

ACS-SSAO Meeting—December 14-16, 2008

Sewanee — Tennessee

In attendance:

SSAO Group

Alex Bruce—Sewanee
Karla Carney Hall—Hendrix
Carol Casey—Rhodes
David Eberhardt—BSC
David Eberhardt—BSC
Dudley Long—BSC
David Tuttle—Trinity
Dawn Watkins—Washington & Lee
Eric Hartman—Sewanee, Chair

Health/Counseling Directors Group

Gary Deal—Trinity
Pam Detrie—Rhodes
Jane Horton—Washington & Lee
Trish Murray—Davidson
Mary Anne Siebert—Hendrix
Wayne Usgel—Rollins
David Spaulding—Sewanee

The meeting began with each school sharing some highs (+) and lows (-) from the current academic year:

BSC

- +: started football—big community builder school spirit;
- : student suicide
academic administrative changes proving to be of some concern

Centre

- +: added new residence hall
- : tough opening in two quick suspensions (drugs)

Trinity

- +: added DOS Half Marathon Challenge
new senior strategy plan
- : student health
sophomore college (mandatory) transition

Millsaps

- +: three new residence halls
campus safety
football/basketball
leading student newspaper
Greek organizations
- : staffing changes
hurricane instability
sexual assault
AOD concerns
enrollment management
Juicy Campus

- Sewanee
- +: space and personnel
renovation of health and counseling
new staffing models
conversions to living-learning in residence halls
completion of capital campaign
 - : personnel—open positions
student death (UGA) in OCTobers
paralysis (off-campus)
AOD issues: high incidence of students needing AOD treatment
- Washington & Lee
- +: staff stability
added Auxiliary Services to Division of Student Affairs
Hillel Center to break ground in the fall
\$50 million of next capital campaign dedicated to Student Affairs
 - : sexual misconduct
increase in incidence of cocaine use
- Hendrix
- +: largest first-year class
change in Student Affairs staffing patterns (new leadership teams)
building project
new student life building and residence halls
 - : challenges coming in mid-project in buildings
changes of “shirttails”
football is seen by students as threat to student culture
accreditation in the fall
shooting at University of Central Arkansas
sexual misconduct
- Rollins
- +: some students happy about “clean-up” of Student Affairs
aligning academic/Student Affairs
pilot for new curriculum—infusion of co-curricular
 - : change of student culture—lead by faculty
AOD/ hitting hard
Staff/ not feeling the love/collaboration with Academic Affairs
- Rhodes
- +: 20% of the first year class are students of color
\$500,000 gift for Athletics
organizational shift in staffing
 - : two student deaths (on medical leave at the time)
requests for academic accommodations and concern about supporting documentation
fraternization between students and faculty

Student Affairs Staffing

Hendrix:	18 + 25 athletics
Sewanee:	45 – not including athletics or safety
Centre:	26 – including safety
Washington & Lee:	65 – including safety + 110 – auxiliary
Millsaps:	17 safety + 23 athletics + 15 student life
Rhodes:	60 – including safety and athletics
Rollins:	45 – including GAs, not including safety or athletics
BSC:	18 – not including athletics or safety
Trinity:	32 – in Student Affairs

It was noted all should share their organizational charts.

Key Issues Discussed:

- by having better paying, higher ranked positions, there will be less turnover and more stability
- consider GAs and recent graduates when dealing with higher turnover positions. Possibly get more positions with this strategy in areas that will turnover anyway then increase pay for supervisory roles.
- associate program—a professionally emphasized undergraduate student paid internship
- rewarding staff without dollars:
 - offers topics/sessions for campus-wide learning
 - spreading out burdensome opportunities
 - allowing pets/partners in live-in housing
 - flexibility in hours; vacation

Pets in Residence Halls?

Rhodes: cats

Trinity: yes (with pet deposit)

Centre: yes

Rollins: with limits

W&L - no

Best Practices in relation to staffing and “comp time”:

- NOT “banking” and taking a week of vacation
- Comp Time: track hours and allow work week of 35 hours in summer because people are never able to use all comp time during academic year.
- Differences by position and let people know that no one is working a 40-hour work week in Student affairs

Budget Cutting:

- First, figure out what we’re required to do
- Most institutions are experiencing budget cuts and having modest or no salary increases and slight to moderate raise in tuition.

Risk Management:

- Party Report Card—completed at end of every Public Safety attend compare event [Sewanee]
- All use student “directory” as Guest List
-

Mandatory Health Insurance:

Sewanee: yes – hard waiver
 Millsaps: yes – hard waiver
 Washington & Lee: yes – hard waiver
 BSC: yes –moving to hard waiver
 Trinity: yes – hard waiver
 Hendrix: yes – hard waiver
 Centre: voluntary because 98% but in discussion at Intl.
 Rhodes: Proof insurance
 Rollins: yes – hard waiver

Alcohol/ Other Drug Enforcement:

Common Themes:

- Recommended to send e-mails to one another
- Codification with broad “catch alls” for most institutions
- Cumulative processes in place at several institutions
- Several variations of enforcement based on addressing problematic behavior
- Summary in balancing enforcing, education and safety seems to be key to “success”

	Constitutions to Search Rooms	Advisor to Student in Conduct Issues	Does faculty/staff adviser sit in hearings?
Sewanee	drawing attention; police involved	character witnesses & trained assistance to sexual assault programs	no; in assault – ENC chairs
Centre	health & safety	designated adviser from conduct body	yes
Washington & Lee	drawing attention; hearsay	Honor Advocate program	yes & no
Millsaps			
Rhodes		someone from the conduct body	
Rollins	safety; drugs, etc. more than hearsay	someone from conduct body	judicial—fac/staff academic—student w/adviser
BSC	reasons to believe violation	someone from the conduct body	yes
Trinity	campus police	can have someone w/ them	yes but not decision
Hendrix	search based on calling attention	fac/staff person	yes

Communication Plans—How We Communicate With Students

In admissions, very systematic and timing.

What about once they're enrolled...?

What is the experience we want our students to be having and how do we communicate that?

Trinity:

- Class Marshall/Alumni Sponsor – with class for 4 years
will send certain reminders
- Electronic newsletter from Student Affairs → every 2 weeks
 - announcements
- Parent newsletter from Student Affairs → every 2 weeks
 - announcements that went to students
 - links to things that went out to students
- DOS blog – 4000 hits
- Conduct Report → sent to whole campus every semester along with David's take on how to deal with conduct boards and areas of concern
- DOS office hours – every 2 weeks

Hendrix:

- Class convocation with communication specific to those classes

Rhodes is talking about campus-wide messaging, for example: "Choosing a major" – but it's not well-coordinated, so they're going back to basics to identify milestones, how students move through those, and how that's communicated

Campus Safety - Assessment Teams

- Need to make new teams focus on retention and problematic behavior
- Look at students who purchase tuition insurance – good predictor who might struggle
- Trinity uses hard waiver for tuition insurance
- Varies from weekly to monthly meetings

Suicide:

- Sharing of communication protocols
 - re: death on campus
- Stress on personal attention and the family
- It appears most have a second in command related to dealing with a death
- Pulling together of crisis/emergency management plan
- Protocol of what to do in a case of a student death
- Crisis management → increase parental expectations for regular and finally communications

Facilities: Additions/Renovation and Lessons Learned

- Trends → all singles (Millsaps) + 2 people sharing one bath
- Recycling

- Study/recreation near
- Natural light
- Full kitchens
- Conference rooms with AV
- Suites – varied options between singles and doubles – Centre

Retention:

- Orientation evaluation – assessment from admissions to end of orientation to end of 1st 6 weeks

“Housework is one of those things that no one notices unless you don’t do it.”