“I’ve found my community here at UAB!”
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GREETINGS!
The Division of Student Affairs experienced an amazing year as we continue our trajectory toward becoming a 21st century model. Throughout the year, we have worked to provide students with opportunities for active learning, removing barriers for their success and creating environments for their engagement.

We started the 2017–18 school year by welcoming the largest freshmen class in UAB’s history with 2,299 students—an increase of almost 14 percent. We greeted our new Blazers and their families by personally welcoming them as they transitioned into their living learning communities. As the student enrollment increased, opportunities for engagement have been created to meet the demand. As they advanced through their freshman year, we offered hundreds of opportunities to become engaged, provided specialized resources and created touchpoints along the way.

We also launched our Second-Year Experience program, which is designed to support and empower students as they move into their next year at UAB. We committed ourselves to supporting students with events and programs designed for major and career exploration, academic assistance, engagement opportunities and information about financial planning.

Off-Campus Student Services opened its doors to our commuter students this year, giving them a place for community and support. The office has already hosted its first-ever “Off-Campus Student Services Week” and launched a student council.

The Hill Student Center—or the living room of the campus—got a refresh with images and artwork that tell the story of student transformation. It features a display of international flags celebrating the many home countries of our students.

Kaleidoscope, our student newspaper, celebrated its 50th anniversary and, during Homecoming, we welcomed alumni and hosted several tailgates as we cheered on the return of UAB Football.

We also made sure that our students’ well-being was at the forefront with scores of programs and initiatives. We supported their recovery, stood up with them against sexual assault and celebrated when they won an intramural ball game.

Our Student Affairs staff helped create a culture of excellence, not only within the Division, but for our profession. Their efforts have created an environment of innovation, development and student engagement. To that end, our staff presented their best practices at campuses and conferences across the country, published works, were awarded grant funding and won several honors.

We also welcomed new team members, including directors of Student Media, Career & Professional Development, Campus Dining and Assessment & Planning. These dynamic leaders hail from around the country and have hit the ground running.

We are proudly living out our strategic priorities: A Division based on excellence, Supportive and Inclusive Communities, Engagement and Learning & Innovation in Resource Stewardship.

As a Division, we can reflect on 2017–2018 with pride because we were able to put excellence into action. With 2018–19, we know that greater work awaits and we look forward to it.

Go Blazers!
Dr. John R. Jones III, Vice President for Student Affairs
“All year long, we have worked to provide students with opportunities for active learning, remove barriers for their success and create environments for their engagement.”
our vision, mission & values
vision
Creating transformational experiences at UAB.

mission
The Division of Student Affairs enhances student learning and development, fosters an inclusive environment, and engages students to become contributing members in a diverse society.

core values

ACCOUNTABILITY | Taking responsibility for achieving personal and professional development; setting high expectations, being skilled at assessing needs, and enacting changes based on data analysis.

ADVOCACY | Championing for our diverse student population by offering support, counsel and being agents for transformational education and student success.

INTEGRITY | Demonstrating a commitment to honesty, transparency and consistency by modeling and teaching ethical behavior.

COLLABORATION | Creating intentional partnerships for the shared purpose of supporting student success and achieving university goals.

STUDENT-CENTERED | Placing student development and student success at the core of everything we do.
who we are
Division of Student Affairs

Assessment & Planning
Campus Dining
Campus Recreation
Career & Professional Development
Disability Support Services
Hill Student Center
Housing & Residence Life
Marketing & Communications
Off-Campus Student Services
Parent & Family Services
Second Year Experience
Student Conduct & Outreach
Student Counseling Services
Student Health Services
Student Involvement & Leadership
Student Media
Student Multicultural & Diversity Programs
Title IX
Veterans Services
Wellness Promotion
division
of student
affairs
strategic priority: a division based on excellence
RESULTS-ORIENTED: Our efforts are mission-focused and data-driven. We work to achieve an intended outcome, reach a level of impactfulness and strive to meet a specific mark. Busy work does not necessarily equate to excellence. At times, we need to decide to sunset initiatives, programs or activities.
Together, we invested in our staff with training:

- 4,079 hours of training for Campus Dining employee staff.
- In partnership with Residence Life, 4 Residence Life Coordinators were trained as adjunct hearing officers for 2018–19. Next year, all RLC’s will be trained as University Hearing officers and will receive professional development funds through Student Conduct to attend either the Gehring Institute or the National Association of Student Conduct Administrators.

Housing and Residence Life hosted conversations about industry standards:

Our housing professionals served as the host of the Resident Assistant Drive-In Conference—Alabama (RADICAL), an annual conference that brings together resident assistants and advisors from across the state for networking and professional and personal development through educational and interactive sessions.

In September 2017 UAB Student Housing and Residence Life hosted the annual conference, which yielded 181 participants from the following institutions:

- University of Alabama at Birmingham
- University of Alabama
- University of Alabama—Huntsville
- University of Montevallo
- Spring Hill College
- University of West Alabama
- University of North Alabama
- Lawson State Community College
- Coastal Alabama Community College
- Auburn University
- Miles College

Student Housing hosted the regional Association of College Conference and Event Directors—International (ACCED-I) drive-in workshop for the second year in a row with participants from six schools in four states.

UAB’s student newspaper celebrated fifty years of excellence:

“The Kaleidoscope” student newspaper celebrated its fiftieth anniversary during 2017 Homecoming. Current and former editors, staff and advisors converged for a brunch event in the Hill Student Center Ballroom to commemorate the publication’s years of telling the story of UAB students.

Bringing the world to UAB

Our students come to UAB from around the world and across the United States and its territories. With each year, UAB continues to enhance its international presence and perspectives. This year, an international flag display was installed in the Hill Student Center to celebrate the home countries of our international student body.

UAB honored for Greek excellence

UAB Panhellenic was awarded the National Panhellenic Conference (NPC) College Panhellenic Excellence Award. This award recognizes College Panhellenics that demonstrate success in the areas of academics, recruitment, Panhellenic operations and administration, communication with their NPC area advisor, judicial procedures, Panhellenic programming and Panhellenic community impact and relations. Only 20 were chosen across the entire United States and Canada for this prestigious award.
Assistant Vice President Jake Baggott honored for his outstanding contributions in College Health

Jake Baggott, Assistant Vice President for Student Health and Well-Being, was awarded the Edward Hitchcock Award for Outstanding Contributions in College Health by the American College Health Association (ACHA). ACHA is a national nonprofit association that represents the interests of college health professionals and the campus communities they serve.

The award honors ACHA members who have made outstanding contributions to advancing the health of all college students. Baggott was nominated for this recognition by a number of his peers in college health and wellness; they described him as a professional, compassionate, and accomplished colleague who also serves as a guiding mentor and impactful leader both on his campus and on a national level.

Sharing Our Story

John Jones, VP for Student Affairs, Patricia Martinez, Assistant Vice President for Student Services, and Jake Baggott, Assistant Vice President for Student Health and Well-Being, presented at the annual National Association of Student Personnel Administrators conference, “Blazers New Beginnings: Creating a Division of Student Affairs for the 21st Century.”

Student Affairs staff gave presentations, led talks, published works and were honored for their excellent work within our profession.

PRESENTATIONS:

- Rachel Adams, of Housing and Residence Life, presented at NASPA-AL on “Sink or Swim: Navigating Your New Profession.”
- Marc Booker, of Housing and Dining, was a panel member for the “Creating Healthy Value Based Partnerships to Drive Innovation” at the Apogee Customer Technology Seminar. He also led a site visit for Grand Canyon University, Arizona State University Northern Arizona University.
- Kristen Bowen, Jessica Brown and Lauren Hobbs, of Student Involvement & Leadership, presented “Transforming the Crown into a Curriculum” at the 2018 Division of Student Affairs One-Day Conference.
• **Brandon Brown**, of Housing and Residence Life, presented at NASPA - AL on “Sink or Swim: Navigating Your New Profession” and “A Match Made in Student Affairs: Supervising vs Advising.”
• **Jessica Brown**, of Student Involvement & Leadership, presented “A Match Made in Student Affairs” at the AL-NASPA 2018 Drive-In Conference.
• **Tychicus Brown**, of the Hill Student Center, co-presented “Can I Ask How Old You Are?: Perceptions of Young Professionals in Student Affairs” at the UAB Student Affairs One-Day Conference.
• **David Dada**, of Student Involvement & Leadership, presented “The Woodlawn Project” at the 2018 Gulf South Summit on Service Learning and Civic Engagement through Higher Education.
• **A.T. Helix**, of Housing and Residence Life, presented at ACCED-I on “One Isn’t Always the Loneliest Number.”
• **Ashleigh Johnson** and **Allie Reeves**, of Disability Support Services, presented “Access for All: Creating a Campus Culture of Disability Inclusion” at AL-NASPA. They also presented “The Disability Experience” at ALAHEDO.
• **Cortney Johnson** and **Maigen Sullivan**, of Student Multicultural and Diversity Programs, presented on the Leadership, Education, Dialogue retreat during the 2018 NASPA Annual Conference.
• **Chris Jones**, of Student Multicultural and Diversity Programs, co-presented with the Director of the Vulcan Materials Academic Success Center at the Annual Students in Transitions Conference on examining the experiences of high-achieving Black men.
• **Henry Knejfl**, of Campus Recreation, presented at Annual NIRSA 2018 Conference.
• **Erica Lewis**, of Housing and Residence Life, presented at the AL Counseling Association Conference on “More Than Wine: Student Exploration of Italian Culture, Community, and Counseling.” She also presented at ALAHEDO on “Making Professional Out of the Paraprofessional: Using Career Services to Enhance Selection.”
• **Undre Phillips**, of Student Involvement & Leadership, presented at the “Perceptions of Young Professionals in Student Affairs” at the 2018 Division of Student Affairs One-Day Conference.
• **Kasey Robinson**, of the Title IX Office, participated on a panel discussion at ALAHEDO Conference which included representatives from across the state.
• **Emilie Shaver**, of Housing and Residence Life, presented at NASPA-AL on “Sink or Swim: Navigating Your New Profession.”
• **Andrew Sparks**, of Disability Support Services, presented on a panel about writing effective documentation at the ADRS Evaluator Meeting. He also presented on accessibility at ALCA.
• **Walter Stewart**, of Veterans Services, presented at NASPA Military Symposium, National Association of Veterans’ Program Administrators (NAVPA).

**AWARDS AND APPOINTMENTS:**
• **Natalie Beck**, of Student Counseling Services, was named secretary for the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling in Alabama.
• **Phillip Booker**, of Hill Student Center, was selected to serve on the Conference Planning Committee and the Volunteer and Development committee for ACUI-Region III.
• **Jessica Brown**, of Student Involvement & Leadership, was selected as AL-NASPA’s Board Secretary/Treasurer for the 2018–2019 term.
• **Natalie Hottel**, of Student Counseling Services, received the Spirit of Diversity Award, Alabama NASPA Region III and Outstanding Contributor to Higher Education, Student Affairs Awards Banquet.
• **Jane Johnson**, of Student Counseling Services, was named to the NEDA walk planning committee for the National Eating Disorders Association. She was also named education chairperson for the Alabama IADEP (International Association of Eating Disorder Professionals), Junior Board Member for the YWCA and Junior Board Member for Triumph Services.
• **Kelli Lasseter**, of Student Counseling Services, was named ALCA Outstanding Practitioner, Alabama Counseling Association and received the Green & Gold Globe for Female Faculty Appreciation, UAB Athletics.
• **Mandy Parente**, of Wellness Promotion, was named Outstanding Advisor, BACCHUS initiative of NASPA, Region III. She also served as conference co-chair for NASPA Alabama and on the national Conference Committee for BACCHUS.
• **Kasey Robinson**, of the **Title IX** Office, was awarded the UAB Lavender Inclusion Award for advocating for Queer and Trans students, faculty and staff.

• **Luciana Silva**, of **Student Counseling Services**, was named to the Elections Committee for the Alabama Association of Marriage and Family Therapy. She was also named Vice Chair for the Alabama Board of Examiners in Marriage and Family Therapy.

• **Angela Stowe**, of **Student Counseling Services**, was named treasurer and past president for the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling in Alabama. She was also named to the planning and training board for the Alabama Safe Schools Coalition.

• **Kiera Walker**, of **Student Counseling Services**, was named Junior Board Member for the Birmingham Crisis Center.

• **Herb Wilkerson**, of **Student Counseling Services**, was named Outstanding New Student Affairs Professional, Student Affairs Awards Banquet.

• **Seneca Wilson**, of **Campus Recreation**, was appointed to serve on NIRSA’s region II nomination and appointment committee.

**PUBLICATIONS:**

• **Consuelo Click** and **April Coleman**, of **Student Counseling Services**, presented “You can Bounce back: Managing stress with Resiliency!” and the state No More Martyrs Conference.

• **April Coleman**, of **Student Counseling Services**, presented “Blazers Bounce Back: Building Resilience Skills in FYE” at the national First Year Experience Conference.

• **Natalie Hottel**, of **Student Counseling Services**, presented “Sweet T and Advocacy” at the national American College Health Association Annual Conference.

• **Kelli Lasseter** and **Natalie Hottel**, of **Student Counseling Services**, presented “Sweet T & Advocacy: Creating Sustainable Trans-Inclusive Services in Traditionally Conservative Areas” at the national American Counseling Association, Illuminate Conference. They also presented “Sweet T and Advocacy” at the national American College Counseling Association Annual Conference.

• **Luciana Silva** (with **Lisa Oestreich, Mandy Parente** and **Taylor Milam**), of **Student Counseling Services**, presented “Building Strong Collegiate Recovery Communities: Integration and Synergy Between Counseling Services, Health Services and Health Promotion” at the national American College Health Association.

• **Luciana Silva** (with **Lisa Oestreich, Taylor Milam, Sarah Ager**), of **Student Counseling Services**, presented “Collaboration and Integration in Building University of Alabama at Birmingham’s CRC” at the national Association for Higher Education and Recovery Conference.

• **Andrew Sparks**, of **Disability Support Services**, was named 2017 Educator of the Year for the Birmingham Area Governor’s Committee on Employment of People with Disabilities.

• **Angela Stowe**, of **Student Counseling Services**, was named treasurer and past president for the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling in Alabama. She was also named to the planning and training board for the Alabama Safe Schools Coalition.

• **Kiera Walker**, of **Student Counseling Services**, published the following articles:
  - Anh Nhat Tran, Kiera Walker, et.al; Reactive species balance via GTP cyclohydrolase I regulates glioblastoma growth and tumor initiating cell maintenance, Neuro-Oncology, noy012, https://doi.org/10.1093/neuonc/noy012
strategic priority: supportive & inclusive communities
RULES OF COLLABORATION:

Authentic collaboration occurs when we are at the table together to discuss, create and achieve UAB's mission. When we engage with students, faculty and staff, we embrace our differences and are receptive to new ideas.
Student Affairs broke ground on our first-ever intramural and club sports field

A groundbreaking ceremony for the new University of Alabama at Birmingham Intramural and Club Sports Fields was held in the fall. The fields will be located at 1101 Fifth Ave. and are a joint project between UAB Student Affairs and Campus Recreation through the UAB Facilities Division. They will feature lights and scoreboards as well as a building that will have all-gender bathrooms, a water bottle filling station, fountains and storage for field equipment. The facility is scheduled to open in fall 2018, with the first flag football game scheduled in September.

Three peer career advisors were hired in Career & Professional Development:

- 184 students served through peer-to-peer coaching.
- 97% of students surveyed who met with PCAs either strongly or moderately understand the next steps to take in their career journey.

Veteran Services paid tribute to our soldiers with a wreath-laying ceremony

UAB Veterans Services hosted its Annual Wreath Laying Ceremony began in November on the Campus Green. Service began with the posting of colors by UAB’s ROTC. Retired Bessemer Police Chief Nathaniel Rutledge offered prayer and U.S. Representative Terri Sewell (D-Ala.) served as the guest speaker.

In 2017–18, SMDP SafeZone Peer Educators trained 284 individual students through 14 trainings.
Our new medical school interview boot camp made an impact

The Multiple Mini Interview Bootcamp for medical school applicants is a new initiative by Career and Professional Development. In partnership with CAS pre-health advisers and CPD, sixty pre-med students were served. 100% of students agreed in the post assessment, feeling confident and having improved performance with the MMI experience.

Parents & Family Services led impactful engagement year-round:

- Parent & Family Services established its Inaugural Family Resource Council with 14 families represented on the Council.
- Each month, webinars were hosted with 752 registrants during the fall and spring semesters.
- Parent & Family Services communicated with 6,038 returning families & 2749 new families)
- The Family Weekend event hosted 749 participants!

Student Affairs opened the door to its new Off-Campus Student Services

In March, Off-Campus Student Services officially opened its doors with a mission to serve as the leader for information and resources to the UAB off-campus student population. Dori Weldon was named the Assistant Director for Off-Campus Student Services in January 2018.

Student were treated fairly when served through Student Outreach:

- 90% of students who completed the conduct survey responded strong agreement or agreement that the conduct officer demonstrated fairness in discussing responsibility and/or sanction in their case.
- 811 total cases through Student Outreach (40% increase from 2016-2017)
- 232 Faculty referrals to Student Outreach (118% increase from 2016-2017)
- 346 total student conduct cases (102% increase from 2016-2017)

Promoters of Wellness peer group launched

At UAB, peer educators and coaches are learning about their own health and well-being and how to advocate for the care of others through the Promoters of Wellness (POW) program, launched in fall 2017. The Promoters of Wellness program gives students an opportunity to make a difference on campus. Through campus outreach and individual coaching, the Promoters of Wellness team aims to promote a student culture of kindness, compassion, social responsibility, and respect.
Veterans Services began offering a new token for their graduates in December in the form of a Challenge Coin. These coins are meant to reward those Veterans who graduate from UAB with a cumulative GPA of 3.4 or higher. Director of Veterans Services Walter Stewart said, “We wanted to find a way to let our veterans know that we care about them and their success in the classroom as well as in life after college. This coin will serve as a reminder of that.” When veterans graduate they already receive red, white and blue cords and this is another way to congratulate their hard work during their tenure at UAB.

Students with need were given sustenance through our resources

- In partnership with Donor to Diner and Campus Dining, Student Outreach collected 878 meal vouchers to distribute to students experiencing food insecurity. Students utilizing the Blazer Kitchen at Hill Student Center may request vouchers.
- In partnership with the Benevolent Fund and The Blazer Kitchen, the Food and Supply Pantry (2nd college food pantry in the state of Alabama) became the Blazer Kitchen at Hill Student Center. This partnership allows the pantry to access fresh produce and perishables, as well as USDA allocations through the Central Alabama Food Bank.

The Student Outreach Food & Supply Pantry recorded 655 student visits, and distributed 1,332 meal vouchers and 192 pounds of personal hygiene products.

UAB Student Affairs hired the new Substance Abuse Prevention and Recovery Coordinator—Kristina Canfield.

Before coming to UAB, she served in a similar capacity at The University of Texas Rio Grande Valley. She is passionate about recovery advocacy, overdose prevention, health promotion, and alcohol and drug prevention and intervention.
“I can honestly say I was given a platform to express myself in a respected manner and treated as an educated individual who had something to say that would be listened to.”
strategic priority: engagement & learning
OWNERSHIP OF OUR JOB:
We celebrate our successes together. Our job does not stop at the boundaries of our department. Our efforts enhance student learning throughout the Division and across UAB. We own our failures and learn from them. We all fall sometimes, but we pause for self-reflection and evaluation so that we can become better professionals based on excellence.
Student Multicultural and Diversity Programs are building student leaders:

Student Multicultural and Diversity Programs developed and implemented a Leadership, Education and Dialogue retreat with 85 student participants. This retreat focused on UAB student leaders and their competencies as educators, communicators and facilitators with peers.

Student Media left the newsroom to engage with the community:
- Led several talks with aspiring journalists at Chalkville Elementary School
- Hosted a poetry festival featuring Birmingham High School Students

Students who live on-campus show greater engagement

According to students polled in Fall 2017, the average GPA of first-time freshmen who live on campus is 3.1 versus the average GPA of 2.7 for first-time freshmen who live off campus. Undergraduates who live on campus have an average GPA of 3.2 versus the GPA of undergraduates who live off campus, which is 2.9.

When asked, on-campus students polled answered the following:
“Living on campus helped me to...”
- 78% said: “Establish better connections to campus resources”
- 73% said: “Learn how to manage my own affairs”
- 63% said: “Perform better academically”
- 62% said: “Find proper resources to solve my problems”
- 44% said: “Make connections with faculty”
2.99
All Undergraduate

3.20
All Greek

2.91
All Undergraduate Men

3.05
All Undergraduate Women

3.03
All Fraternity

3.29
All Sorority

American Red Cross
Birmingham Botanical Gardens
Birmingham Education Foundation
Camp Fletcher
Christian Service Mission
City Council District 7 Neighborhood Cleanup
City of Birmingham Mayor’s Office
East Lake Farmer’s Market
Ensley Highlands Neighborhood Cleanup
Five Points South Cleanup
Glen Iris Neighborhood Cleanup
Greenbriar Nursing Home
Habitat for Humanity
Hands on Birmingham
Jones Valley Teaching Farm
Lawson State Community College
Magic City Cycliad
Moss Rock Preserve
Ramsay High School
Red Barn
Red Mountain Park
Rise Against Hunger
Ronald McDonald House
Ruffner Mountain
Salvation Army
Serve 901
Sloss Furnace Trick-or-Trot
South Haven Rehabilitation Center
St. Bernard Project
UAB Gardens
Urban Ministries
Village Creek
West End Academy
Woodlawn High School
YMCA Woodlawn

Fraternity and Sorority students’ GPAs are competitive and, in some cases, higher than the average undergraduate student!

90 students leading multicultural initiatives in SMDP have an average GPA of 3.47!
strategic priority: engagement & learning

We provided our students with hundreds of opportunities to engage:

1,275 Participants + 4,870 Service Hours = $117,634 Economic Impact

- LSC Retreat: 18 participants, 144 service hours, $3,392.64 impact
- Rise Against Hunger: 25 participants, 75 service hours, $1,767 impact
- Into the Streets, Fall: 540 participants, 1,620 service hours, $38,167 impact
- MLK Day of Service: 413 participants, 1,653 service hours, $41,182.88* impact

Out-of-State Service Opportunities

- 22 Participants selected
- 374 Hours of Service
- $8,811 Economic Impact

- Into the Streets, Spring: 233 participants, 932 service hours, $22,617.60 impact
- Blazers on Break, Memphis: 11 participants, 165 service hours, $3,887.40 impact
- Blazers on Break, New Orleans: 11 participants, 209 service hours, $4,924.04 impact
- Jacksonville State University Day of Service: 24 participants, 72 service hours, $1,696.32* impact

RSO Summit

- 63% Average Org Participation
- 30% of RSO’s indicated a need for additional membership recruitment opportunities
- 53% Stronger understanding of RSO Handbook Content

*Economic impact calculated using the Points of Light Economic Impact Calculator.
strategic priority: innovation in resource stewardship
INNOVATIVE STRATEGIES AND TACTICS:

We cultivate innovation by inspiring and allowing others to be creative and transformative. We listen to ideas and discuss strategy. We promote innovation to enhance active learning and engagement by removing barriers that prevent student success.
Student Affairs launched a Strategic Innovation Grant Initiative

In an effort to promote innovation, collaboration and high-impact practices, the UAB Division of Student Affairs has earmarked grant funding to support initiatives that advance its strategic priorities. All Student Affairs departments as well as its individual staff are encouraged to apply for funding for programs, events and initiatives that will be implemented during the 2018-2019 school year and are beyond a traditional budget. The inaugural recipients were:


- **Kurzweil Firefly 3000** supports student success via three academic areas: reading, writing and mind-mapping. This software simplifies reading and note-taking with a talking word processor, highlighting/notes tools, mind-mapping and brainstorming tools and more. The launch will take place in Fall 2018 for DSS, INTO, Athletics, Blazing Start, Trio, and the Writing Center.

We support a strong student workforce:

- Students worked 23,503 hours for a salary of $176,274 in the Hill Student Center.
- **Campus Dining** attained its goal of 20% student employment and increased its employment of international students by 10% (from 28% to 38%).
- Number of jobs and internships posted in HireABlazer: 1,242.
- Average hourly rate for **Campus Dining** student employees increased from $9.12 to $9.40, a 3% increase.
- **Career & Professional Development** hosted many career events with 3,297 attendees, a 50.5% increase!
- Hosted 1,202 one-on-one appointments with **Career & Professional Development**, an 18.5% increase.
- **Campus Recreation** employs approximately 220 student staff, which were compensated $683,860 last year.

Student Involvement & SMDP receive QEP grant:

The Office of Student Involvement & Leadership and Student Multicultural & Diversity Programs received a $9,000.00 grant from the UAB QEP to support the development of a teamwork framework for UAB’s student organizations. This framework uses AAC&U’s teamwork rubric to evaluate our student organization’s current competency level when it comes to teamwork. Participants from the selected student organizations will follow a curriculum that includes establishing a shared vision and goals, clarifying team roles, building trust, and sharing leadership. At the end of the curriculum, each organization will be asked to implement a project that applies the knowledge they’ve gained from the educational trainings.

Scholarship funds raised $15,700 for the Camille Armstrong Endowed Scholarship.
Several Student Affairs professionals were awarded grants funding:

- **David Dada**, of **Student Involvement & Leadership**, was awarded the Jean O’Conner Snider Job Opportunity Internship Grant for $10,000, which supported the Woodlawn Project, a partnership between the Early Start Project and Student Involvement and Leadership. The Woodlawn Project taught leadership through the community development projects at Woodlawn in Birmingham and Woodlawn in Chicago. The project ended with an experiential learning component to visit the Chicago Woodlawn community.

- **Christopher Jones**, of **Student Multicultural & Diversity Programs**, was awarded a $5,000 grant to develop an intergroup dialogue focused on Race and Faith throughout the 2017-2018 academic year. This dialogue took place in Fall and Spring with a total of 20 student participants.

- **Maigen Sullivan**, of **Student Multicultural & Diversity Programs**, received a $3,000 grant to support the education of Alabama teachers on LGBTQ youth.

- **Counseling Services** received the Alabama Suicide Prevention Grant: $10,000 from Alabama Department of Public Health and will focus on suicide prevention and education specifically for on-campus students.

**Housing and Residence Life awarded Quality Enhancement Plan (QEP) Grant:**

The program is designed to provide UAB undergraduate students with the opportunity to gain experience, enacting techniques and concepts in a global workforce. Created and implemented as a partnership between **Housing & Residence Life** and **Career & Professional Development**, a team of 5-7 UAB residential students and a team of students from a university that is located in another country, who will work on a relevant and timely global social problem.

Focusing on the political climates in both countries and how those climates impact higher education, as a result of participating in the program, student participants will:

1. Explore each other’s culture and teach it to one another.
2. Analyze and prepare a report on teamwork.
3. Report out on the identified problem and how to solve it.

The initiative is slated to launch in fall 2018.

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Dr. Angela Stowe of Student Counseling Services, has been accepted as a Faculty Fellow for Engaged Scholarship through the Office of Service Learning and Undergraduate Research.

She will be awarded a $1,500 grant at the end of this year after completing a course with the other faculty fellows in the program. She will be developing the second course of the Peer Education program in Wellness Promotion and including a service-learning component in the curriculum.
**Student Affairs: By The Numbers**

- **248** Registered Student Organizations (RSOs)
- **280** intramural teams
  - **Campus Recreation**
- **6,949** events hosted at the Hill Student Center
- **489,829** visitors for specific events held in the Hill Student Center
- **5,589** immunizations administered
  - **98% compliance!**
- **9,300** attendees of SMDP programs
- **12,483** unique Campus Rec users in 2018
  - **up 28%** over prior year.
- **6,457** counseling appointments completed
- **3,297** Career & Professional Development event attendance
  - **50.5% increase** over 2016–17.
- **50** Blazers Bounce Back Resiliency workshops
- **6,236** Faculty & Staff attended $5 Fridays
  - **up 28%** over prior year.
1,202 one-on-one appointments with Career and Professional Development, an **18.5% increase** in appointments!

1,242 jobs and internships posted in [HIRE A BLAZER](#)!

12,705 followers on Student Media’s Social media.

2,000 students fed/served dinner during convocation in [Campus Dining](#)

543 freshman program participants, the largest class ever with a **32% increase** in [Campus Recreation](#)

2,424 tests proctored for students with disabilities, a **3% percent increase**.

15,908 attendees of Residence Hall programs.

48,000 pieces of fried chicken served in the Commons for Fried Chicken Thursdays August through April

1,600 pounds of food donated to Firehouse Missions and Magic City Harvest

760 canned goods donated to UAB’s Blazer Kitchen through Pack the Pantry initiative

[FUN FOOD FACTS](#)
retention

We create programs, events and initiatives that contribute to persistence and graduation!
Student Involvement and Leadership retains leaders!

100% of respondents “strongly agreed” that being involved in the Collegiate Recovery Community helped increase their GPA and gave them a sense of belonging on campus.

Students Affairs is where leaders are made and retained:

The Office of Student Involvement and Leadership develops student leaders by providing programs and resources which support leadership development as a purposeful, collaborative, values-based, and relational process. We have a high-impact and high-touch approach with the student leaders we directly advise. It is our priority not only to advise and develop these students, but retain them as engaged participants in this student leader experience. Through regular development opportunities, advisor one-on-one meetings, mid-year reviews and reflections, alongside regular organizational meetings, our interactions have enhanced our ability to develop relationships with each student which results in higher retention rates.

Student Affairs impacts graduation rates:

- 97.1% retention rate for first time, full-time freshman Fall17 to Spring18 (Disability Support Services)
- 49% 5-year graduation rates for students involved in the Black Male Excellence Network (BMEN)
- 96% graduation rate (Veterans Services)

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<tr>
<th>STUDENT LEADER TARGET AREAS</th>
<th>% Retained Fall ’17-Spring ’18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership &amp; Service (58)</td>
<td>97%</td>
</tr>
<tr>
<td>FSL (34)</td>
<td>100%</td>
</tr>
<tr>
<td>Student Activities (43)</td>
<td>95%</td>
</tr>
<tr>
<td>TOTALS</td>
<td>97.3%</td>
</tr>
</tbody>
</table>

Students that utilized Disability Support Services (DSS) accommodations earned a higher GPA than DSS students that did not.

<table>
<thead>
<tr>
<th>2017-18 Academic Year</th>
<th>Fall</th>
<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>w</td>
<td>2.99</td>
<td>3.03</td>
</tr>
<tr>
<td>w/o</td>
<td>2.92</td>
<td>2.87</td>
</tr>
<tr>
<td>Graduate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>w</td>
<td>3.41</td>
<td>3.49</td>
</tr>
<tr>
<td>w/o</td>
<td>2.46</td>
<td>2.72</td>
</tr>
</tbody>
</table>
professional development

Creating a culture of excellence where our staff are co-creators and co-innovators in supporting student success.
The Professional Development Committee was formed to provide support to the Division of Student Affairs in its efforts to work towards building an organization based on excellence. The committee is made up of 16 full-time employees that comprise seven subcommittees: social, education and development resource, marketing, professional recognition, one-day conference/assessment, special events and onboarding.

Goals:

- Provide professional development opportunities for Student Affairs staff to participate in educational trainings and activities to provide intentional content on best practices and trends within the profession.
- Provide personal development by creating programs and incentives to increase social interactions, build community, and acknowledge exceptional contributions to Student Affairs.
- Advance the profession through pioneering best practices to become role models for student affairs as a whole.

2017–2018 events and initiatives:

- One-Day Conference
- Social Justice Training
- Lunch & Learns
- After-Hours Socials
- Holiday Social
- Monthly Employees of the Month
- Office Olympics
- Educational Webinars
- Online Professional Development Resources
- Annual Awards Dinner
- New Employee On-Boarding
assessment
Making data-informed decisions
As a Division, we plan to lead the way in making data-informed decisions in creating programs, initiatives and events that will bring about student transformation. This year, as we built a foundation for our culture of assessment, we hosted significant training events for Division leadership as well as hired our first Director of Assessment and Planning, Yanmei Zhang, Ph.D.

**Milestones:**

UAB entered into a two-year contractual agreement with Campus Labs to provide services related to assessment and strategic planning for Baseline, OrgSync, Program Review with Council for Advancement of Standards (CAS) and Planning for Student Affairs.

Offices have utilized the archived webinars for Professional Development sessions with staff as well as development for individual employees. Offices have also been loading data into the Program Review platform associated with Council for Advancement of Standards (CAS) standards.

We currently have 53 projects active within Campus Labs as of May 2, 2018.
See below for the list of departmental/unit training this [academic] year.

<table>
<thead>
<tr>
<th>DEPARTMENT OF STUDENT AFFAIRS</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative training to load users into the platform</td>
<td></td>
</tr>
<tr>
<td>Campus Labs/Baseline Training</td>
<td>June 28</td>
</tr>
<tr>
<td>Divisional Learning Outcomes</td>
<td>September 7</td>
</tr>
<tr>
<td>AVP Team Training</td>
<td>September 7</td>
</tr>
<tr>
<td>Program Review: Navigating the Platform</td>
<td>September 13</td>
</tr>
<tr>
<td>UAB/Campus Labs: Admin call</td>
<td>Bi-weekly calls in Fall</td>
</tr>
<tr>
<td>External Review</td>
<td>October 10</td>
</tr>
<tr>
<td>Campus Labs met with Strategic Planning Task Force</td>
<td>October 11 (on-site visit)</td>
</tr>
<tr>
<td>Marketing &amp; Communications Team</td>
<td>October 11 (on-site visit)</td>
</tr>
<tr>
<td>Implementation Next Steps</td>
<td>November 3</td>
</tr>
<tr>
<td>Why Program Review</td>
<td>November 27</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DEPARTMENT OF STUDENT AFFAIRS</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualitative and Quantitative Analysis</td>
<td>December 4</td>
</tr>
<tr>
<td>Value and Goals of Benchmarking</td>
<td>December 4</td>
</tr>
<tr>
<td>Introduction of Program Review for Internal &amp; External Review Cohorts</td>
<td>December 15</td>
</tr>
<tr>
<td>External Review cohort meeting</td>
<td>December 18</td>
</tr>
<tr>
<td>Internal Review cohort meeting</td>
<td>December 18</td>
</tr>
<tr>
<td>Planning overview</td>
<td>January 11</td>
</tr>
<tr>
<td>Building Plans &amp; Templates</td>
<td>January 19</td>
</tr>
<tr>
<td>Member meeting at Campus Labs</td>
<td>March 4</td>
</tr>
<tr>
<td>Meeting with Campus Labs at NASPA</td>
<td>March 4</td>
</tr>
<tr>
<td>Credentialing Certificate Training</td>
<td>May 8 (on-site)</td>
</tr>
<tr>
<td>Roundtable as part of One Day Conference</td>
<td>May 9 (on-site)</td>
</tr>
</tbody>
</table>
It is our tradition to pause and remember those students, faculty and staff we have lost during the school year. At that time, we gather with the family, friends, colleagues and classmates for a time of reflection and to let it be known that we will always remember our Blazers.

**UAB STUDENTS**
Johnny R. Stokes  
Information Systems  
12.3.1976—10.5.2017

Cooper Ford Bailey  
Psychology  
8.20.1995—10.9.2017

Brettany N. Slaughter  
Psychology  
10.26.1989—3.3.2018

**UAB FACULTY AND STAFF**
Dustin Draughon  
Graduate Medical Education: Hospital  
12.28.1987—5.13.2017

Earle Peckham  
Telecommunications Services  

Myron Pratt  
Environmental Services: Hospital  
11.9.1969—8.11.2017

Terence Ragland  
Transplant & General Surgical Services  

Lottie Evans  
Building Services  
11.24.1953—2.23.2018

Dorothy Croskey  
Patient Access Services  

Rodney George  
Housing  
12.7.1971—3.10.2018