

Student Affairs Annual Report

2015-16



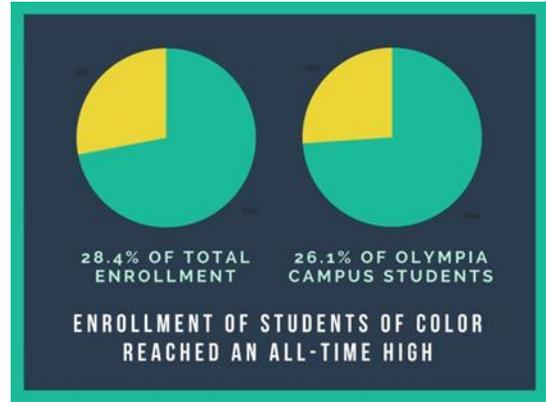
Student Affairs seeks to help students find Evergreen, strive to mature and learn at Evergreen, and thrive at Evergreen.

In Student Affairs approximately 170 dedicated regular staff as well as over 600 student and temporary hourly employees provide a myriad of services and programs designed to advance the mission of the College and add value and support to students' journey at Evergreen. In addition to sustaining successful existing services and programs the following benchmarks and strategic accomplishments are notable in our efforts to recruit and retain students as we transition to 2016-17.

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Budgeted 2015-16 annual average **enrollment** and associated tuition revenue goals were exceeded. In addition, Fall 2015 enrollment of students of color reached an all-time high of 1,182 (28.4% of total enrollment) and of 1,024 on the Olympia campus (26.1% of Olympia campus students).



Evergreen also experienced the highest percentage of veterans/dependents enrolled as compared to other Washington four-year institutions. Eric Pederson, new Director of Admissions, and Tyrone Somerville, new Associate Director of Multicultural Student Recruitment, were recruited and hired. Thanks to Steve Hunter, Associate Vice President for Enrollment Services, who served simultaneously as Interim Director of Admissions this year.

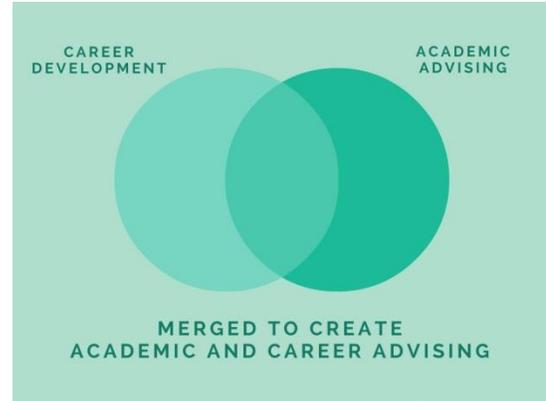
The investment in a Customer Relations Management (CRM) software came to fruition as staff within Enrollment Services and Computing & Communications migrated our processes to this new technology. The CRM will significantly influence the ways in which Evergreen can target communications with prospective students and will improve the ability to assess recruitment initiatives.

Undergraduate scholarships were processed for 2,708 applications, 15% more than the previous year, and 314 students were awarded scholarships totaling almost \$900K. **Financial Aid** award notifications were sent on-time to 2016-17 freshmen and transfer students in mid-March – contributing to efforts to recruit new incoming students for fall 2016. **Student Employment** refined fall email communications to help prepare 900 students in work-study positions and increased the number of off-campus job leads with more than 60 new organizations utilizing the Community Opportunities Database (CODA). **Registration & Records** contributed to progress in providing a more transparent and seamless process for permitting students to identify a chosen name across student information systems – improving the experience for transgender and other students seeking a welcoming learning community. In collaboration with Business Services and following iterative pilot programs, the **hours for services on the first floor of the Library** were expanded to provide more consistency and access for students.

Jamie Cooper began his tenure as Associate Vice President for **Student and Academic Support Services (SASS)** in August 2015 and coordinated an assessment of SASS, which resulted in a reorganization, reallocation and renewal of work space designed to improve services and programs for students in strategic ways.



Academic Advising and Career Development merged and several new positions were created in the process including: Director and Associate Director for Academic and Career Advising, Assistant Director for **Internships and Employer Development**, Internship Coordinator, Assistant Director for **International Programs and Services**, and Program Assistant for International Programs and Services. The reorganization also provided **First Peoples Multicultural Advising** an additional .5 FTE of administrative support.



SASS staff worked with Helena Meyers-Knapp and Rob Knapp's program, *Sustainable Work and Workplace*, to seek consultation from students regarding space allocation and use, work flow and aesthetics. The SASS Newsletter, conveying timely and strategic information to students each month, launched in January. **Access Services** staff contributed to the new Accessible Technology policy proposed by the DTF charged during 2014-15. This policy will help ensure that our students are provided with accessible learning resources across the college. In addition, the purchase of a new software program that will create efficiencies in how we manage student accommodations is on the horizon, due to efforts this academic year.

Our federally-funded **TRiO** programs garnered renewed stability in recent months, and an effort is currently underway to obtain renewal of two of the existing Upward Bound grants serving students in Clover Park and Tacoma Public Schools, as well as pursuit of three new grants during 2016-17 with aspirations to expand Evergreen's contributions to schools and students who would benefit from additional resources targeted to graduating students seeking college after high school. Sara Martin retired in June after concluding her career at Evergreen transitioning **New Student Programs** (NSP) to a new Director, Jadon Berry. For Fall 2016, NSP is launching a pilot-program to provide peer mentoring to 180 first-time first-year students in a targeted initiative to address the student experience and retention for the population with which we have the lowest retention rate.

The Board of Trustees approved the Residential & Dining Services Master Plan in early July. The Plan recommends building new modern residence hall facilities, gradually replacing existing facilities, and resulting in a net gain of about 300 beds. Sharon Goodman, who served as the Director of **Residential and Dining Services** and Interim Director of Recreation and Athletics during 2015-16, provided critical leadership with the Steering Committee and consultants who worked to develop a plan reviewed and endorsed by the Board. An RFQ for design of the first phase will be generated this fall. During 2015-16 improvements were made in social spaces, behind the Housing Community Center, the smoking area, and the A-D



courtyard. More students than in recent history sought to return to housing in 2016-17 and it is likely that our facilities will be at full occupancy in Fall 2016.

Recreation & Athletics contributed to a plan for operations going forward, and Monica Heuer was recently appointed Associate Director for Intercollegiate Athletics and Andrew Beattie as Director of Recreation & Athletics. Of note in 2015-16 was the increase in student participation in The Outdoor Program and Recreation programs, completion of master planning to improve the locker rooms in the Costantino Recreation Center (CRC), success of the Men's Soccer program, coached by alum John Purtteman, which went to play-offs with the best record in the program's history, and the individual accomplishments of our Track and Field athletes. In addition the relatively new Hall of Fame program recognized faculty member, Paul Przybylowicz, and alumni Joseph Gjertsen '05, Alisha "White" Humphrey '06, and Brian Rakestraw '10 at the annual banquet which also celebrates student athletes of the year – Frankie Johnson, Irene Moore, and Uriah Thomas – as well as student employees in the midst of family and friends each May.

A record number of registered student organizations (91) were advised and supported by **Student Activities** this year and student government entities (Tacoma, Olympia, S&A Board) convened collectively for the first time for a retreat in the fall. The Director of Student Activities', Tom Mercado, portfolio was expanded to include stewardship of the College Activities Building (CAB) and supervision of The Flaming Eggplant Café. The Geoducks@Nite Steering

Committee, co-chaired by Emily Pieper, Assistant Director of Student Activities, and Sharon Goodman, continued to provide a coordinated effort to bring a variety of late-night programming to students such as bowling, night out for the movies, and leveraging a new defined Geoduck fan seating area in the bleachers, the "Mud Pit" for volleyball matches and basketball games. Student Activities completed a successful pilot for their new leadership certificate program, *Leading Together*, which offers students a number of workshops and activities designed to build their literacy and toolbox as effective leaders on campus and beyond. This program will expand in Fall of 2016 to be offered more broadly.

Health & Counseling expanded hours for drop-in appointments affording increased ease of access and prompt referral. Training and adoption of the *Seven Challenges* approach to substance use intervention was completed. A new position, Assistant Director for **Title IX and Prevention Education**, was approved and Kelly Schrader was appointed to the position this





spring. This shifts oversight of our compliance with Title IX as well as redistributes some of the administration of Title IX-related complaints. The AAC&U-funded **Dig Deep Initiative**, which is focused on leveraging time and attention to students who are thriving, successfully proposed a Helio Lounge on the first floor of the Library which should open during 2016-17 and produced an #digdeep *One Minute Evergreen* video. Elizabeth McHugh, Director of Health & Counseling, led staff through an assessment of mission, services, and programs that resulted in a name change, realignment of programs, and office relocation within the Seminar I space which will occur in fall 2016. This was prompted, in part, by the substantial work she was involved with during the Seminar I Pre-design process this past year.

Over 500 reports of student misconduct were address by **Student Conduct & Conflict Mediation** this past year. The challenge of adequately meeting the growing volume and complexity of cases, as well as the expectation of application of expertise related to case law, Title IX, and adherence to Evergreen's Student Code of Conduct which is codified as Washington Administrative Code resulted in a review of our student conduct process during 2014-15 and during 2015-16 a new



.50 FTE Conduct Officer position was developed and an RFP for software designed to improve efficiency, consistency, and reporting was executed and preparatory work completed in order to utilize the system in 2016-17. The system will be used by Student Conduct, Title IX, and Students of Concern, and contribute efficiencies to the College's Clery reporting. Andrea Seabert Olsen is the Senior Conduct Administrator for the College and worked diligently to recruit a deeper corps of staff and faculty trained as ad hoc conduct officers and procedural advisors, expanded in order to increase the number of investigations which merit a two-person team, improve the expediency with which cases are adjudicated, and increase the frequency with which students can be provided assistance in navigating processes.

Police Services provides 24/7 coverage 365 days of the year with a small staff providing critical emergency and public safety response. Many of the recommendations of the Parking Services DTF were advanced this academic year and new fees, fines and technology are forthcoming which will result in a more sustainable budget and improved lot maintenance and efficiencies for patrons. Ed Sorger, Director since 2006, announced his retirement and Stacy Brown will begin as the new Director on September 12th. Ed's leadership has enhanced the professionalism of the department and improved relations with our local agencies that provide necessary support in emergency situations.

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In the category of “**just because**” -- staff in Student Affairs were involved in developing a designated cheering section in the CRC called the “Mud Pit” to which all students and employees are invited to participate this coming year; the Student Affairs-sponsored *Chili & Change Fundraiser* in which over 100 employees participated, 17 made new payroll deduction commitments yielding \$4,320/year to support scholarships for students and 63 donors raised nearly \$700 in immediate gifts to the Annual Scholarship fund; Student Affairs coordinated team participation in the 29th Annual YMCA Public Agency 5K Challenge and garnered the “Most Team Spirit” Award and the College’s participation in Capitol City Pride Parade this spring.



Appendix

Work Groups & Committees

Substantial progress on initiatives is advanced through the collaborative work of committees and workgroups. Of note are the following highlights for this past academic year:

2015-16 Alcohol, Tobacco and Other Drug Use and Abuse Prevention Standing Committee

(Co-chairs, Elizabeth McHugh & Sharon Goodman)

The Committee established three primary goals during 2014-15 including: 1) Provide a primary prevention and early intervention program that is comprehensive and evidence based; 2) Reduce the number of students who permanently leave Evergreen as a result of substance abuse to zero; and 3) Transform the reputation of Evergreen to an academically rigorous environment that promotes the health and intellectual and civic engagement of our students. A number of initiatives are in progress to advance these goals and those of significant note this year include: provided draft covenant language to all faculty; shared the impact of marijuana use with faculty during new faculty orientation, at an Academic Fair, and during a winter quarter faculty meeting; institutionalized and continued success with evening and weekend programming through the Geoducks@Nite program; RAD/Student Health Intern offered a program each quarter to residential students; passive programming developed and provided in the residence halls; student use of renovated and expanded study and social spaces in the residence halls was strong; and recommended revisions to College policy in Spring 2015.

- Nancy Anderson, Faculty
- Margaret Bell, Student
- Scott Elliott, Student Employment
- Sharon Goodman, RAD
- Michelle Grinstead, Student
- Matt Lebens, Facilities
- Kelly Lundy, RAD
- Elizabeth McHugh, Health & Counseling
- John Purtteman, Recreation & Athletics
- Kelly Schrader, Health & Counseling
- Andrea Seabert Olsen, Student Conduct
- Ed Sorger, Police Services
- Travis Trumbly, RAD
- Elise Vasey, Student

2015-16 Student Affairs Assessment Committee

(Co-chairs, Andy Corn & Jamie Cooper)

With steady engagement to revitalize Student Affairs' time and attention to assessment practices that improve services and programs this Committee highlighted 50 unique assessment measures that were in practice throughout the division, revisited the *Student*

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Affairs Key Indicators report (generated by Institutional Research & Assessment) with staff and formatted the information by functional area for further targeted dissemination, and provided an overview and invitation to improve and expand use of the myEmma tool for communicating by email. Committee members will attend the Oregon Assessment in Student Affairs drive-in conference this September and attention on expanding training opportunities and growing the integrated practice of assessment throughout the division will be the focus during 2016-17.

- Andrew Beattie, Recreation & Athletics
- Coral Garey, Institutional Research
- Sam Havens, Enrollment
- Tracey Johnson, VPSA
- Kitty Jones, Academic Advising
- Noel McHugh, RAD
- Emily Pieper, Student Activities
- Kelly Schrader, Health & Counseling
- Kelly Simmons Jones, Health & Counseling

Student Employment Learning Outcomes Workgroup

(Co-chairs, Andrew Beattie & Andy Corn)

This Committee was convened in 2013-14 and has been steadily advancing an initiative to integrate student employment learning outcomes, matched with the Six Expectations of an Evergreen Graduate, into the position responsibilities, recruitment, hiring, training, and evaluation of student employees in Student Affairs. Representatives from the Committee provided an overview of the initiative and work to follow at the March Division meeting. As of the end of 2015-16 the following work areas have piloted or are utilizing these outcomes with student employees: First Peoples' Multicultural Advising, Health & Counseling, Recreation & Athletics, Residential & Dining Services, and Student Activities.

- Andrew Beattie, Recreation & Athletics
- Kelly Brown, Health & Counseling
- Samantha Clark, Recreation & Athletics
- Jamie Cooper, SASS
- Andy Corn, VPSA
- Scott Elliott, Financial Aid
- Chris Ertman, Recreation & Athletics
- Sharon Goodman, RAD
- Monica Heuer, Recreation & Athletics
- Jaymie Lacina, RAD
- Casey Lalonde, Children's Center
- Kayla Mahnke, Student Activities
- Elizabeth McHugh, Health & Counseling
- Lisbeth Panush, RAD
- Emily Pieper, Student Activities
- Raquel Salinas, First Peoples
- Jodi Santillie, Student Activities
- Nikki Williams, SASS

2015-16 Student Affairs Staff Development Committee

(Chair, Rashida Love)

The 2015-16 Student Affairs Staff Development Committee planned several opportunities each quarter to provide both social and professional development. Social activities averaged 20 participants with the highest attendance at *Party on the Patio* (40). Professional development programs averaged 10 participants with the *1st Generation Professionals* program offered during summer 2015 garnering the highest attendance with 12 participants. Topics included some of the following: Seminar on *Thinking in an Emergency; Supporting Students through Traumatic Events*; Panels including Tacoma and Reservation-based Programs, Children's Center, Recreation & Athletics, Health & Counseling, and Academic and Career Advising and Access Services; *SA Giveback* from staff who participated in national or regional conferences; *Managing When Difference Matters* with Helena Myers-Knapp; and seminars following the *Coming Together Series*.

- Andy Corn, VPSA
- Adam Fenster, Recreation & Athletics
- Cholee Gladney, Academic Advising
- Tracey Johnson, VPSA
- Rashida Love, First Peoples
- Kelly Lundy, RAD
- Tim Malroy, Recreation & Athletics/Career
- Emily Pieper, Student Activities
- Jodi Santillie, Student Activities

2015-16 Student Hunger & Homelessness Workgroup

(Chair, Casey Lalonde)

The Group, chartered in summer of 2015, focused this academic year on defining the most critical needs/challenges for students who are experiencing food insecurity and/or homelessness, students who are most at-risk for these hurdles, and identifying best practices for supporting these students as well as the current and needed resources and how to leverage these resources most effectively. During 2016-17 the work involves prioritizing the recommendations and coordinating efforts for implementation of those deemed most attainable and impactful within existing resources.

- Alexis Cariello, Student Activities
- Michele Elhardt, Enrollment
- Casey Lalonde, Children's Center
- Stacia Pomerenk, TRiO
- Ellen Shortt Sanchez, CCBLA
- Ed Sorger, Police Services



2015-16 Queer and Trans Student Support Services Workgroup

(Co-chairs, Emily Pieper & Andy Corn)

Charged in Fall 2015, this Workgroup analyzed the recommendations of the 2006 and 2010 Gender Identity and Expression Workgroups and followed-up on best practices recommended previously by interviewing staff in various work areas to understand whether or not their practices and policies have served Queer and Trans students; Workgroup members attended and integrated information shared from the Trans Panel on April 13th sponsored by T-REX and CASV; Workgroup members attended a GSU meeting in May in which concerns about the Bias-related Incident response protocol were shared; and developed questions to gather students' perspective of LGBTQ issues and campus climate which were included in the Student Activities Fee Allocation survey administered in the spring. Recommendations for the future include: establishing a Queer and Trans Resource Center, retaining a consultant to guide stakeholders through an audit of the processes and procedures that impact Trans students' experience, and ongoing training for staff and faculty in support of best practices for serving Queer and Trans students. The Workgroup offered the following webinars, open to all: *Transgender Students on Campus: Serve, Protect, and Retain Your Gender Nonconforming Students* (November and reshown in August), *Campus Facilities & Transgender Students: Ensuring Safe, Welcoming and Compliant Accommodations* (June).

- Mimi Alcantar, Admissions
- Tyler Bieber, Student
- Ed Brendler, Health & Counseling
- Andy Corn, VPSA
- Elaine Hayashi-Petersen, Registration & Records
- Emily Pieper, Student Activities
- Michael Russell, RAD
- Andrea Vanden Bossche, Student Activities