TREK TURNS 35

Each August, a committed group of 75 UVM students prepare for the arrival of their new peers. These student leaders are the heart and soul of TREK, a community engagement program that provides 300 first-year students with an extraordinary wilderness expedition or service-based experiential learning opportunity. Amongst students, TREK is renowned for its small learning communities that initiate self-discovery while exploring the people, landscapes and service organizations in Vermont.

For more than 35 years, Wilderness TREK has offered first-year students an adventurous beginning...one of the longest running programs of its kind in the country. First-year participants (aka TREKkies) spend six days with a small group of peers and a team of two student leaders who act as guides and mentors. TREKkies may do community service at sites around Burlington and Chittenden County, hike the rugged footpaths of the Long Trail, canoe in the Adirondacks, sea kayak around

the Champlain Islands, climb ancient Adirondack granite, bike the majestic shores of Addison County or white water kayak the legendary “Forks” of Maine.

During the historic arc of the TREK program, thousands of new UVM students have made similar blistered and enlightening, soggy and exhilarating journeys to campus. TREK’s wilderness- and service-based welcome to college life has grown beyond its earliest goal of simply providing students with similar interests a chance to meet and connect. TREK has become a unique UVM legacy program that provides a sense of belonging, support and community engagement unlike most available at other colleges and universities.

TREKkies report that their week of exploration is fun AND positively supports their social and co-curricular arrival at UVM. Our data tells us that this translates into success at UVM—almost 90% of TREK students returned for their second year. Research indicates that participation in this type of program enhances first year students’ sense of belonging and sense of place. Findings indicate that students who participate in programs like TREK are more engaged and less likely to leave the colleges and universities that offer them. While measureable success is a benefit for all the students and staff who work diligently to provide the TREK experience, primarily they do it because it’s a fun and meaningful way to welcome new students to the University of Vermont...a place they care about and want to share with others.



“ Our challenge is to help leaders guide participant experiences that will teach more than how to string up a tarp or help build a house with Habitat for Humanity. **TREKKIES LEARN A TREMENDOUS AMOUNT ABOUT THEMSELVES AND ABOUT WORKING AND LIVING IN A COMMUNITY.** But if, in the process, TREK participants don’t reflect on the ways these experiences translate to their lives as new students at UVM—how they relate to peers in their residence halls or in their classroom environments—there’s significant learning opportunity that may be lost. ”

— JOHN ABBOTT, ASSISTANT DIRECTOR,
STUDENT LIFE - OUTDOOR PROGRAMS



GISSELLE FRANCIS ('16)
CAREER PEER MENTOR

SUCCESSFUL

PEER-TO-PEER MENTORSHIP PROGRAMS

Amid the buzzing activity in the Career + Experience Hub, Gisselle Francis ('16) sits with another student, poring over a resume, asking questions, providing recommendations and outlining next steps. They part smiling, and Gisselle turns to greet the next visitor.

Gisselle wasn't always so confident; "As a first-year I was super-stressed out." She questioned her major, her career prospects and even UVM. Good advice, hard work and experience made the difference. Working both on- and off- campus—as well as holding leadership roles and finding a major she loved—helped prepare Gisselle to become a Career Peer Mentor (CPM). "I used to feel I could never be a mentor," she says, "but now I know I have something to offer. I can help." This job, she explains, "makes me feel confident, important and valuable. I have been mentored by amazing professionals, and I am happy to pass it along. Being a CPM and having my other leadership roles has totally enhanced my experience at UVM."

Gisselle and nine other highly trained CPMs serve as the face of the Career + Experience Hub: assisting, advising or referring many of the Hub's over 5,000 visitors during 2014-15. As part of the Hub's student and staff team,

DIVISION OF STUDENT AFFAIRS SUCCESSFUL BY THE NUMBERS

15,112

Visits to Tutoring Center

8,104

Visits to the Career Center and Career + Experience Hub

CPMs were on duty for 100% of the Hub's open hours, reviewed over 750 resumes, facilitated over 70 of the Hub's 415 workshops, and reached out to students through social media, Davis Center tabling and contacts with campus clubs and organizations.

Promoting student success by mobilizing student leaders is integral to UVM's Career Initiative. Our achievements include:

- ▶ A new Job Shadowing program which matched 56 students with 47 alumni at organizations such as Burton, Facebook, Eaton Vance, Fidelity, NYC Department of Transportation, TripAdvisor, Dealer.com, the Fashion Institute of Technology and more.
- ▶ Attendance at Career Fairs increased among students by 38% to a record 1,542 and employers by 19% to 265.
- ▶ Overall employer engagement on campus (interviews, job fairs, info sessions and more) increased 23%.

ALTERNATIVE SPRING BREAK

For 15 years, UVM's Alternative Spring Break (ASB) has offered students opportunities to work collaboratively in service projects all across the country. With support from Student Life Leadership & Civic Engagement advisors, four seniors—Hannah Martin, Emily Howe, Sarah Richardson, and Shannon Smith—coordinated the 2014-15 program for 150 fellow students. All of these leaders commented that their work allowed participants to gain confidence, to experience a sense of belonging at UVM, to give back to their community, to understand social justice issues, and to network among our university and many communities across the nation.

Through peer-to-peer interventions, UVM students can build skills that prepare them for the world of work and to secure employment after graduation.

LIST OF ASB TRIPS:

- ▶ A Long Walk Home, Chicago IL
- ▶ Cape Hatteras National Seashore, NC
- ▶ Challenged Child and Friends, Gainesville, GA
- ▶ Drueding Center, Philadelphia, PA
- ▶ Everglades National Park, FL
- ▶ Growing Power, Milwaukee, WI
- ▶ Habitat for Humanity, Charleston, SC
- ▶ HorsePower, Colfax, NC
- ▶ Long View High School, Lakewood, CO
- ▶ Once Upon a Time in Appalachia, Maryville, TN
- ▶ Possumwood Acres Wildlife Refuge, Hubert, NC
- ▶ Project C.U.R.E., Nashville, TN
- ▶ St. Bernard Project, New Orleans, LA
- ▶ Urban Oasis Project, Miami, FL
- ▶ The Veterans' Farm, Jacksonville, FL



RESULTS BASED ACCOUNTABILITY

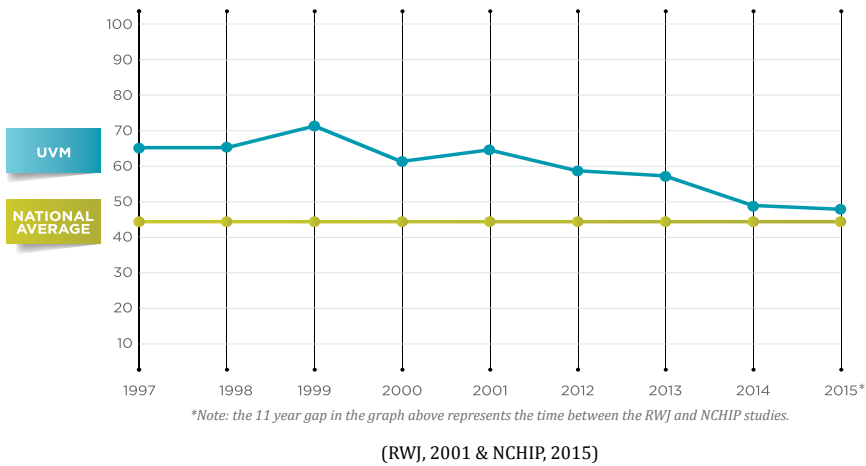
STRATEGIC PLANNING IN THE DIVISION OF STUDENT AFFAIRS



REDUCTION IN HIGH-RISK DRINKING

Since the late 1990s, the Division of Student Affairs has worked to reduce the impact of high-risk drinking behavior on the student experience. In 2012 the Division of Student Affairs joined the National College Health Improvement Project (NCHIP) to systematically approach high-risk drinking on campus. While high-risk drinking is a national issue that affects campuses across the country, what makes UVM unique is our established President’s Committee on Alcohol

and other Drugs which has engaged over 70 faculty and countless staff, students, parents and community members in developing solutions and strategies that address the harms associated with high-risk drinking behavior. As a result of both NCHIP and the President’s commission, we have seen an 11% reduction over four years (59% in 2011-12 to 48% in 2014-15) in self-reported high-risk drinking for undergraduate students at the University of Vermont.



BASICS (Brief Alcohol Screening and Intervention for College Students) is an evidence-based intervention which helps students to consider the impact of alcohol use on various aspects of their life. Students complete an online survey detailing their use, and subsequently meet with a counselor to discuss and reflect upon their results. Approximately 1,800 students have completed the intervention since its initiation in 2013; follow up surveys of students completed twelve weeks after participation document a decrease in the average number of drinks consumed per session of 50%.

SYSTEMIC CHANGES INCLUDE:

1. President Sullivan and Provost Rosowsky have publicly named alcohol, marijuana, and other drugs as a barrier to students’ success at UVM.
2. Faculty Senate leadership led a process to revise the academic calendar to better support student learning.
3. Increased campus awareness and engagement to address ways that alcohol and other drugs impact the student experience at UVM.
4. New partnerships with the UVM Police Department, Burlington Police, and the City of Burlington resulted in a reduction of noise off-campus.
5. Comprehensive overhaul of the student conduct and sanctioning process.

IN THE LAST 5 YEARS, WE HAVE EXPERIENCED

11%
Reduction in self-reported high risk drinking rates

44%
Reduction in the number of students found responsible for alcohol or other drug violations on campus

50%
Reduction in recidivism rates

BUDGET, HUMAN RESOURCES, AND FACILITIES

FY15 ALL INCLUSIVE OPERATING BUDGETS (UNDUPLICATED)

Department	General Fund	Income Expense	Other Income	Gifts & Endowments	Department Totals
Academic Success Programs	\$1,886,002	-	\$572,877	\$88,813	\$2,547,692
Career Center	\$1,324,315	\$37,500	-	\$130,144	\$1,491,959
Center for Health & Wellbeing	-	\$7,409,006	-	\$5,842	\$7,414,848
Center for Student Ethics & Standards	\$222,968	-	\$100,182	-	\$323,150
Dean of Students Office	\$335,431	\$2,791,029	-	\$14,633	\$3,141,093
Dining Services Meal Plans	-	\$18,809,165	-	-	\$18,809,165
Residential Life	\$93,780	\$36,600,355	-	\$6,951	\$36,701,086
Inter-Residence Association (IRA)	-	-	\$139,400	-	\$139,400
Student & Community Relations	-	\$234,148	\$12,000	-	\$246,148
Student Life	\$386,233	\$3,126,846	\$51,533	\$109,875	\$3,674,487
Student Government Association (SGA)	-	\$1,710,202	\$1,014,655	\$99,023	\$2,823,880
	\$4,248,729	\$70,718,251	\$1,890,647	\$455,281	
Division of Student Affairs Total					\$77,312,908

Department Temp and Student Staffing	FT or PT Exempt Staff	Temp Staff	Graduate	Other Student Staff	Total
Academic Success Programs	22	26	1	196	245
Career Center	16	2	1	24	43
Center for Health & Wellbeing	60	15	1	9	85
Center for Student Ethics & Standards	7	0	1	3	11
Dean of Students Office	8	0	1	3	12
Residential Life	51	1	14	275	341
Inter-Residence Association (IRA)	0	0	0	7	7
Student & Community Relations	3	0	0	3	6
Student Life	17	31	6	289	343
Student Government Association (SGA)		44	1	53	98
	184	119	26	862	1,191

STAFF CENSUS

- 23%** of our staff identify as staff of color
- 32%** of our staff identify as members of the LGBT community
- 3%** of our staff identify as being international
- 20%** of our staff identify as differently abled physically, cognitively, or emotionally

Notes:
1. CSES receives \$161.7K from RL
2. DOS receives \$483.3K from RL and \$219.2K from CHWB
3. RL total includes \$4.4 million for Custodial and \$1.2 million for Police Services
4. SCR is fully funded by RL (I/E) and IRA (other) (funds unduplicated)
5. ASP Other Income, Grant Program

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