

**EASTERN OREGON UNIVERSITY
DIVISION OF STUDENT AFFAIRS
ANNUAL REPORT
2008-2009**

Mission Statement

The Division of Student Affairs at Eastern Oregon University supports and enhances the University's mission by encouraging and assisting students to exercise their rights and responsibilities as citizens of an academic community. The Division of Student Affairs provides services and support ensuring that all members of the EOU community have access to University programs, activities and benefits.

Fundamental assumptions underlying this mission are:

- A student-centered campus environment contributes to a student's growth and development.
- Each student is unique.
- Each student has worth and dignity and deserves to be treated with respect.
- Students are responsible for their own development.
- Students have the opportunity to participate in an array of campus experiences and to interact with persons of diverse cultures and values.

Student Affairs Leadership Team

Dr. Camille Consolvo, Dean of Student Affairs
Dr. Thacher Carter, Director, Counseling Center
Rob Cashell, Director, Athletics and Recreation
Colleen Dunne-Cascio, Director of Student Relations
Stephen Jenkins, Director of Housing and Student Life
Heather Cashell, Administrative assistant

Student Affairs Units

- Athletics (intercollegiate) and Recreation (Fitness Center and Intramurals)
- Student Relations (ombudsperson, assessment, student conduct coordination)
- Counseling Center
- Multicultural Center
- Residence Life
- Student Health Center
- Center for Student Involvement
- Hoke Union Building

Executive Summary

This report provides an overview of the progress-to-date regarding goal accomplishments during the 2008-2009 academic year, the issues and challenges facing departments in the months to come, and staff and program highlights. In addition, preliminary departmental goals for 2008-2009 are presented.

- Hired Dean of Student Affairs, Dr. Camille Consolvo, who began September 2, 2008.
- Continued to make assessment a priority in all units and worked on developing assessment plans and learning outcome assessment.
- Hired new men's basketball coach, Isaac Williams; new assistant track coach, Jack Kegg; Head football coach, Tim Camp; offensive coordinator, Zach Tinker; and defensive coordinator, Legi Suiaunoa.
- Dealt with state budget challenges which forced a major curtailment in spending which limited ability to address student needs.
- Collaborated with Academic Affairs on AAC&U Tri-State Compass Grant and First-Year Experience programs.
- Partnered with Academic Affairs and Enrollment Services to host Mountaineer Day events and Welcome Week.
- Hired housing consultant, Dr. Jeff Janz, to provide information to the University regarding housing prices and ways to increase occupancy.
- Lowered the overall cost of room and board by approximately 18-19% to increase occupancy rates.
- Facilitated HUM 110, first-year experience course – seven administrative faculty members.
- Became referral contact point for early alert referrals (Academic Success Program) – Director of Student Relations.
- Assisted faculty, staff and students with 347 student-related issues – Director of Student Relations.
- Coordinated 107 student conduct cases.
- Administered “Informed on Sexual Assault” program to 186 first-year students to create awareness of individual responsibility related to preventing sexual assault.
- Established National Society of Leadership and Success through a \$2800 grant; Over 100 students attended the orientation to this new leadership program and 53 students were inducted into the Society in May.
- Changed name of Student Activities Office to Center for Student Involvement to more accurately reflect the role they play with students.
- Reinstated “What's Up,” a weekly list serv for on-campus students, to help them learn about programs, events, and activities.
- Partnered with the Admissions Office to collaborate on recruitment and marketing for new students.
- Established compliance coordinator position in Athletics.
- Selected for Cascade Collegiate Conference Coach of Character - Anji Weissenfluh, Women's Basketball
- Chaired by the Student Health Center Health Promotions Coordinator, the Student Affairs Wellness Committee gained momentum and engaged in many educational outreach activities.
- Worked with Aramark Dining to re-open Mac's Grill in Hoke Union Building.
- Hosted a Student Leadership Conference in April with over 100 students in attendance.
- Participated in a community group reviewing veterans' mental health needs and services.
- Hosted two Community Coalition meetings to discuss how Student Affairs/EOU may collaborate with the local community on issues that impact students.
- Continued to expand multicultural educational programming.

- Implemented four “Talking Circles” to promote positive intergroup conversations around diversity, social justice, and college success.
- Hosted a Higher Education Summit on Veterans Issues in May.
- Reached the Elite 8 of NAIA National Basketball Tournament - Men’s Basketball
- Hired Isaac Williams as Head Men’s Basketball Coach to replace Ryan Looney who left to coach at Seattle Pacific University.
- Finished 2nd overall in Cascade Collegiate Conference (CCC) Championships - Men’s and Women’s Track and Field
- Completed best season in 24 years and advanced to CCC Semi-finals – Volleyball
- Ran fastest 5k in CCC history - Marcella Bosch
- Placed 2nd in nation in Hammer throw at NAIA meet - Chris Dilley
- Placed 3rd in nation in Decathlon at NAIA meet - Lucas Ohmes
- Exceeded the 3.0 team GPA benchmark each term since spring of 2005 – 5+ teams
- Achieved 35 CCC All-Academic Honorees, 14 NAIA Academic All-Americans, six NAIA Scholar Teams
- Student-athletes were involved in numerous community service projects throughout the year.
- Selected as Outstanding Conference Presentation at the 2008 NWASAP Conference – White Identity Development in a Multicultural Age by Colleen Dunne-Cascio.

2008-09 Goals and Goal Attainment Summary

Due to the transition from an interim Dean of Student Affairs to a permanent hire, annual goals for the Division of Student Affairs were not clearly articulated and developed. Each unit, however, had its own goals that are documented in their annual reports.

Issues/Challenges Facing Student Affairs

An immediate challenge for the Office of Student Affairs staff and the Director of Student Relations is not being housed in the same suite. This limits collaborative discussion and implementation of programs and inefficient space utilization. With the proposed Inlow Hall renovations, it is hoped that all the Office of the Vice President for Student Affairs staff can be housed together in Inlow. Moving this office back to Inlow will also create more efficient communication with other President’s Cabinet members who are housed in this building and with other student service units to better meet students’ needs.

The two primary issues facing the department of Housing and Student Life are finances and personnel. Residence Life and Dining Service continue to face the overwhelming debt service they pay each year while housing less than three-quarters of the student population housed three years ago. The combination of increased expenses with dramatically reduced income/on-campus, first-year students has impacted operations making it difficult to be strategic about allocation of resources.

The lack of a full-time, live-in hall director in the residence halls is problematic because the student staff are students first and do not have 40+ hours a week to commit to overseeing and managing the halls. This year we saw numerous student relationship problems and conduct

issues that might not have grown to be as problematic as they did had a full-time, live-in staff member been present.

The Hoke Union Building is in much need of renovation and repair. We have worked with Facilities staff on a capital repair and deferred maintenance plan for the building. Currently, PRC and KDM Engineering are working on a building envelope evaluation and structural integrity evaluation, respectively. Once those are completed, they will be forwarded to SERA Architects who will propose a repair plan for the building. Once these are completed, the next step will be to find funding to implement the repairs and also looking more closely at HVAC needs for the building to increase efficiencies.

Both the Center for Student Involvement and Hoke Union Building are student-fee funded units that rely on an ever-dwindling pool of student fee dollars being reduced by decreased on-campus enrollment. Both units were flat-funded for FY09 and both have received even less money for FY10. Operating at these funding levels along with increased costs and expenses has caused us to prioritize activities and determine what is essential. Students will unfortunately see decreased services as a result of the reduced funding available.

Another challenge is to increase staffing in the women's sports assistant coaching category to continue to move towards Title IX compliance regarding "access" to coaching. Within the current budget climate, this is will be a difficult task to accomplish.

Overall in Student Affairs, we have fewer staff doing the same work previously done by a larger staff group. All units are evaluating their activities and prioritizing them to be most efficient in meeting the needs of students and other key stakeholders to address student learning.

2009-10 Preliminary Goals by Theme

The Division of Student Affairs mission flows from the University mission. From these missions the themes emerge which drive the Student Affairs goals for the upcoming year. (Items in *italics* below are ones which are repeated because they fit under several themes).

- 1) **Student Learning and Success** - Success is predicated on quality programs and services that bridge academic and student life to achieve educational goals.

GOALS:

- Work on Student Affairs assessment process to integrate learning outcomes into our regular practice. (VPSA)
- Increase awareness of the Student Health Insurance program with students and their families. (VPSA)
- Implement Veterans Services Officer (VSO) program. (VPSA)
- Provide clinically competent health services. (Student Health Service)
- Extend presence and awareness on EOU campus; build EOU recognition (EOU Student Health); Improve OHSU/EOU integration. (Student Health Service)
- Update/create clinical policies and procedures. (Student Health Service)

- Develop Quality Assurance Program to monitor effective clinical care. (Student Health Service)
- Implement patient satisfaction survey. (Student Health Service)
- Participate in campus efforts/response to outbreaks and emergencies. (Student Health Service)
- Maintain stable staffing/leadership. (Student Health Service)
- Partner with the Center for Student Involvement to enhance the leadership program building on the Champions of Character program. (Athletics and Student Involvement)
- Conduct an interest and abilities survey of women students to gauge compliance with Title IX and make recommendations to address survey findings. (Athletics)
- Provide high quality psychological consultation to faculty and staff to assist students. (Counseling Center)
- Provide high quality outreach programs and learning experiences to campus community. (Counseling Center)
- Help campus become a safe place to learn and grow as an individual and community member. (Counseling Center)
- Continue building Sexual Assault Response Team with campus-wide participation. (Counseling Center)
- Offer suicide prevention programming for campus community. (Counseling Center)
- Work on developing at least one academically-oriented living/learning community in the residence halls. (H&SL)
- Provide intentional mentoring of all residence life staff. (H&SL)
- Increase academic programming (e.g., tutoring) in the residence halls. (H&SL)
- Develop additional opportunities within the residence halls for students to be involved, i.e., Hall Council, committees. (H&SL)
- Be more intentional in addressing non-traditional student needs, i.e. MAT, distance students, etc. (H&SL)
- Develop learning outcomes for the Office of Student Relations (Student Relations)
- Meet with regional center directors to establish protocols and procedures necessary for the success of EOU students. (Student Relations)
- Work with the EOU NSSE Assessment Team and Student Affairs staff to review NSSE data to be aware of gaps that students identified (Student Relations)
- Work with the Tri-State Compass Team to implement the grant (OVPSA and Student Relations)
- Reconvene the Program Review team and conduct for the Campus Activities Programs review (Student Relations & Student Involvement)
- Conduct the Program Review for multicultural student programs and Services, and recreational sports programs (Student Relations)
- Work with various departments on campus to develop and implement the Early Alert Program to include an online reporting form (Student Relations)
- Review and update policies as needed (e.g., facilities use policy, posting policy, media policy, student organization, time, place, and manner). (H&SL, Student Relations, VPSA)
- Facilitate a fall and winter term HUM 101 course (Student Relations)

- Provide a space for people to share, experience and celebrate diversity (Multicultural Center)
- Provide multicultural students with academic, social, personal and other support services that assist in their academic and social development (Multicultural Center)
- Enhance and organize the Student Council for Multicultural Affairs programs and activities (Multicultural Center)
- Partner with the Center for Student Involvement to enhance and improve training and support for cultural clubs and organizations (Multicultural Center)
- Revise Club and Organization Manual to make it more comprehensive. (Student Involvement)
- Establish and maintain a program that provides access to all on-campus students to engage in leadership development throughout the year. (Student Involvement)
- *Update websites to increase communication with students, faculty, and staff and to increase involvement. (Residence Life, VPSA, Student Relations, Student Involvement)*

2) **Outreach and Engagement** - Promote collaboration, communication, and positive relationships with the EOU community (students, faculty and staff), our academic partners, Union County, and the Region.

GOALS:

- Explore with Academic Affairs the possibility of creating new living learning communities in 2010 and work with them on the creation of such. (VPSA)
- Continue relationship building among Student Affairs staff (celebrations, traditions, recognition)
- Increase collaboration with units outside Student Affairs. (VPSA)
- Build relationships with individual faculty. (VPSA)
- Enhance overall department/student engagement in service activities (Athletics)
- Meet with regional center directors to establish protocols and procedures necessary for the success of EOU students. (Student Relations)
- Serve as a resource for faculty and staff attempting to understand and support underrepresented students in the educational process (Multicultural Center)
- Collaborate with campus departments, committees, and constituents to review current policies and practices regarding how the Center for Student Involvement supports clubs and organizations to make program enhancements: training committees, access, and empowerment. (Student Involvement)
- *Extend presence and awareness on EOU campus; build EOU recognition (EOU Student Health); Improve OHSU/EOU integration. (SHS)*
- *Update websites to increase communication with students and faculty and increase involvement. (OVPSA)*
- *Provide high quality psychological consultation to faculty and staff to assist students. (Counseling Center)*
- *Provide high quality outreach programs and learning experiences to campus community. (Counseling Center)*
- *Develop a Student Relations website (may be in conjunction with regional outreach goal). (Student Relations)*

- *Work with various departments on campus to develop and implement the Early Alert Program to include an online reporting form (Student Relations)*

3) **Resource Management** - Promote the effective use of staffing and resources to provide and enhance services to both internal and external constituencies.

GOALS:

- Improve efficiency in operation: increase students seen; timeliness; cost savings. (SHS)
- Maintain stable staffing/leadership (SHS)
- Conduct an interest and abilities survey of women students to gauge compliance with Title IX and make recommendations to address survey findings. (Athletics)
- Begin the Gap Analysis process outlined in the Janz report. Review other recommendations with the Vice President for Student Affairs to determine who and how to implement. (H&SL)
- Work with the Food Service Director to participate in the NACUFS Operational Benchmarking Survey. (H&SL)
- Consider “hiring” a marketing intern to assist with residence hall marketing efforts. (H&SL)
- Identify core services for the Center for Student Involvement and align with budget. Phase out those that can no longer be supported with our finances/human resources. (Student Involvement)
- Prepare for Office of the VPSA move. (OVPSA)
- Hire professional event coordinator (H&SL)
- *Review and update policies as needed (e.g., facilities use policy, posting policy, media policy, student organization). (H&SL, Student Relations, VPSA)*
- *Conduct the Program Review for Multicultural Student Programs and services, and recreational sports programs (Student Relations)*
- *Partner with the Center for Student Involvement to enhance and improve training and support for cultural clubs and organizations (Multicultural Center)*

4) **Staff Learning and Success** – Provide an environment that fosters personal/professional growth and development through educational opportunities, mentorships, and teaching.

GOALS:

- Work Student Affairs staff on assessment of learning outcomes. (OVPSA and Student Relations)
- During Division all-staff meetings, provide learning opportunities to help staff gain greater multicultural competence. (VPSA)
- Maintain stable staffing/leadership. (SHS)
- Learn more about the Judicial Officer software program and how to pull data into reports more efficiently and have this software installed onto the Hearings Officers’ computers and train them on how to use the program (Student Relations)

- *Update/create clinical policies and procedures. (SHS)*
- *Serve as a resource for faculty and staff attempting to understand and support underrepresented students in the educational process (Multicultural Center)*

5) Technology Utilization – Enhance the utilization of technology to facilitate delivery of information through the use of multi-dimensional strategies.

GOALS:

- Improve efficiency in operation: increase students seen; timeliness; cost savings (SHS)
- Extend presence and awareness on EOU campus: build EOU recognition (EOU Student Health); Improve OHSU/EOU integration (SHS)
- Institute patient satisfaction survey (SHS)
- Participate in campus efforts/response to outbreaks and emergencies (SHS)
- Utilize technology to better promote athletic programs (website, video, Twitter, podcasts, etc.) (Athletics)
- Computerize the Fitness Center (one card) to monitor and track patron usage. (Athletics)
- Develop and implement a student services website for all students (onsite, online, on campus) in collaboration with regional center directors and supervisors. (Student Relations)
- Review and revise the online emergency request form and the policies identified with the process. (Student Relations)
- Develop a Student Relations website (may be in conjunction with regional outreach goal). (Student Relations)
- Update websites to increase communication with students, faculty, and staff and to increase involvement. (Residence Life, VPSA, Student Relations, Student Involvement)
- Develop programs and services for the Multicultural Center computer lab that will enhance its capacity and usage (Multicultural Center)

6) Multicultural Competence – To develop, incorporate and apply multicultural competence through educational and social experiences to students, faculty and staff.

GOALS:

- During Division all-staff meetings, provide learning opportunities to help staff gain greater multicultural competence. (VPSA)
- *Provide multicultural students with academic, social, personal and other support services that assist in their academic and social development (Multicultural Center)*
- *Serve as a resource for faculty and staff attempting to understand and support underrepresented students in the educational process (Multicultural Center)*
- *Enhance and organize the Student Council for Multicultural Affairs programs and activities (Multicultural Center)*