

**ALFRED UNIVERSITY  
DIVISION OF STUDENT AFFAIRS  
BRIEFING BOOK, ACADEMIC YEAR 2008-09**

Prepared for Michele Cohen  
Chair, Student Affairs Trustee Committee

**Table of contents:**

|                                   |       |
|-----------------------------------|-------|
| Division Overview                 | 2-3   |
| Athletics                         | 4-5   |
| Career Development Center         | 6-7   |
| Center for Student Involvement    | 8-9   |
| Counseling and Wellness Center    | 10-11 |
| Crandall Health Center            | 12    |
| Dean of Students/Judicial Affairs | 13-14 |
| Dining Services                   | 15-16 |
| Equestrian Center                 | 17    |
| Public Safety                     | 18    |
| Residence Life                    | 19-20 |
| Women's Leadership Center         | 21-22 |

## **DIVISION OVERVIEW**

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### **Mission**

The Division of Student Affairs' mission is to support and challenge students to meet their academic and personal goals within Alfred University's caring, personal, and residential environment.

We are committed to educating our students to develop, explore, and express themselves as individuals and as members of a community, in an environment of mutual respect and safety. To this end, we are committed to meeting the assessed needs of our students through a dynamic and valuable set of services. The Student Affairs Division provides personalized, high quality service in conjunction with the developmental and educational progress of students by offering the collaborative resources of ALANA Affairs, Health and Wellness Education, Athletics, The Arthur and Lea Powell Campus Center, the Robert R. McComsey Career Development Center, the Counseling and Wellness Center, Dining Services, Residence Life, Judicial Affairs, Student Activities, the Equestrian Center, Crandall Health Center, the Women's Leadership Center, Public Safety, and New Student programs.

### **Student Affairs Vision to Develop AU's Unique Potential**

*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.

### **Strategic Goals for 2008-09**

1. Invest in diversity, as it is a fundamental value of the pedagogy and community of Alfred University.
2. Provide a campus culture that integrates academic learning with student development.
3. Foster an environment of social responsibility and community engagement that prepares students for their roles as citizens of their future communities.

### **Selected Assessments Administered and/or Used**

*Externally developed:*

- CIRP (Cooperative Institutional Research Program) Freshman Survey, administered during orientation
- NCHA (National Collegiate Health Assessment), administered for the first time in Spring 2005 and planned again for Spring 2009
- ACUHO-I (American College and University Housing Officers International) Educational Benchmarking Instrument for residence life and dining assessment, administered every fall
- College Survival and Success Scale, administered during orientation to measure (1) Commitment to education, (2) Self- and resource-management skills, (3) Interpersonal and social skills, (4) Academic success skills, and (5) Career planning skills
- Multi-Institutional Study of Leadership, administered to our full undergraduate population to measure specific impacts with regard to the Social Change Model of Leadership
- National Survey of Student Engagement (NSSE), last administered in 2004 and scheduled again for 2009

*Locally developed and administered:*

- First Destinations/Outcomes Report, administered to graduates within one year of graduation from AU
- Individual department satisfaction and learning outcome surveys
- Surveys of on-campus recruiters and employers
- University student judicial evaluation, administered to all students who were found in violation of a judicial policy during the spring semester
- Course evaluations
- Student Orientation satisfaction survey
- Extensive student activities usage survey, indicating student attitudes regarding diversity, programming interests, and the campus center environment

**National and Local Trends and Issues That We're Paying Attention To**

- Safety and security protocols related to parental notification, involuntary leaves, emergency notification, emergency response protocols and education/training of our campus community
- Alcohol/drug usage, including prescription drugs and illegal sale/sharing of these drugs. We are also seeing a rise in the use of so-called energy drinks and supplements in conjunction with medications.
- The need to develop strong partnerships with parents while encouraging student self-reliance
- The report of the Task Force on Residence Life, which provides opportunities to be proactive in meeting the needs of our students now that the three-year residency requirement has gone into effect
- Service Learning and leadership are connected concepts that AU has not traditionally focused on. We will begin this year to focus on both these areas to help students make meaning out of their college experiences.
- Contemporary student activism: working locally to focus on issue-oriented goals and projects with visible outcomes, emphasizing multiculturalism, global issues and social justice
- "One card" initiatives on campuses, in which students use one ID card for multiple uses such as keyless entry into residence halls and academic buildings, dining hall meal plan management, library loan, fitness center, laundry facilities, bookstore and clay/design store purchases, even use at downtown restaurants
- Students with special needs are growing in number on campus and their learning differences becoming more visible. While the benefits of inclusion are obvious, most faculty and staff have not had the education and training required to meet the social and educational needs of this student population. Referral is becoming more challenging as we strain our small Counseling and Special Academic Services staffs - we need more and better staff training at this point to learn to respond ourselves.

## **ATHLETICS**

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

### **Selected Goals for 2008-09**

1. Further promote women's Softball as one of our best women's teams.
2. Enhance CHAMPS/Lifeskills program.
3. Continue to assist the Enrollment Management division in recruiting quality student-athletes.
4. Strive to have two teams make NCAA playoffs.
5. Hire quality coaches at all levels.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

#### *Team Highlights:*

- Both **Men's and Women's Alpine Ski teams** qualified for the US Collegiate Ski Association national championships. The men were 20<sup>th</sup> and the women placed 6<sup>th</sup>, the best finish ever.
- The **Men's Swimming and Diving team** went 10-0 for the second year in a row, won the NYS Division III Upstate Championship and was Empire 8 Conference Champion for the third year in a row. Junior M. Baker competed at the NCAA championship meet and Coach B. Striker was Empire 8 Coach of the Year for the third year in a row.
- **Football** was 8-3 and won their ECAC bowl game for the third year in a row. At one point in the season, the Saxons were ranked 11<sup>th</sup> in the nation.
- **Men's and Women's Tennis** finished with the most victories ever for a single season.
- **Women's Softball** was third in the Empire 8 conference and second in the ECAC Upstate Championships with an overall record of 22-11. Coach G. Olivieri was named Empire 8 Coach of the Year, a first for AU softball.

#### *Department Highlights:*

- This year we had 756 student-athlete applications. In comparison, we had 709 in '07, 588 in '06 and 483 in '05.
- Coach S. Miller (soccer) and B. Striker (swimming) served as sport committee chairs for the Empire 8, and Athletic Director J. Moretti completed a four-year vice presidency with the Empire 8.

### **Services and Usage for the Previous Academic Year**

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

*Recruiting:* 756 athletes applied; 535 visited, and 208 deposited as a result of recruiting activity.

*Intramurals:* 79 teams, 607 student participants – highest number in 15 years

*Gibbs Fitness Center:* 27,250 people used the fitness center this year, over 1,500 more than last year.

### **Assessment**

*CHAMPS/Lifeskills* survey of student-athletes indicated that 68% took part in at least one community service project through the athletic department. Also, 100% of surveyed student-athletes said that they had thought about their values and try to live by them (compared to 86% prior to athletic participation at AU), and 58% agreed or strongly agreed that they'd learned conflict management skills (compared to 32% prior to athletic participation at AU).

*Retention:* 86% of student-athletes on the 07-08 roster persisted as AU students. This measure considers student athletes coached by full-time coaches, and excludes graduating seniors. This year we are focusing more specifically on first-to-second year retention so that we can compare against general University retention figures.

## **Trends/Departmental Priorities**

**Number of athletes/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. When we lose Davis Gym as a practice and recreational space, this problem will be even more critical to address. As always, we support and endorse the need for a recreation/athletic center.

**Operational costs:** With transportation costs 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.

**Athletic Training:** As in the Facilities priority, the increase in number of athletes and NCAA-sanctioned practice times is stretching our trainers. On the academic side, based on the 8:1 student-to-certified athletic trainer ratio set by our accrediting body, we are capped at 40 students. We believe we can grow enrollment fairly easily and do not want to turn away incoming students because of that cap. The solution to both these concerns is to add to the training staff.

## **ROBERT R. MCCOMSEY CAREER DEVELOPMENT CENTER**

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

607-871-2164

### **Selected Goals for 2008-09**

1. Increase experiential education opportunities/programs, especially those supported by faculty. Complete a white paper for University Relations to garner support for a subsidized internship grant program for student to take unpaid interns. Develop an internship and summer job outcomes report to educate the campus about the importance of these experiences.
2. Establish a series of workshops to meet career needs of international students.
3. Develop a series of satellite offices in high-traffic areas.
4. Explore opportunities with the Wellsville and Allegany County Chambers of Commerce.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Obtained a grant for \$65,000/year for five years to support the Children and Youth Learning Initiative.
- Took on management responsibility for the new Horowitz Center for Service Learning; hired a VISTA volunteer to coordinate the program.
- Engineering Career Fair moved from spring to fall and included a very successful post-event Networking Fair. Employers, faculty and students were all more satisfied.
- Created Women Leaders of Tomorrow summer institute in collaboration with the WLC.
- Co-hosted kick-off reception for the Allegany County Chamber of Commerce.
- M. McFadden and N. Williams became MBTI certified.
- Hosted an Educators Networking Fair; 40 local superintendents and principals participated.
- Recruiting Coordinator N. Williams was elected to the Board of Directors for Eastern Association of Colleges and Employers and the regional Business/Education Community Coalition; Director M. McFadden served as Past President for the Middle Atlantic Career Counseling Association.

### **Services and Usage for the Previous Academic Year**

*Career Counseling/Advising Sessions:* 1,666 individual sessions with 783 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) choosing a major/career, and (5) interviewing skills. 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.

*24-hour Resume/Cover Letter Critique:* 511 (duplicated)

*Co-ops and Internships:* 40 students registered internships with the CDC; 10 registered co-ops.

*Email Advising:* 346 (duplicated)

*Walk-in Hours:* 542 one-on-one visits

*Workshops Conducted for AU Community:* 88, with total attendance of 2,629

*On-campus Recruiting:* 166 students interviewed with 52 companies; 132 total companies came to campus for events, including career fairs.

*Resume Collections:* 642 resumes submitted to 56 companies.

*Credential Files:* 542 sent on behalf of 275 individuals.

### **Assessment Highlights**

*Recruiter Evaluation of On-Campus Recruiting:* 95% 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 (21%), Academic preparation (42%), Interviewing skills (42%), Leadership skills (21%).

*Career Counseling Student Survey:* Averaged 4.1 on a 5 point scale for the question: “After talking with the counselor, do you feel more confident about your own career development?”

*BUS 102 class evaluation:* 100% of the students would recommend the course to a friend.

*Experiential Evaluation report:* 100% described some sort of new learning or knowledge gained after their internship/co-op, including awareness of office communication, how to run a business, self-confidence, and need for further education.

### **Trends/Departmental Priorities**

Students need practical experiences and opportunities to connect with individuals who can provide substantive career related information. Internship or co-op experience is first on the list of experiences that prospective employers seek. We need to find ways to provide opportunities for students who may otherwise be financially unable to take an unpaid internship. To that end, our primary need is a subsidized, competitive internship support program for all students, but primarily for the School of Art & Design and Liberal Arts and Sciences majors since internships in those broad areas are less likely to be paid. We also need to revitalize the co-op program; this year only 10 students chose to co-op.

Additional priorities might include:

- Support for a career-focused lecture series in collaboration with academic affairs
- Myers-Briggs and Strong Interest Inventory qualifications and certifications for all counselors
- Ability to develop more international internships and relationships with university career services’ offices abroad

## **CENTER FOR STUDENT INVOLVEMENT**

Patricia Debertolis, Director, New Student Programs (debertpa@alfred.edu)

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

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### **Selected Goals for 2008-09**

1. Lead the University in finding opportunities for cross-curricular initiatives and collaboration.
2. Enhance the leadership skills of our students through the Leadership Certificate program.
3. Continue to improve assessment.
4. Manage resources given rising costs and student demand.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Director T. Debertolis presented at the Western New York Leadership Conference, and was a co-recipient of the student affairs award for the most innovative program of the year (Student Success Conference).
- T. Debertolis was also trained and certified in Project Adventure leadership training.
- Director D. Napolitano taught 4-credit course, Drawn to Diversity, with a focus on advertising, and presented D2D at numerous venues throughout the U.S., including Miami, New York Comic Convention, BBDO Advertising, etc.
- Made significant changes in the areas of new student programming, including collaborations with First Year Experience director Allen Grove, the “house calls” program in first-year residence halls, and targeted outreach to first year students identified as at-risk.
- Conducted successful programs for Hot Dog Day, the Alfies, Siblings Weekend, and New Student Orientation.
- Oversaw planning for additional student recreation space in Ade Hall.

### **Assessment**

*Student Orientation Evaluation:* Rated either “excellent” or “good” overall by 93% of respondents.

*Alfred’s Newest Talent program:* 100% surveyed indicated they found the experience beneficial in developing leadership skills.

*Building community that embraces diversity:* AU showed a decrease this year in students treated poorly because of race, religion and sexual identity. Students feel the University is welcoming and open-minded but noted but we saw a decrease in students who felt the overall institution is culturally and socially diverse.

*Alfred’s “Gay Point Average”:* AU scored well on policies, institutional support, general student life and campus climate. We scored lower on academic life, housing, and recruitment & retention efforts.

*Student Success Conference summary:* Rated highly overall. As a result of attending, students felt they had learned better time management skills and were more confident in starting the spring semester. However, the retention of students who went through the conference was the same as those who did not.

### **Services and Usage for the Previous Academic Year**

*Student Events* (comedians, large- and small-act concerts, open mic nights, etc.): Total attendance of 11,135

*Student Organizations:* Oversaw 80+ student organizations.

*Nevins Theater Films:* One film each weekend with a total attendance of 2,503

*Venture Vans:* 11 trips with a total usage of 284

*Campus Center, Howell Hall and Gothic Chapel Usage:* 2,240 meetings/events scheduled

*Airport Shuttle:* 346 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.

*Leadership Enhancement:* Students are seeking leadership education with measured outcomes and skill development. If budget would allow, we could build a ropes course, hire a qualified ropes instructor, fund the Leadership Certificate program and renew the January Leadership Conference.

*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. The focus on new student programs is well established in Liberal Arts & Sciences and we need to find ways to extend that across all academic disciplines.

*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:* With the positive response to GreenAlfred, our rural setting, and the national data shared by Enrollment Management that indicates student interest in outdoor adventure, AU could position itself well if we were to fund and train staff to conduct more outdoor experiences.

## **COUNSELING AND WELLNESS CENTER**

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

### **Selected Goals for 2008-09**

1. Redesign service delivery in a prevention model.
2. Begin a collaborative, integrated Wellness Initiative on the AU campus.
3. Update counseling and mental health treatment resources for improving brief therapy with complex cases.
4. Formalize consultation and collaboration through MOUs with off-campus resources.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- 22% of graduating seniors used counseling services this year, including 19% of students recognized at honors convocation.
- Created a chapter of Active Minds, a nationally recognized peer mental health education group. Active Minds won an Alfie for the best educational program of the year.
- Offered one evening per week of counseling and consultation in McLane Center for athletes and coaches
- Provided training to faculty and staff on managing distressed, disruptive and dangerous students
- Counselor E. Huebner collaborated with three psychology faculty on a study of self-harming behaviors among Alfred University students, which was presented as a Bergren forum
- Presented at the Counseling Centers of New York conference in Buffalo, NY
- Director C. Chester and counselors took a lead role in planning and carrying out our response to the death of our student in December.

### **Services and Usage for the Previous Academic Year**

*Counseling:* 266 students had 1,490 counseling sessions, up from 1,323 in 2007-08. 20% acknowledged being prescribed psychotropic medication at intake. 43% were from the College of Liberal Arts and Sciences; 31% from the School of Art & Design; 8% from the College of Business; 10% from the School of Engineering, and 5% were graduate students. 45% received counseling prior to obtaining services at Alfred. Usage was fairly even between undergraduate class years, with first-year students using counseling the least. The most frequent presenting concerns were situational problems in combination with anxiety/depression symptoms.

*Individual Alcohol and Drug Prevention Education Session:* N=110. 56 students took the first alcohol education course, 6 took the second, and 18 took the first drug education course. 6 students took advantage of our amnesty policy, and the rest were referred through other sources.

*Psychiatric Hospitalizations:* 5 evaluated at St. James in conjunction with counselors, 4 admitted

*Groups:* 40 students participated in four support groups offered throughout the year.

*Training and Workshops:* 121 students (duplicated) attended trainings, e.g., RA training.

*Events:* 1,013 members of the campus and local community (duplicated) attended CSDC-sponsored events, e.g., Bipolar Boy, Health Fair, Remembrance Day and National Screening Days.

*Guest Lectures in Classes:* 263 participants in various settings

### **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:* 75% stated that contact with the Counseling Center was important in helping them along their educational path; 98% would return to the Counseling Center, and the staff was rated supportive or very supportive by 98% of the respondents.

*Outreach Effectiveness:* Of the 261 students outreached by request from faculty and staff, contact was established with 61%.

### **Trends/Departmental Priorities**

*Campus trends mirror the national trends, including:*

- Student usage of counseling services continues to grow at AU, straining the demands on the three counselors. Mental health problems remain complex and severe with no sign of reversing that trend. Numbers of students with developmental disorders, neurological problems and social skills deficits continue to grow.
- Parental involvement is increasing, as more students consent to share clinical information. Parents were involved in everything from rescheduling their children's appointments to larger clinical decisions.
- Collaborative management needs: problematic behaviors resulted in an increase in joint efforts between our office and Residence Life, Special Academic Services, the Health Center and academic units. Further collaboration is needed.
- Addictive behaviors using electronics (gaming, messaging, texting, Facebook usage) lead to reduced interest in solving real-time problems and building relationships on campus.
- Student violence, bullying and safety issues came to light following the death of an off-campus student. Counselors were told of other unreported physical assaults and weapons possession in residence halls, but students are not seeking help in a timely manner, if at all.

Should budget allow in the future, the needs of the Counseling and Wellness Center are simply and 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 CWC's current counselors typically spend 85 – 90% of their week providing individual or group counseling at the CWC 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.

## **CRANDALL HEALTH CENTER**

Rosetta Brown-Greaney, Director (greanrb@alfred.edu)  
607-871-2400

### **Primary Goal for 2008-09**

1. Fully evaluate the results of the American College Health Association consulting report and implement all appropriate recommendations.

### **Selected Initiatives/Accomplishments for the Past Academic Year**

- Initiated Gardasil vaccine program for women students; secured free doses for qualified students through the Merck Vaccine Patient Assistance Program.
- Scored 100% during NYS Department of Health audit of immunization compliance records.
- Contributed to team case management for significantly disabled students' medical issues.
- Art Therapy students sponsored an art show in Crandall Health Center.

### **Services and Usage for the Previous Academic Year**

*Health Care:* 966 individual students served (44% of our population). 2,369 appointments were conducted. Top diagnoses in order: acute bronchitis, acute upper respiratory infection, acute pharyngitis/prescription for oral contraceptives (tie), acute sinusitis, depression. First-year students used the Health Center far more frequently than any other class.

*Hospital Admissions:* 8

### **Assessment**

*ACHA review:* A comprehensive assessment was completed over the summer; results are available upon request.

*Assessment of Patient Satisfaction:* Quality of care was rated 5.7 out of 6 (6 = very satisfied). Students noted positive interactions with specific staff. Wait time was indicated as the area most in need of improvement.

### **Trends/Departmental Priorities**

*Complexity of cases:* Students arrive on campus already on psychotropic medications, and with complex medical needs and chronic illnesses. Collaboration will be very important moving forward; we also need to focus attention on our scope of care.

*Use of stimulants:* Several students have reported physical and/or mental symptoms because of combinations or excesses of "energy drinks," highly caffeinated beverages, weight loss products containing stimulants, and prescription stimulants – often used simultaneously.

*Abnormal Pap smears:* The health center staff noted an alarming increase in abnormal Pap smear results this year, which can signal a pre-cancerous change on a woman's cervix. A study is planned on this development next semester; we will also promote the new Gardasil vaccine as a prevention strategy.

*Funding needs:* If funds were to become available, we would address the need to have a more physically appealing space. The exam rooms, waiting rooms and main lobby are aesthetically outdated and not as welcoming as they should be.

## **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 Counseling and Wellness Center, Crandall Health Center, Public Safety, Judicial Affairs, the Emergency Response System, and Off-campus Living.*

### **Selected Goals for 2008-09**

1. Collaborate with Public Safety, the Counseling and Wellness Center, and the Crandall Health Center to strategically respond to student needs.
2. Integrate the CUBIT (College or University Behavioral Intervention Team) model of responding to student mental health issues and disruptive behavior.
3. Develop a division preventive strategy initiative.
4. Continue to enhance the effectiveness of our division Emergency Response Team.

### **Initiatives/Accomplishments for the Previous Academic Year**

- Dealt with significant events, including the death of an off-campus student, the Humans vs. Zombies nerf gun scare, the suspension of a threatening student, suspected suicide of a recent graduate, investigation of an alleged underground fraternity, and a controversial art piece that required intervention from the Bias Response Team.
- N. Pollard co-chaired a pandemic planning task force (continuing), presented to American College Personnel Association, and was a featured presenter at several hazing-prevention institutes and conferences.
- Refined and enhanced the judicial training manual, website and processes.
- Instituted an informal resolution process for hearings, which was quite popular and time-saving.

### **Usage/Statistics for the Previous Academic Year**

*Off-campus Living:* 241 students participated in the off-campus living forums.

*Bias Reporting:* The online form was used 6 times.

*Leaves of Absence:* 9 medical leaves (7 returning), 16 psychological leaves (4 returning), 69 withdrawals

*Alcohol Permits:* 73 permits were approved this year for campus events.

*Judicial System:*

- 307 individual students were referred for judicial action. 64% were first-year students.
- 34 students had multiple violations.
- 48% of charges were alcohol or drug related; 17 students had multiple alcohol violations.
- The five most common findings of in-violation were for, in order: alcohol, failure to comply, illegal drugs, quiet hours, and disorderly conduct.
- 6 students were suspended this year.
- 5 students used the amnesty policy

### **Assessment**

A locally developed evaluation was distributed to students who were found in violation of a University policy. 83% percent of students responded either neutral, agreed or strongly agreed that they were treated respectfully throughout the process, and 46.4% percent of students agreed that the overall campus judicial process was satisfactory.

Local assessment also indicated the following learning outcomes:

- A new “informal resolution” option for code/policy violations resulted in only one student out of 144 who had a second violation, compared to 12% in the general student population.
- Students who complete the alcohol/drug online education modules were also less likely to have a subsequent infraction.
- None of the students who successfully completed the amnesty program had another substance abuse incident.

### **Trends and Priorities**

This fall, the U.S. Department of Education is expected to provide clarity and interpretation of FERPA (the privacy act) and assist in how college administrators can intervene during serious situations without violating privacy laws. It has been a national challenge to provide prevention programs and methods of outreach to suicidal, disruptive and dangerous students and their parents, while appropriately managing risk to the institution.

Over the next academic year, the enhanced coordination and structure of the Emergency Response Team will be a high priority. This will include a focus on protocols, procedures and training. With the escalated occurrences of serious behavioral problems, we will explore the development, formation and operation of a Behavioral Intervention Team. Nationally and at AU, there is an emphasis on emergency responders being NIMS (National Incident Management System) trained and compliant.

By the beginning of the spring semester, we should have full implementation of the Community Mediation program.

The efforts to educate the campus about bias and the adverse impact of hate speech will continue to be a priority of the Bias Response Team.

Should there be discretionary funding available, the priority for the Dean of Students would be a vehicle and driver designated for non-emergency transports, especially for students with temporary physical disabilities.

## **DINING SERVICES, CONTRACTED TO AVI FRESH**

John Dietrich, Director (dietrijj@alfred.edu)

607-871-2247/2034

### **Selected Goals for 2008-09**

1. Complete an RFP for local farmers and merchants to increase the purchasing of locally grown and/or distributed products.
2. Act on the Partnership Review action plan to meet the goals established by the AVI/Alfred University group. Short term: offer faculty/staff block plan discounts; increase the number of vegetarian theme nights; and transition from use of plastic-ware to eco-friendly products. Longer term: increase the number of outdoor special events; examine marketing efforts; transition to “green” cleaning supplies.
3. Increase sales in Herrick Café by institution menu changes and adding a credit card reader.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Went “trayless” in conjunction with GreenAlfred, the Student Dining Advisory Board, and the Environmental Studies student club, resulting in significant savings in food, beverage and cleaning chemical purchases. Other “green” initiatives included a Mug Program, composting pre-consumer waste, and working with Alfred State to re-use cooking oil.
- Created an affordable faculty/staff meal plan.
- Visited Kenyon College to see their comprehensive “local food” initiative in preparation for increasing our purchases of locally grown and produced food items.

### **Services and Usage for the Previous Academic Year**

*Meal Plans:* 1,281 members in Fall ‘07, 1,154 in Spring ‘08. Students swiped meals at a participation rate of 67% (fall) and 71% (spring). 166 students (91% of those not required to purchase a meal plan) purchased a plan. Of those students, only 34 purchased the Ford St./Commuter plan; therefore, 132 (73%) purchased a residential plan.

*Dining Halls:* Of the board meals eaten in the dining halls, 55.8% were in Powell and 44.2% were in Ade. This is a 3% swing in favor of Powell compared to last year.

*Cyberfresh Café (Li'l Alf):* Weekend meal equivalency breakfast combo swipes increased by 30% from previous year. 1,300 were served in ‘07/’08 vs. 998 the previous year.

*MidKnight Express:* Meal equivalency swipes increased 28% from previous year. 36,012 were served in ‘07/’08 vs. 28,098, the previous year.

*Catering:* Provided 486 events during the year, including 30 in one day during Reunion Weekend – up 22% from previous year (399).

### **Assessment**

*Dining Satisfaction Survey:* A locally administered survey of AU students found that the majority have noticed nutritional information in the dining halls and 21% acknowledge that it’s influenced their 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 continue its environmental goals with a focus on local purchasing and other sustainability practices, as the trend nationwide is shifting in this direction for food service. New initiatives included a Mug Program, composting pre-consumer waste, and removing trays from the dining halls – this made the biggest impact on saving waste and on public relations.

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

### **Selected Goals for 2008-09**

1. Develop the curricular offerings based on interest and trends/needs in the equine industry. In particular, connect with the College of Business to explore ways to meet student interest in equine business careers.
2. Explore the possibility of affiliating with the NCAA.
3. Promote more learning opportunities through internships and study abroad.
4. Host an Equestrian Talent Search contest in October to promote AU to high school students.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- The Western team placed first in the region, second in semi-finals and sixth in the nation. Rider K. Mix competed at nationals in two classes, finishing fourth and eighth.
- The English team finished third in the region (ours is the largest in the U.S.) and two riders qualified for Zones.
- Completed a significant restructure of positions to create a barn manager and part-time Western program director position. Very few programs in this part of the U.S. offer such a comprehensive Western program.
- Revenue was more than twice what was projected for the year, due to the higher number of lessons, student boarders, summer camps and shows sponsored. Likewise, new management practices were instituted this year to reduce the cost of the care of the herd.
- Created an Equestrian Center Advisory Board.

### **Services and Usage for the Previous Academic Year**

*Team:* 30 riders on Western team, 27 on English team, 25 on newly created junior varsity team

*Classes:* 161 students took classes this year; 14 completed independent studies.

*Lessons:* Over 200 lessons were taught by the staff and/or director.

*Boarders:* Boarder stalls (14) were full all year, and our waiting list is over 20.

### **Trends/Departmental Priorities**

As the equestrian program continues to diversify and expand, there has become a greater need for a hay barn. This would provide the University the opportunity to purchase hay out of the fields at a lower cost. Currently, the University relies on area farmers to store our hay over the winter, resulting in higher costs due to frequent handling. It would also eliminate the necessity of having to rent space at a local barn. Secondly, during the summer months, when the hay barn is empty, it would provide additional space for temporary stalls for which the University could charge during camps, clinics, and hosted horse shows.

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.

In a very short time, we have fully utilized our wonderful new facility. With the level of interest by students and community members, we are in the process of creating a business plan to determine if we can support the operation of an additional indoor arena and the addition of 50 stalls. This would allow us to add more riding and academic classes, a training program, breeding program, more shows and clinics.

## **PUBLIC SAFETY**

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

### **Selected Goals for 2008-09**

1. Increase training for AUPS staff. All officers will be trained as EMTs and first responders, be trained in the use of Automatic External Defibrillators (AEDs), and emergency medical dispatch.
2. Modify the Integrated Contingency Plan into one that is NIMS-compliant (National Incident Management System), to better prepare AU for a critical incident and ready us to apply for FEMA grants. Chief Dougherty will be trained in NIMS plan compliance in order to serve as a regional trainer.
3. Work with Judicial Affairs to implement a new reporting system, expected to greatly ease the Clery Act reporting burden for both areas.
4. Integrate the University's emergency responders into the Government Emergency Telecommunications Service and the Wireless Priority Service, to give our responders priority in emergency situations when phone lines are normally congested.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Took a leadership role in the nerf gun incident; coordinated the campus response in conjunction with responding police agencies.
- Opened an office in Harder Hall, with hours daily from 5 pm – 3 am. This action directly led to the reduction of reported larcenies in Harder from 12 last year to 3 this year, as well as a frequent safety presence.
- Began a motorist assistance program.
- Upgraded the surveillance system at the Bromley-Daggett Equestrian Center, Barnes & Noble Bookstore and Herrick Library. Loss due to theft in the bookstore last year was over \$20,000; this year with the new system it was under \$3,000.

### **Services and Usage for the Previous Academic Year**

*Reportable Incidents:* Public Safety responded to 651 service calls. The top five reasons for calls, in order, were escorts, fire alarms, miscellaneous complaints and disturbances, and alcohol or drug related incidents.

*Parking:* Issued 2,409 violations; generated \$40,180 in vehicle registrations and \$40,311 in parking fines.

### **Trends/Department Priorities**

Due to the tragic events at Virginia Tech, 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, priorities for this department include:

- Upgrading our Public Safety communication system, radios and dispatch capabilities
- Purchasing a mass communication siren in conjunction with Alfred State and the village
- Electronic card access control in academic and residence life buildings
- Continuing to add security cameras, as appropriate

## **RESIDENCE LIFE**

Brenda Porter, Director (porterbi@alfred.edu)  
607-871-2186

### **Selected Goals for 2008-09**

1. Pilot a living-learning community model in Joel's House, with the Gary Horowitz Center for Service Learning, in preparation for a similar model in Ann's House and possible further expansion.
2. Create a web-based housing sign-up process for returning students.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Director B. Porter presented at the American College Personnel Association conference in Atlanta on the topic of using the social change model for judicial affairs.
- Collaborated with student group GreenAlfred to pilot a recycling program in Reimer Hall.
- Collaborated with Special Academic Services and New Student Programs to create a Student Success Conference, required of all students who are reinstated after academic dismissal.
- Managed full implementation of three-year residence requirement; released about 100 sophomores for whom we did not have enough housing.
- Phased out co-ed housing due to lack of demand and need for greater flexibility.

### **Assessment**

The Educational Benchmarking Survey, administered annually in the fall, had a 58% response rate and indicated a consistently lower mean score for fall 2007 in comparison with fall 2006. 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. In general, students agreed that living on campus enhanced their ability to live cooperatively, problem-solve and improve interpersonal relationships.

### **Services and Usage for the Previous Academic Year**

*Housing Occupancy:* 1,367 fall semester; 1,240, spring semester. This represents a 94% occupancy rate.

*Non-emergency Medical Transports:* Utilized 31 times at a cost of \$20/trip, an increase of 10 from last year.

*Facility Damage:* \$11,578 in damages were assessed, an increase from the previous year's billing of \$8,399.

### **Trends/Departmental Priorities**

The Task Force on Residence Life laid out several departmental priorities and is continuing to shape our efforts in the coming year. As budget and time allow, here are some national and local trends to consider:

- Explore the idea of living-learning communities in the first-year halls.
- Residence hall furnishings and amenities (bathrooms) in current residence halls remain on the forefront. The Pine Hill Suites are a source of constant complaints, and our housing stock is priced as high, or higher than, the housing on similar college campuses. Bathroom showers in traditional corridor-style residence halls are lacking in privacy and upgrades in these areas remain at the top of the list for proposed/requested summer work once budget allows. We will continue to advocate for continuing facility upgrades overall.
- Many colleges are going green in their residence halls. The successful recycling pilot program in Reimer Hall this year could be expanded throughout all residential properties.

- Staffing remains a constant concern. Less-than-competitive tuition packages and RD apartments are a challenge in recruiting graduate RDs. We must continue to closely monitor our recruitment strategies in conjunction with the graduate faculty.
- Keyless entry into residence halls is rapidly becoming the norm on college campuses. Moving to a “swipe card” access system would enhance security in our residence halls and provide a more contemporary feel to our buildings.

## **WOMEN'S LEADERSHIP CENTER**

Amy Jacobson, Director (jacobsona@alfred.edu) through January 1  
607-871-2971

### **Selected Goals for 2008-09**

1. Continue Women's Leadership Academy with a focus on assessment and attracting women engineers to the program.
2. Evaluate women students' need for, and interest in, finding mentors, and determine the most effective way to address that need.
3. Continue to promote WLC visibility on campus; create opportunities for students to learn, discuss and understand the disparities that still affect women, and the need for the WLC.
4. Continue "Dreams to Reality" and "Finding the Line" efforts, namely awareness-raising and education on issues of sexual harassment and economic equity.
5. Support the division's leadership program plans, particularly by providing events/workshops that contribute to the Leadership Certificate program.

### **Selected Initiatives/Accomplishments for the Previous Academic Year**

- Director A. Jacobson was the recipient of the division's Outstanding Administrator Award for the year. She also presented at NASPA in Boston and AAUW in Washington, DC.
- Pamela and Gene Bernstein endowed the Bernstein Leadership Awards, which will provide grants to Academy students who wish to take unpaid internships or attend conferences.
- Coordinated "Transitions: A Women's Leadership Conference Reunion" for over sixty people in June.
- Created a "Dreams to Reality" documentary about the wage gap, funded by the American Association of University Women, which impacted over 500 students, faculty, staff, alumni and community members.

### **Services and Usage for the Previous Academic Year**

*Teaching:* Director A. Jacobson taught Gender & Leadership Studies for the Women's Leadership Academy.

*Women of Influence:* Five speakers with approximate total attendance of 165

*Skill-building Workshops and Networking Events:* Offered 10 workshops with attendance of ~160. Topics included fad diets, assertiveness training, intergenerational issues, wage negotiation and meeting management.

*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 have been accepted to Academy III starting in the fall.

*Outreach Across Campus, Including First-Year Experience Classes:* Approximately 500 students impacted

*Interns:* The WLC had nine interns this year who worked on projects including a newsletter, awareness-raising posters, publicity, "Finding the Line" research, and art curators.

### **Assessment**

*Women's Leadership Academy:* Evaluated through journals and reflective papers; demonstrated increased understanding of gender and leadership issues. 80% rated course topics as very good or excellent.

*Qualitative evaluation:* Participants in "Dreams to Reality," Smart Start workshops, summer institute and WLC interns showed evidence of learning through qualitative assessments and reflection. Details upon request.

### **Trends / Departmental Priorities**

In general, we have made excellent strides in promoting dialogue on campus about why a Women's Leadership Center is needed, the continuing disparities that affect women, the causes of those disparities, and

what women can do to redress them. Continued conversation is necessary in all these areas, as campus and national issues present opportunities for further discussion. Nationally, the hot issues for women's centers include when and how to include men in productive ways (which we are also working on), and some generational issues in terms of feminism and what it means for different generations of women.

In order to make the Women's Leadership Center a best-in-class program, we would aspire to offer the following in the future:

- Global Leadership: We are ready to begin addressing the need for intercultural competency. Particularly for women, where gender differences within and outside the business context can vary greatly across cultures, cultural literacy is essential. We would like to explore ways to build this into WLC offerings, particularly into the Academy.
- Grant opportunities to fund meaningful research and campus involvement opportunities for our women students similar to the "Finding the Line" research funded by AAUW
- While campus and alumni expertise will be utilized whenever possible, outside facilitators and speakers will be extremely useful in addressing timely issues.
- A WLC Advisory Board committee is examining opportunities presented for networking and community-building through the use of technology. It is likely that additional resources will be necessary to follow through on their recommendations.