

ALFRED UNIVERSITY
DIVISION OF STUDENT AFFAIRS
BRIEFING BOOK, ACADEMIC YEAR 2009-10

Prepared for Michele Cohen
Chair, Student Affairs Trustee Committee

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DIVISION OVERVIEW

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Student Affairs Vision Statement, 2009-2014

Creative Connections: Alfred's unique collaboration of ideas will lead to innovative solutions. Student Affairs will be leaders in building bridges and bringing students together to create a community of innovation and engagement.

Wellness within Wilderness: Alfred's unique natural setting will be developed as both an educational and recreational resource that reflects care for the self, the community and the planet. Our wellness initiatives will foster healthy lifestyle choices in an environmentally aware and connected context.

Dedication to Diversity: Alfred's unique history of equality will inspire us to be proactive in celebrating the diversity on our campus and preparing students with leadership skills to create safe, socially just communities – starting here in our own rural area.

Goal: A student-centered campus culture that integrates academic learning with student development
Strategies:

- Define and develop the AU experience
- Promote an environment of health, wellness and personal safety
- Promote student engagement and social responsibility
- Create diverse and inclusive communities
- Ensure professional excellence

Standardized Assessments used within the Student Affairs Division (selected)

- CIRP (Cooperative Institutional Research Program) Freshman Survey, administered during orientation
- NCHA (National Collegiate Health Assessment), administered every two years (last time spring '08)
- ACUHO-I (American College and University Housing Officers International) Educational Benchmarking Instrument for residence life and dining assessment, administered every fall
- Multi-Institutional Study of Leadership, administered for the first time in Spring 2009 to all undergraduates to measure specific impacts with regard to the Social Change Model of Leadership
- National Survey of Student Engagement (NSSE), biannual, last administered in Spring 2009

Issues that Impact Students at AU and Nationally

- H1N1 and seasonal flu preparation has consumed our time as a facet of emergency response planning.
- Safety and security protocols continue to evolve related to parental notification, involuntary leaves, emergency notification, emergency response protocols and education/training of our campus community.
- Alcohol/drug usage is concerning, including prescription drugs and illegal sale/sharing of these drugs.
- Parent intervention is frequent, and needs to be balanced with encouraging student self-reliance.
- Service learning and leadership in the social change context are new at AU, but are creating exciting initiatives and a sense of pride among AU students.
- "One card" initiatives on campuses allow students to use one ID card for multiple uses. We have expanded ours for use in the dining halls, copier machines and the clay & design store; additional opportunities exist such as keyless entry into residence halls and academic buildings, library loan, fitness center, even use at downtown restaurants.
- The new Wellness Center allows a unique chance to infuse health and wellness into student culture.

ATHLETICS

Jim Moretti, Director (morettij@alfred.edu)
607-871-2193

The Director of Athletics oversees individual sport coaches, provision of athletic training services, the intramural program, and facility operation. We are part of the Empire 8 conference.

Selected Goals for 2009-10

1. Encourage coaches to get out more on campus
2. Contain costs
3. Examine protocols in the athletic training department to address workload issues

Selected Initiatives/Accomplishments for the Previous Academic Year

Team Highlights:

- The Men's Swimming and Diving team won the NYS Division III Upstate Championship and was Empire 8 Conference Champion for the fourth year in a row. Seniors M. Baker and B. Agro competed at the NCAA championship meet and Coach B. Striker was Empire 8 Coach of the Year for the fourth year in a row.
- The Women's Alpine Ski team qualified for the US Collegiate Ski Association national championships and finished 12th. L. Pfeifer was named an All-American.
- Football was 7-3 and participated in the ECAC bowl game for the fifth year in a row.
- Women's Softball was third in the Empire 8 conference and third in the ECAC Upstate Championships with an overall record of 27-11.
- Both Men's and Women's Basketball made significant improvements under new coaches.

Department Highlights:

- 407 students participated in varsity athletics. (This is an end-of-season number. About 50 additional students began a sports season but did not finish.)
- This year we had 719 student-athlete applications and 154 deposits as of mid-summer. In comparison, we had 756 in '08, 709 in '07, 588 in '06 and 483 in '05.
- Coach S. Miller (soccer) and B. Striker (swimming & diving) served as sport committee chairs for the Empire 8.
- Intramural sports were very popular this year; numbers across the board were up.

Services and Usage for the Previous Academic Year

Varsity Sports: 435 student athletes (has increased every year since 2004)

Recruiting: 719 athletes applied; 360 visited, and 154 deposited as a result of recruiting activity.

Intramurals: 114 teams, 777 student participants – highest number in 16 years

Gibbs Fitness Center: 21,250 people used the fitness center this year, about 5,500 fewer than last year.

Assessment

CHAMPS/Lifeskills survey of student-athletes indicated that the primary needs of student-athletes include career development, dealing with depression and grief, self esteem, and fiscal responsibility. These issues will be heavily addressed through the CHAMPS program this year.

Retention: 75% of first-year student-athletes on the 08-09 roster persisted to their sophomore year.

Trends/Departmental Priorities

Facilities: The number of student-athletes who have visited, deposited, and enrolled has increased steadily over the last five years. With the addition of women's sports and the advent of the NCAA-sanctioned non-traditional season, facilities are stretched to the limit for varsity sports. Adding in recreational needs of the campus community, there is acute demand for space and time to practice and play. This priority includes the addition of a softball field and improvement of the tennis courts. As always, we support and endorse the need for a recreation/athletic center.

Cost Containment: With transportation costs and the addition of new opponents greatly affecting the department budget, it will become imperative for schools and conferences to study innovative ways to schedule and travel. Fundraising will demand increasingly more time and attention from staff.

Sportsmanship: Throughout the NCAA, there is a renewed emphasis on educating student-athletes, coaches, administrators and fans on proper conduct.

ROBERT R. MCCOMSEY CAREER DEVELOPMENT CENTER

F. Mark McFadden, Director (mcfaddenm@alfred.edu)

607-871-2164

The Director of the Career Development Center oversees individual career counseling and advising, employer relations and campus recruiting, internships and co-ops, and job search preparation. The Children and Youth Learning Initiative and the Gary Horowitz Service Learning Experience also report through the CDC.

Selected Goals for 2009-10

1. Develop “satellite offices” in high traffic areas: In addition to Harder Hall hours, we plan on having a weekly presence in the Powell Campus Center dining hall.
2. Continue to formalize the collaboration between faculty, staff, students and CDC regarding experiential education
3. Collaborate with the College of Liberal Arts and Sciences to hold the Internship & Summer Job Fair at the same time as their ‘major fair’ event
4. Collaborate with the Women’s Leadership Center and University Relations to present an alumni networking event in New York City
5. Offer expanded services to CITE students: This include dedicated walk-in hours while on campus and traveling to New York City to be on-site while the students are in class.
6. Promote the use of EmployOn, our new job/internship resource that boasts a database of over 7 million positions and is available to students and alumni

Selected Initiatives/Accomplishments for the Previous Academic Year

- LinkedIn group grew from 160 to over 600 and it continues to grow daily.
- Took on management responsibility for the new Horowitz Center for Service Learning and coordinated the first successful year
- Continued to impress engineering employers with their unique networking event following the engineering career fair.
- Improved the Internship and Summer Job Outcomes report, to provide the campus community with quality data about the experiential education of our students
- Transitioned from CareerOffice back office management system to NACELink Career Services Manager
- Resource Coordinator P. Broderick was honored by the division as the “Outstanding Support Staff Person of the Year.” Recruiting Coordinator N. Williams was elected to the Board of Directors for Eastern Association of Colleges and Employers, and Business/Education Community Coalition of Allegany County
- Individual appointments were fairly reflective of the general distribution of undergraduate students at AU: 41% of the students were from the College of Liberal Arts and Sciences; 20% from the School of Art and Design; 21% from School of Engineering and 17% were from the College of Business. The CDC also had 129 appointments with graduate students and 209 with alumni

Services and Usage for the Previous Academic Year

Career Counseling/Advising Sessions: 1,568 individual sessions with 725 people (47% male, 53% female)
The five top reasons for seeking services were (1) resume/cover letter, (2) finding an internship or co-op, (3) job searching, (4) interviewing skills, and (5) choosing a major/career.

24-hour Resume/Cover Letter Critique: 574 (duplicated)

Co-ops and Internships: 48 students registered internships with the CDC; 12 registered co-ops

Email Advising: 484 (duplicated)

Walk-in Hours: 370 one-on-one visits

Workshops Conducted for AU Community: 111, with total attendance of 2,841

On-campus Recruiting: 138 students interviewed with 38 companies; 71 total companies came to campus for events, including career fairs

Resume Collections: 373 resumes submitted to 33 companies

Credential Files: 542 sent on behalf of 297 individuals

Assessment Highlights

Graduate Outcomes "First Destinations" report: 77% response rate, 61% employed, 28% in graduate school, 3% seeking employment, 2% voluntarily out of the job market. 30% of our undergraduates went straight to graduate school.

Internship/Summer Job Outcomes Report: 85% reported being paid; over half were found through networking and the student's own initiative rather than through a job posting.

Recruiter Evaluation of On-Campus Recruiting: 100% agreed that the overall quality of the candidates was good. When asked to rate AU candidates compared to other schools, we were ranked "better than most" as follows: co-op/internship experience (27%), academic preparation (27%), interviewing skills (18%), leadership skills (18%).

Career Counseling Student Survey: Averaged 4.0 on a 5-point scale for the question: "After talking with the counselor, do you feel more confident about your own career development?"

Experiential Education evaluations: 100% reported feeling better prepared to enter the world of work after completing their internship.

Trends/Departmental Priorities

As a result of the economy, as expected, campus recruiting dropped sharply this year. All career centers are scrambling to fill the needs of recent graduates, but are also trying to meet the needs of alumni who are seeking more assistance than ever. Our CDC has responded through the LinkedIn group, and will provide a few additional events for alumni, but this population generally needs more services than can be provided with existing resources.

At the same time, increased usage and availability of technology poses both challenges and opportunities. Career centers are noting a marked increase in email services requested. Email outreaches sometimes take less time than in-person appointments, but still require that staff resources be shifted as demand grows for online resume critiques, etc. With the increased use of text messaging for communication, the CDC will be working with our information technology colleagues to identify potential vendors that provide a text/email interface that will allow students to text their career related questions to the cdc@alfred.edu account.

With companies cutting paid internship programs, and the importance of internships increasing at the same time due to the tight job market, a subsidized internship program would be most welcome particularly for A&D and LAS students.

CHILDREN & YOUTH LEARNING INITIATIVE

Christopher Romanchock, Director (Romanchock@alfred.edu)
607-871-2164

The CYLI is a 100% grant-funded initiative (a subaward from ACCORD Corporation) that partners the CDC with faculty and students to provide educational experiences and career exploration to local middle-school students who are socioeconomically disadvantaged. Additional funding was provided from AU's Rural Justice Institute and the Allegany County Division of Youth.

The CYLI provides a series of well-received field days for local children emphasizing hands-on learning and exposure to fields related primarily to science, engineering and technology.

Services and Usage for the Previous Academic Year

- 237 local children (630 total visitors) from 6 area school districts participated in at least one of 29 field days
- 89% of our visitors were Caucasian (97% of Allegany County residents are Caucasian).
- 38 AU students donated 330 hours of service to the program
- 17 AU faculty and staff taught field day sessions
- Field days included: Drawn to Diversity, Athletic Training, Women's Leadership, Performing Arts, Admissions Survival Kit, Hands-on Chemistry, Chess-o-Rama, Horsefeathers, Science-on-Wheels, It's All Trivial, Photorama, GPS Funzone, Robot Armageddon, Confucius Institute.

Selected Goals for 2009-10

We have agreed to provide programming to the Hornell City School District about GIS/GPS technology.

The Commission on Independent Colleges and Universities has awarded us a grant to expand our program to two middle schools in Jamestown and Dunkirk, NY. This grant will be somewhat more lateral in that we would also offer training to teaching staff at other local colleges, creating satellite locations.

A longer-term goal is to design a longitudinal research tool that tracks whether children who participated in our programs are more likely to attend college. Director C. Romanchock is working on formatting a study that would begin providing data in 2013 as this group of children starts to graduate from high school.

Assessment Highlights

- Of the student volunteers, 23 out of 25 agreed that volunteering with CYLI was personally fulfilling. 8 (32%) agreed that the experience helped them with their studies at AU. 14 (56%) agreed that the experience made them more likely to volunteer elsewhere.
- Of the faculty participants, 13 out of 15 rated the overall experience as "Excellent."
- 35% of CYLI's funds were spent in Allegany County

CENTER FOR STUDENT INVOLVEMENT

Patricia Debertolis, Assistant Dean for New Student Programs (debertpa@alfred.edu)

Dan Napolitano, Director, Student Activities (napolitano@alfred.edu)

607-871-2175

The Center for Student Involvement oversees student activities, new student orientation and programming, diversity programming, the Gary Horowitz Leadership Development Program, Drawn to Diversity, and student government, and acts as liaison to the Liberal Arts & Sciences First Year Experience program.

Selected Goals for 2009-10

1. Increase collaboration to increase retention
 - Work with athletics regarding the First Year Experience (FYE)
 - Work with each student affairs area on diversity initiatives
 - Strive to connect with each school's first-year program
2. Use assessment data to evaluate and improve programs (Multi-institutional study of leadership, National survey of student engagement)
3. Manage resources given rising costs and student demand.
4. Strengthen student leadership on campus

Selected Initiatives/Accomplishments for the Previous Academic Year

- First Year Experience: T. Debertolis met bi-weekly with all peer mentors and spearheaded both the Alfred's Newest Talent Program and the Gary Horowitz Leadership Development Program. D. Napolitano and C. Arno presented numerous workshops for FYE faculty.
- Diversity initiatives: Craig Arno's new appointment as Diversity Coordinator saw a re-emphasis in developing ALANA student leaders. The Bias Response Team also responded creatively to three bias incidents using creative and engaging solutions to create dialogue. Drawn to Diversity represented Alfred at Comic Con in NYC, the NYS Art Teachers' Association, Nicktoons, and many more venues.
- Horowitz Leadership Development Program: In its first year, enrolled 22 students with 3 completions. Hosted the Western New York Leadership Conference in January.
- Programming: The big achievement was an incident-free Hot Dog Day including record attendance numbers, an outdoor concert, and a co-sponsored BBQ with dining services. CSI also provided support to student initiatives such as Passionately Pink, Senior Pride initiatives, the Bike Lending program and an outdoor concert on the last day of classes.

Assessment

Student Orientation Evaluation: Rated either "excellent" or "good" overall by 90% of respondents.

Alfred's Newest Talent program: 78% of the program graduates indicated overall improvement in their leadership skills, as measured from pre-and post-self-assessment. 100% indicated that the program will help them to be leaders while on campus. 42% of the students who completed the ANT program became an orientation guide, RA or executive officer of a club for Fall 2009.

Building community that embraces diversity: About half our students agreed they have been challenged to learn about other cultures. 75% agree that fellow students are open-minded and welcoming; 85% agree that faculty and staff are open-minded and welcoming. 14% report being treated poorly due to race, religion or sexual preference. (Note: these students are reporting on their overall AU experience, not particular to any one office or program).

Services and Usage for the Previous Academic Year

Student Events (comedians, large- and small-act concerts, open mic nights, etc.): Total attendance of 9,047

Student Organizations: 104 registered organizations

Nevins Theater Films: One film each weekend with a total attendance of 3,430

Venture Vans: 4 trips with a total usage of 104 (due to budget, decreased trips from 11 last year)

Campus Center, Howell Hall and Gothic Chapel Usage: 2,179 meetings/events scheduled

Airport Shuttle: 263 students used the shuttles to get to and from Rochester and Buffalo.

Trends/Departmental Priorities

Need for Global Connections and Opportunities: With small, rural institutions struggling to attract students, Alfred University needs to expose our students to views, issues and opportunities on a global scale. Guest speakers are currently presented across the University, but a more intentional and organized effort to bring global issues could also be beneficial. Additional resources could be directed toward getting D2D into more urban schools as a recruitment initiative, recruiting staff of color, and providing more services (religious, health and beauty products, driver education, etc.) that our diverse students are seeking.

First-Year Emphasis: The success and retention of our students directly relates to their ability to form connections and a sense of belonging during their first semester at Alfred. We will continue existing efforts (FYE, Alfred's Newest Talent, outreach for retention purposes) but there is a need for enhancements to all of them, particularly Alfred's Newest Talent.

24-Hour Community: We need to continue to find ways to meet needs similar to urban and online communities. Priorities include a late night dance club, additional Late Night McLane hours, and conversion of parts of Powell Campus Center to 24-hour access.

Outdoor Recreation and Adventure Programming: We are actively engaged in building our outdoor training and team building offerings for students. Additional resources might be directed toward the creation of a ropes course or development of outdoor recreation offerings at properties we currently own.

DEAN OF STUDENTS / JUDICIAL AFFAIRS

Dr. Norm Pollard, Dean of Students and Judicial Coordinator (pollard@alfred.edu)
607-871-2132

The Dean of Students oversees the Judicial System, Wellness Center (Health, Counseling and Wellness Education services), Public Safety, the Emergency Response System within student affairs, compliance with state and federal safety laws, and off-campus living.

Selected Goals for 2009-10

1. Enhance training for the Emergency Response Team, Peer Review and University Judicial Board members, and Sexual Misconduct board members.
2. Develop a bias response team website and brochure
3. Reframe the 'student alert' system for campus community members to report students with problems
4. Assist in the transition from a contracted health center to an in-house operation
5. Expand and formalize the community service program sanction

Initiatives/Accomplishments for the Previous Academic Year

- Coordinated the in-sourcing of the health center and merger of health and counseling
- Formed a Behavior Assessment Team to respond to significantly distressed, disturbed or disturbing students.
- Further refined the Bias Response Team to respond to issues of hate speech, intolerance and harassment.
- Initiated a new informal resolution process to the judicial system
- Established a new community mediation program in collaboration with Alfred State College, the Village of Alfred, and the Olean Center for Resolution and Justice
- Presented "*The Ties that Bond: Exploring College Bonding through Sports, Greek Life and Other Organizations*", Alfred, NY (September, 2008) and "*Interdisciplinary Institute for Hazing Intervention*", HazingPrevention.Org Institute, Butler University, IN (June, 2009)

Usage/Statistics for the Previous Academic Year

Off-campus Living: 156 students participated in the off-campus living forums.

Bias Reporting: The online form was used 11 times.

Leaves of Absence: 2 medical leaves (3 returning), 15 psychological leaves (6 returning), 104 withdrawals

Alcohol Permits: 71 permits were approved this year for campus events.

Judicial System:

- 275 students were found in violation of proscribed conduct. 42 students had multiple violations.
- The five most common violations were, in order: alcohol, disorderly conduct, drugs, failure to comply, and quiet hours.
- 5 students were suspended this year and 1 was expelled.

Assessment

A locally developed evaluation was distributed to students who were found in violation of a University policy. 64% percent of students agreed that they were treated respectfully throughout the process, and 80% agreed that they were given a chance to explain their behavior, and write-in comments indicated that many students believed the process was fair even if they did not agree with the results.

Trends and Priorities

The most recent national studies and our own NCHA data show that approximately half of college students engage in binge drinking. Alcohol and drug abuse continues to be the single most important health and safety issue facing Alfred University students today. Almost every significant academic failure, student crisis, campus emergency and act of violence can be attributed to the abuse of alcohol and/or drugs.

National research and our own institutional data indicates that increasing numbers of university students experience significant problems related to identity, interpersonal relationships, academics and coping with an uncertain future. Many of our students also face significant mental health challenges related to depression, anxiety, substance abuse, and eating disorders. This has resulted in increased student usage of counseling services. Decisions will have to be made about how to effectively respond to the increased demand for support and services.

Changes in technology and methods of communication have had an enormous impact on our campus community. As reliance on technology grows, so too does the potential for its misuse and related problems. There is concern for those students who are so preoccupied with communicating electronically that they are unable to engaging in meaningful face-to-face discussions. Like most other universities, Alfred University faces the challenge of finding ways to utilize technology, which will deepen personal connections and enrich communal life.

To become a best-in-class operation, the Dean of Students' office priorities would be:

- A training budget to bring in an outside speaker every semester
- A vehicle designated for non-emergency transports, especially for students with temporary physical disabilities
- Keeping Late Night McLane (and other campus venues – game room, MidKnight Express Lounge, etc) open every weekend.

DINING SERVICES, CONTRACTED TO AVI FRESH

John Dietrich, Director (dietrijj@alfred.edu)

607-871-2247/2034

AVIFresh, an Ohio-based company, is our contracted provider of dining and catering services on campus. Their education clients are mostly private colleges and include Wellesley, Kenyon and Sarah Lawrence.

Selected Goals for 2009-10

1. Pursue, with the help of the Student Dining Advisory Board, the creation of a larger retail facility in the location of Powell Dining Hall. Revamp dining plans to accommodate the addition of the new facility.
2. Continue to increase the purchasing of locally grown and/or distributed products by working directly with farmers and producers in the area.
3. Act on the Partnership Review action plan to meet the goals established by the AVI/Alfred University group. Short term: create lower costs combos in retail operations, define role of Student Advisory Board, advertise to increase the number of external catered events. Longer term: develop a funded "Local Foods" marketing plan.
4. Partner with the University to provide customers with the ability to use a fund set-up on the current ID Cards to purchase non-food items at locations outside of Dining Services, including the Clay Store and at copiers in both libraries.
5. Work with Human Resources to provide an ID Card to every Faculty/Staff member.

Selected Initiatives/Accomplishments for the Previous Academic Year

- Converted both Ade and Powell halls to all eco-friendly cleaning products.
- Late Night menu and meal swipe combos created in Cyber Fresh, with excellent results
- Scheduled two large outdoor meals – one in fall and one in spring.

Services and Usage for the Previous Academic Year

Meal Plans: 1314 members in Fall 08, 1181 in Spring 09. Students swiped meals at a participation rate of 69% (fall) and 72% (spring), this is up by 2% and 1%, respectively over previous year. Out of 275 students living on campus and **not** required to purchase a meal plan, 196 (71%) purchased a plan. Of those students; only 60 purchased the Ford St./Commuter plan, therefore 136 (49%) purchased a residential plan.

Dining Halls: Of the board meals eaten in the dining halls 53.6% were in Powell and 46.4% were in Ade. This is a 2.2% swing in favor of Ade compared to last year. More students go to Powell for lunch than any other meal.

Cyberfresh Café (Li'l Alf): Weekend meal equivalency breakfast combo swipes increased by nearly 36% from previous year; 1765 were served in 08/09 vs. 1300 the previous year. 15,824 new Late Night Combos were served during the first year of the program.

MidKnight Express: Meal Equivalency swipes increased slightly from previous year. 36,053 were served in 08/09 vs. 36,012 the previous year.

Catering: Provided 543 events during the year, including 30 in one day during Reunion weekend – up 11.7% from previous year (486).

Assessment

Dining Satisfaction Survey: A locally administered survey of AU students found that just under 50% have noticed nutritional information in the dining halls and 21% acknowledge that it's influenced their selections; furthermore, nearly 70% have noticed nutritional icons (such as vegetarian, vegan, and low carb) on daily menus with 48% reporting that these icons make it easier for them to make menu selections.

Catering: Overwhelmingly, survey respondents indicated strong satisfaction with quality, service and selection of catering options. In general catering is seen very positively across campus.

Trends/Departmental Priorities

The Student Dining Advisory Board (SDAB) will be helping to mold the future of Dining Services with the charge of exploring the feasibility of converting Powell Dining Hall into a large retail operation and continuing its environmental goals with a focus on local purchasing and other sustainability practices, including post-consumer composting.

NACUFS, the primary national college foodservice organization, released a report of dining trends through 2018. Among them were:

- Continued requests for 24/7 food availability, on-demand customization and amenities
- Strong student interest in local foods, “slow food” and organics
- Multifunctional, communal dining spaces that encourage connections among students, and between students and professors. New facilities are trending toward smaller, “coffeehouse”-sized spaces.
- More technology-based ordering systems (AVI was ahead of the curve on this one.)
- “One card” dining in conjunction with downtown restaurants
- Focus on nutrition, labeling, preparation methods, and source
- Complex health issues that require dining services staff to be knowledgeable about, and able to service students with, a range of conditions including celiac, allergies, intolerances, etc.

As AU and AVI move forward, we will be exploring all these trends and seeing which are appropriate to adapt to Alfred University’s size and culture.

BROMELEY-DAGGETT EQUESTRIAN CENTER AT THE MARIS CUNEO EQUINE PARK

Nancy J. Kohler, Director, kohler@alfred.edu
607-587-9012

The Director oversees the intercollegiate Western and English teams, the provision of classes for the Equestrian Minor and physical education credits, and manages the facility and horses. She also oversees initiatives to generate revenue through shows, lessons and boarding.

Selected Goals for 2009-10

- Continue to develop solid relationship with the College of Business in order to provide a sound education for our students.
- Incorporate a short term academic trip abroad in the Equine Science Class to provide international experience for our students.
- Host the Zone IEA show.
- Work with the School of Psychology and explore the possibility of offering classes in Equine Assisted Therapy; and possibly be able to offer it as a service to the community.
- Explore more management procedures that will help reduce operational costs .The completion of the hay barn will facilitate buying hay in bulk this year.
- Develop an alumni group. The graduating class of 2009 is the first class to have completed all 4 years at the new Center. It is important to continue our relationship with the graduating students.

Selected Initiatives/Accomplishments for the Previous Academic Year

- Thanks to a generous gift from the Maris Cuneo Foundation and the Bromeley-Daggett Family Foundation, we were able to build a hay barn. This will decrease expenses by allowing us to purchase hay in bulk.
- The Western team dominated the region and won the regional championship by a landslide. Twelve riders went onto the Regional show, and the team went on to the Semi-Finals in West Texas and finished 7th in that show. One rider competed in the national show held in Tennessee.
- The English team finished a strong third again in the regionEleven riders on the English team competed in the regional competition and 3 riders on the English team made it to Zone competition and two placed third, just missing going onto nationals by one place.
- For the first time ever Alfred took teams to the Intercollegiate Horse Judging contest held in conjunction with Quarter Horse Congress in Columbus, Ohio (the world's largest horse show). Our teams placed 8th and 9th out of about 14 teams. Teams from schools such as Texas A & M, Colorado State, Ohio State, and others were also competing.
- The amount of revenue generated by the program by hosting shows and other events substantially increased. The addition of the IEA (Interscholastic Equestrian Association) program was the main reason for the revenue increase. In addition, lessons taught by the staff continue to increase in number (both to students and community members) and the open shows and summer camps hosted by the Center continue to grow in size.
- Hired a retired PhD in Equine Nutrition to teach an adjunct course, and added other new courses (Hunter/Jumper Course Design; Intro to Show Jumping and Combined Training.)
- Director N. Kohler became a member of the Pre-Health Advisory Council and is the representative of the Pre-Vet program at AU.

Services and Usage for the Previous Academic Year

Team: 24 riders on Western team, 30 on English team, 31 on junior varsity team

Classes: 222 students took classes this year

Lessons: Over 370 lessons were taught by the staff and/or director.

Boarders: 12 students boarded horses this year, and our waiting list is over 20.

Trends/Departmental Priorities

There is still a definite trend in the industry to place an emphasis on a sound education, specifically in business and marketing, to be successful in the equine industry. In addition, we have seen an increase in the number of students interested in the Pre-vet program since the addition of the Equestrian Program. By being able to offer some training in Equine Assisted Therapy by working with the School of Psychology, this also opens more doors for our students. As a result, it is imperative that the Equestrian Program continue to work side by side with both the College of Business and the College of Liberal Arts and Sciences to be able to provide the best education and opportunities for our students interested in any aspect of the equine industry.

Although we have a great outdoor arena, the climate and the time of the school year prevent us from fully utilizing that space for classes and other programs. The addition of another indoor arena would give the program more room to grow thus expanding the opportunities we could offer to our students.

A special interest house on the Equestrian Center grounds would provide a first-rate learning environment to our students. It would also be consistent with the Residence Life Task Force recommendations to provide enhanced opportunities to upper-class students and explore living-learning communities. It may also provide greater security by simple virtue of having people living on the premises.

PUBLIC SAFETY

John Dougherty, Chief (dougherty@alfred.edu)
607-871-2108

Public Safety oversees student security and safety on campus, the parking permit and fine system, and compliance with the federal Campus Crimes Act and associated regulations. They also play a significant role in emergency response planning and management.

Selected Goals for 2009-10

1. Increase residence hall programs and continue to offer faculty and staff training in preparation for any emergency situation that may arise.
2. Bring our Emergency Response Plan into National Incident Management System (NIMS) compliance. This training will enhance the university's incident coordinators overall emergency preparedness.

Selected Initiatives/Accomplishments for the Previous Academic Year

- Greatly expanded officer and student guard training. All professional staff members are now certified as First Responder with Automated External Defibrillator (AED) training. All non-professional staff received the Red Cross first-aid with AED training. The Public Safety staff also completed an eight-hour Emergency Communications course presented by APCO (Association of Public-Safety Communication Officials). This basic course provides staff with the knowledge to deal with high-stress situations experienced when working Public Safety emergency telephone lines.
- Upgraded surveillance systems to include a camera in Ade Hall
- Chief J. Dougherty was invited to participate on the Allegany County Law Enforcement Committee, and was invited to become a member of the International Association of Chiefs of Police.

Services and Usage for the Previous Academic Year

Reportable Incidents: Public Safety responded to 472 service calls. The top five reasons for calls, in order, were escorts, fire alarms, miscellaneous calls/complaints, alcohol or drug related incidents, and rescue squad dispatches.

Parking: Issued 3092 violations; generated \$32,834.20 in Vehicle Registrations and \$48,603.74 in Parking Fines.

Trends/Department Priorities

Parents and caregivers of our students will expect universities such as ours to be places where they are comfortable that their children are safe. To that end, here are a number of items we must continue to evaluate:

Electronic Access Control: Alfred University should pilot a Card Access program in all Academic and Residence Life buildings. An in-place access control system would provide the University with opportunity for campus-wide lockdown within seconds.

Public Safety Communication Equipment: Public Safety would significantly benefit from a system with the ability to communicate with all outside police agencies and local fire departments. It is also necessary to begin replacing our portable communications system.

Campus-Wide Alert System: One possibility for a campus-wide public alert system is a Mass Communication Siren. This siren would sound with an alerting tone then follow with a voice message to the Campus community which delivers detailed instruction on how to process in an ongoing emergency.

RESIDENCE LIFE

Brenda Porter, Director (porterbi@alfred.edu)
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Residence Life oversees 17 residence halls, including apartments, suites, corridor-style halls and special interest houses. The director oversees professional staff and student RAs, hall programming, housing assignments, and summer CITE housing.

Selected Goals for 2008-09

1. Propose Fall 2010 pilot in a first year hall for a service learning community in collaboration with the Gary Horowitz Service Learning Center.
2. Develop "First Year Hall Cup" program to develop spirit within the first year class.

Selected Initiatives/Accomplishments for the Previous Academic Year

- Collaborated on a proposal with the Office of Summer Programs to fully integrate Residence Life in the management and supervision of the Summer CITE program, offering a student experience that will hopefully yield a higher rate of satisfaction from residential participants of the program.
- In collaboration with the Banner Coordinator from ITS, the 09-10 Housing & Dining Contract was developed and offered online for current and newly accepted students. Further, an online roommate matching process was introduced and implemented Spring 09 as well for students who will arrive on campus for the first time in August 2009.
- Ann's House was officially entered into the Housing Selection Process for AY 09-10, and offered via the existing "seniority by lottery" system. The 48-bed facility filled as fast as we could process the applications.
- Continued collaboration with the student group GreenAlfred to better incorporate recycling throughout all living areas. Purchased all new recycling bins.
- Researched and proposed purchase of a software package that will interface with Banner, and, for the first time the Alfred University housing assignment process will be offered online in a windows-based environment.

Assessment

The Educational Benchmarking Survey, administered annually in the fall, had a 46% response rate and indicated a consistently higher mean score in comparison with fall 2007. This survey assesses Facilities and Dining as well as residence life items and will be shared with all stakeholders. The highest ranked factors were perceptions of safety, respect from the RA staff for ethnic diversity, and a general feeling of fairness on the part of the RAs. Lowest ranked were items dealing with students' self perception of their ability to resolve interpersonal conflicts, use time effectively, and study effectively. Dining scores were increased across the board this year as well.

For the first time, Residence Life staff assessed the academic intervention process. 100% of students agreed that the process helped them to create a plan for success. 40% agreed that their grades improved (60% said their grades remained the same).

Director B. Porter also used a qualitative process to evaluate the programming model's goal of building community. The new model was found to be extremely successful in building community within the first-year halls. In upper-class halls, it was also found to be successful but to a lesser degree.

Services and Usage for the Previous Academic Year

Housing Occupancy: 1,377 (97%) fall semester; 1244 (87%) spring semester.

Non-emergency Medical Transports: Utilized 26 times through a new cab company, County Cabs.

Facility Damage: \$10,084 in damages were assessed, a decrease from the previous year's billing.

Trends/Departmental Priorities

Advocacy for continuing facility upgrades will most certainly continue; bathrooms in traditional corridor-style halls are a high priority and the Pine Hill Suite facilities are in desperate need of an overhaul.

Students will most likely continue to be highly interested in sustainability and recycling; we need to support student efforts and lead when appropriate.

The Academic Intervention process following the release of midterm grades seems to be happening too late in the semester for students to achieve any kind of success in turning the semester around. The department will continue to support ways to fine-tune this process.

The first year halls and the Suite buildings are lacking in common room space for students. We need to find additional comfortable spaces for them to congregate, socialize, study and hold events in a space on the north end of campus.

Some schools are going to online staff training modules for RA and RD training programs. While this would save some time and budget money, we would have to carefully weigh this with effectiveness of online vs. in-person training.

Were funding to become available, bathrooms and furniture are a high priority. Privacy is so important. So are aesthetically pleasing, comfortable living rooms. Likewise, Director Porter concurs with the emphasis that her Public Safety colleagues place on the need for electronic access into residence halls for safety reasons, as well as the time and labor spent replacing lost keys.

WELLNESS CENTER

Dr. Cathie Chester, Director (fchester@alfred.edu)
607-871-2300

The director of the Wellness Center oversees counseling services, health services, and wellness education including alcohol and other drug use and abuse education.

Selected Goals for 2009-10

Over the summer, we moved from an outsourced health center, previously contracted to St. James Mercy Health, to an in-house clinic. We also merged the Health and Counseling Centers into one Wellness Center. This has been a very challenging move, but the rewards will be well worth it. Goals will be determined later in the year, now that the staff is working as one team.

Unfortunately, due to the split with St. James, we have very few Health Center statistics to share. The report below is focused mostly on counseling services.

Selected Initiatives/Accomplishments for the Previous Academic Year

- AU joined the Titanium Consortium, a national project for the collection and analysis of mental health data at Penn State.
- Counselor S. Covell and her Smooth Fox Terrier Tess completed training to provide a Certified Therapy Dog at the Wellness Center. We can now offer appointments for canine assisted therapy.
- Provided a coach/athlete presentation on performance enhancement through substance use reduction, funded through the NCAA.
- Receptionist K. O'Rourke served as co-chair of the division-wide Staff Development Committee
- Director C. Chester presented at the June Counseling Centers of New York conference on how to handle student deaths on campus.
- 18% of graduating seniors used counseling services this year, including 16% of students recognized at honors convocation.

Services and Usage for the Previous Academic Year

Counseling: 298 students had 1,234 counseling sessions (67% women, 33% men). 20% acknowledged being prescribed psychotropic medication at intake. 47% were from the College of Liberal Arts and Sciences; 33% from the School of Art & Design; 5% from the College of Business; 11% from the School of Engineering, and 3% were graduate students. 49% received counseling prior to obtaining services at Alfred. Usage was fairly even between undergraduate class years. The most frequent presenting concerns were situational problems in combination with anxiety/depression symptoms.

Individual Alcohol and Drug Prevention Education Session: N=121. 80 students took the first alcohol education course, 4 took the second; 23 took the first drug education course and 3 took the second. 3 students took advantage of our amnesty policy.

Psychiatric Hospitalizations: 11 evaluated at St. James in conjunction with counselors, the highest number by far that we have recorded. Of these, 5 subsequently took a medical leave of absence.

Self-harming behavior: over 20 students admitted current or historic self-harming behavior.

Groups: Offered a grief support group and a social skills support group.

Selected Assessment

Standardized rating scale, the OQ-45, demonstrates that students attending between 5-10 sessions experience symptom reduction to a significant degree in situational and acute cases.

Goal Attainment Scaling (GAS) indicated that most longer-term clients met their designed goals and about half of short term clients (1-2 sessions) met their goals.

Student Evaluation of Counseling Services Highlights: 76% stated that contact with the Counseling Center was important in helping them along their educational path; 96% would return to the Counseling Center, and relationship with counselors was rated good or excellent by 99% of the respondents.

Outreach Effectiveness: Of the 243 students outreached by request from faculty and staff, contact was established with 60%. 69% of those became clients.

Trends/Departmental Priorities

Campus trends mirror the national trends, including:

- Counseling centers are increasingly called upon to provide services for complex cases, psychiatric services, hospitalizations and case management.
- Behavior intervention teams with heavy emphasis on case management for individual students are becoming best practice.
- Services for veterans of Iraq and Afghanistan conflict will increase with new GI bill; AU is participating in incentives to enroll veterans.
- Electronic connection results in personal disconnection. Students experience “normal” stressors as being more overwhelming than in past years, and they have fewer interpersonal coping resources combined with reliance on parents to solve problems.
- Widely reported violent acts by student aggressors on campus, combined with legal action, mean that practitioners must be extremely cautious in case management. This yields intensive service and time requirements for a small number of concerning students.

Should budget allow in the future, the needs of the Wellness Center are exclusively personnel-related. Some colleges and universities are coping with the increased demand for student outreach and management by creating a specific outreach role for an identified counseling staff member. The WC’s current counselors typically spend 85 – 90% of their week providing individual or group counseling at the WC office. An outreach counselor would spend 50% of the work week in following up counseling referrals by faculty, staff, parents, and the campus community, student alert notifications, and intervention requests. The outreach counselor would serve as a liaison between counseling and other campus services to identify, contact, and guide students to appropriate resources. An outreach counselor could also support retention efforts by monitoring progress for students with behavioral management plans and other conditions that place them at risk for failure, dismissal, or withdrawal.

WOMEN'S LEADERSHIP CENTER

Julia Overton-Healy, Director, overton@alfred.edu
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The Director of the WLC oversees provision of skill-building workshops, the Women's Leadership Academy, and the Women of Influence lecture series.

Selected Goals for 2008-09

1. Contribute to the leadership development culture at AU through innovative programming.
2. Provide deep learning opportunities through the Women's Leadership Academy
3. Develop substantial networking and mentoring opportunities for women students
4. Establish the WLC's reputation at a regional (if not national) level for best-in-class programming.

Selected Initiatives/Accomplishments for the Previous Academic Year

- Director J. Overton-Healy served on Bias Response Team and the University Judicial Board, and served as peer reviewer for Journal About Women in Higher Education. She also completed coursework toward doctoral degree.
- Re-established Captains' Council for female athletes
- Collaborated with Horowitz Service-Learning Experience/VISTA coordinator to locate office within WLC
- Hosted Senior Week barbecue picnic on behalf of Student Affairs Division
- Established an undergraduate research endowment through a generous gift from Sherry Walton and Otis Eastern, Inc.

Services and Usage for the Previous Academic Year

Teaching: Director J. Overton-Healy taught Gender & Leadership Studies for the Women's Leadership Academy.

Women of Influence: Three speakers with approximate total attendance of 110

Skill-building Workshops and Networking Events: Offered 11 workshops with attendance of ~160. Topics included fad diets, self-defense, public speaking, and wage negotiation.

Women's Leadership Academy: Academy I graduated the charter cohort of 6 students in 2008. 14 students are enrolled in Academy II and 8 students began Academy III starting in the fall.

Interns: The WLC had four interns this year who worked on projects including the Equal Pay Day Bake Sale, website development and an automotive maintenance workshop.

Assessment

Workshops: Participant survey results indicated above average ratings on items such as "I learned something from this program" and "I will be able to use this information". Most popular and requested topics remain Public Speaking, Wage/Salary negotiation and Good Sense Gourmet which focuses on healthful eating on a limited budget.

Women of Influence: Feedback from these events was mostly anecdotal and qualitative. General themes indicated strongly positive response to speakers who focused on leadership strategies with less positive response to speakers who discussed occupation-specific challenges.

Women's Leadership Academy: members of the third Academy cohort were assessed via academic papers, reflective writing, and class participation. Anecdotal information gleaned from reflective writing indicates Academy members deeply value the exclusivity of the Academy, the opportunity to develop strong bonds of friendship with each other, and the support they receive in exploring and acquiring leadership skills.

Trends / Departmental Priorities

Through effective stewardship of our current use gifts and additional generosity from alumnae and other donors, the original three-year funding model will successfully have lasted five years. We expect the current use gift to last through the end of this academic year.

The upcoming 5th Anniversary of WLC presents a unique opportunity to revisit the influence of sorority life and explore history of women's leadership at AU.

Our incoming first year student data indicates relatively low self-ratings of various leadership indicators, particularly in women's students. The WLC's leadership training can bolster confidence levels of our women students.

Director Overton-Healy would prioritize additional needs as follows:

- Expand post-college support for Academy alumnae
- Add Graduate Assistants to develop a full complement of skills workshops and support the creation of online self-study modules on leadership to be made available to regional businesses and non-profit organizations.