

2018–2019  
**ANNUAL REPORT**



CREATING TRANSFORMATIONAL EXPERIENCES FOR STUDENTS

**“Love how we can embrace many different cultures.”**

— A student engaged with Campus Dining

**“I loved this retreat! It brought everyone together and has changed my life.”**

— Student Multicultural and Diversity Programs Student Leadership Retreat comment

**“I am just extremely grateful for these services. I found that I have a lot more experience than what I thought prior to this appointment. This session gave me tons of direction as far as qualifications, resumes, and experience in relation to job searching.”**

— A student, after career advising at UAB Career Center

**“Participating in SYE has substantially improved my second year. I have met new people and been able to open myself up to new opportunities. I have gained confidence in myself by advocating for other second-year students and expressing my opinion on campus.”**

— Second-year student

**“Counseling services has changed my life for the better. I am more comfortable with myself. And I’m ready to take on the next step past undergrad.”**

— A student who visited Student Counseling Services

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Vice President John R. Jones
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## VICE PRESIDENT for Student Affairs



In the Division of Student Affairs, we see excellence as a living, breathing state of being in which to pursue. Its definition is hanging on our office walls; it's woven into our culture and written on our hearts. When we are excellent, our students win.

We strive to continually hit the mark of excellence, but are not content with stopping there. As we are informed by data and inspired by best practices, we continue to raise the bar higher. Ultimately, we want to set the bar by leading the way in advancing student success.

We believe that providing our students with opportunities to participate in active learning, removing barriers for their success and facilitating their engagement with the community will contribute to their success beyond UAB.

This past school year has been a time of great productivity, filled with new initiatives, record-breaking programs and the beginnings of strong, sustainable Blazer traditions. In this report, we'd like to take a moment to celebrate our successes and also look toward the new year with plans to continue that momentum.

Here's to a great school year, and expecting more excellence to come.

Onward!

A handwritten signature in black ink that reads "John R. Jones III". The signature is fluid and cursive, with the "III" written in a slightly larger, more formal script at the end.

John R. Jones, III, Ph.D.



Division of

# STUDENT AFFAIRS

## 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.

## STRATEGIC PRIORITIES

- A Student Affairs Organization Based on Excellence
- Supportive and Inclusive Communities
- Engagement and Learning
- Innovation in Resource Stewardship



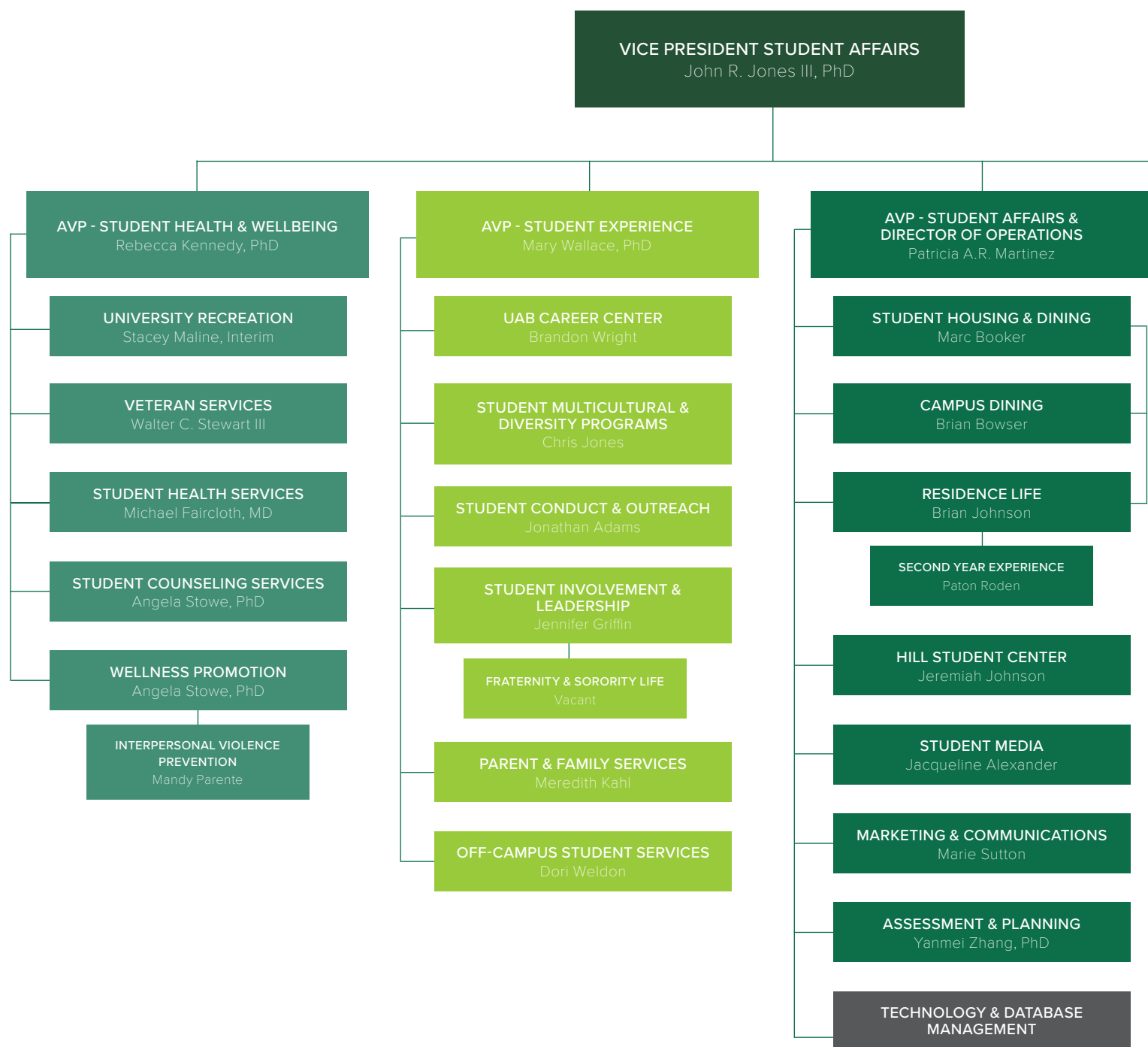


**“ Thank you for  
providing a place  
where students can hang  
out and find out what is  
going on around campus.”**

— Commuter Student with  
Off-Campus Student Services

# Division of Student Affairs

## WHO WE ARE





**FINANCE & ADMINISTRATION**  
Phillip Bivens

**DISABILITY SUPPORT SERVICES &  
ADA COMPLIANCE**  
Allison Solomon

**TITLE IX**  
Kasey Robinson

**DEVELOPMENT & GIVING**  
Nicky Bennett

## DEPARTMENTS

- Assessment & Planning
- Campus Dining
- Development & Giving
- Disability Support Services
- Finance & Administration
- Hill Student Center
- Marketing & Communications
- Off-Campus Student Services
- Parent & Family Services
- Second-Year Experience
- Student Conduct & Outreach
- Student Counseling Services
- Student Health Services
- Student Housing & Residence Life
- Student Involvement & Leadership
- Student Media
- Student Multicultural & Diversity Programs
- Title IX
- UAB Career Center
- University Recreation
- Veteran Services
- Wellness Promotion



**STRATEGIC PRIORITY:**

A DIVISION BASED ON  
**EXCELLENCE**









# BASED ON EXCELLENCE



## Campus Dining

- **Satisfaction rate surpasses national satisfaction average:** The Fall 2018 customer satisfaction rate for UAB Campus Dining was 87% and 88% in the spring. The national average is 77%.

### *Capstone On-Campus Management January 2019:*

- Valerie DuBose and Allison Solomon presented “Animals on Campus.”

### *Alabama AHEAD (February 2019):*

- Allison Solomon and Courtney Champion presented on “ADA Compliance: Grievance and Investigation Procedures”

## Disability Support Services

- **Office leading the way in creating student procedures:** DSS facilitated the adoption of a new ADA/504 grievance procedure for students which was approved by the University of Alabama System Office in spring.
- **Best practices shared to colleagues across the state:** DSS Staff presented at the following conferences:

### *Student Affairs One Day Conference (May 2018):*

- Ashleigh Johnson and Allie Reeves presented “Challenge the Stigma.”
- Valerie DuBose, Allison Solomon and Andrew Sparks presented “Animals on Campus.”

### *2018 AHEAD Conference (July 2018):*

- Valerie DuBose and Allison Solomon presented, “Creating a Campus Culture of Disability Inclusion.”



## Division of Student Affairs

- **Colleagues honored for their excellence:** The UAB Division of Student Affairs hosted its annual awards event to celebrate the remarkable work of its colleagues. Of 80 award submissions received, the following were awarded for their excellence:
  - **New Professional of the Year:** *Paton Roden*, Second Year Experience
  - **Event of the Year:** *Silent Disco*, Wellness Promotion
  - **Program of the Year:** Leadership Learning Cycle, Student Involvement & Leadership
  - **Outstanding Student Affairs Partners:** *Drs. Margaret Bailey and Elizabeth Steele*, UAB Eye Care
  - **Outstanding Contributor to Higher Education:** *Kelby Lamar*, Student Involvement & Leadership
  - **Outstanding Star (Support Professional):** *Allie Reeves*, Disability Support Services
  - **Outstanding Star (Professional):** *Chris Jones*, Student Multicultural & Diversity Programs
  - **Department of the Year:** *Student Housing and Residence Life*
  - **Andy Marsch Legacy Award:** *Marc Booker*, Student Housing and Residence Life
- **Martinez recognized with Parthenon Award:** Patricia Martinez, assistant vice president for Student Affairs, was awarded the highest honor granted by the Association of College and University Housing Officers — International, which represents more than 17,000 professionals around the globe. Martinez was honored with the 2019 Parthenon Award for outstanding service, leadership, achievement and contributions to the collegiate housing field.



## Student Health & Wellness

- **Students remained highly satisfied with health services:** Student Health and Wellness received an overall satisfaction score of 4.63/5.

## Student Housing & Residence Life

- **Living on campus led to student success:** According to the 2018-2019 End-of-Year Residence Hall Survey,
  - 78% agreed or strongly agreed: "Living on campus helped me to establish a better connection to campus resources."
  - 67% agreed or strongly agreed: "Living on campus helped me to perform better academically."



- **Students who lived on campus excelled in the classroom:** In the fall, 1,127 resident students were named on the Dean's List or President's List for earning a semester GPA above a 3.6. In the spring of 2019, 564 first-time freshmen resident students were named on the Dean's List or President's List.

## Student Involvement & Leadership

- **Student excellence celebrated for its 13th year:** Student Involvement & Leadership hosted the 13th annual Student Excellence Awards in spring. Students, organizations and student organization advisors were honored for their contributions to campus in the areas of leadership and service.

- **Individual Awards**

- Excellence in Service: Taylor Lucas
- Outstanding Scholastic Achievement: Swati Sakhuja
- Inclusive Campus Commitment: Andrew Bartholomew
- Student Organization Advisor of the Year: Jacqueline Alexander
- Student Employee of the Year: Sophie McVicar
- Rising Star: Helen Zhou
- Outstanding Student Leader: Kimberlie Payne-Lesley

- **Organization Awards**

- Outstanding Community Service Project: Student National Medical Association



- Program of the Year: Social Justice Advocacy Council
- Outstanding New Organization: Lambda Pi Eta
- Outstanding Student Organization: Planned Parenthood: Generation Action

- **Scholarships & Special Honors**

- Virginia D. Gauld National Alumni Society Endowed Scholarship: Hannah Hixon
- Dr. Aaron Lamar, Jr. Endowed Scholarship: Madelyn Wild and Shreya Malhotra
- Camille Armstrong Memorial Endowed Scholarship: Monike Titus, Darrell Forte, and Morgan Richardson
- UAB Emerging Leaders Endowed Scholarship: Daphne Embry and Destyni Cravens



- Path to Leadership certification: Cody Johnson, Maura Harrison, Bella Tylicki, John Cole and Kiran Adhikari
- UAB Pathfinders recognition: Darrell Forte, Katie Higginbotham, Hassan Sadruddin and Ghada Abhoudair
- **Fraternity & Sorority Life Awards**
  - Sunshine Eve Hill Scholarship: Yulianna Jimenez
  - IFC Scholarship: Nick Arnold and Matt Hudson
  - Greek Man of the Year: Henry Kendrick
  - Greek Woman of the Year: Ghada Abhoudair
  - IFC Chapter of Excellence: The Epsilon Phi chapter of Pi Kappa Phi
  - NPHC Chapter of Excellence: The Xi Mu chapter of Sigma Gamma Rho Sorority, Inc.
  - Panhellenic Chapter of Excellence: Zeta Sigma chapter of Sigma Kappa
  - MGC Chapter of Excellence: Kappa chapter of Sigma Sigma Rho Sorority, Inc.



## Title IX

- **Professional staff presented at several conferences:**
  - Bobby Whitehead, Title IX Investigator, co-presented “Demystifying Title IX” at the NASPA-AL drive in conference in January 2019.
  - Kasey Robinson, Title IX Coordinator, served as an ODEI Critical Conversations panelist for “Amplifying Voice and Echoes of #MeToo” in September 2018.

## UAB Career Center

- **Workshops got high marks:** According to a 2018-2019 survey of 1,629 participants:
  - 95% agreed or strongly agreed that the workshop was engaging.
  - 95% agreed or strongly agreed that the workshop met their expectations.

## University Recreation

- **Club Sports led to life skill development:** According to the 2018-2019 Club Sport participant survey conducted by University Recreation:
  - 86% reported that they have developed or improved communication skills as a result of participating in club sports.

- 82% reported that they have developed or improved general leadership skills as a result of participating in club sports.

- **UREC named among the best:** UAB University Recreation was listed as the 50 Best Campus Recreation Centers by College Consensus.
- **Members received exceptional service:** UREC’s Student and Member Satisfaction Survey noted:
  - 97% of respondents would recommend University Recreation facilities, programs and services
  - 93% of respondents feel that their recreation needs are met through University Recreation facilities, programs and services

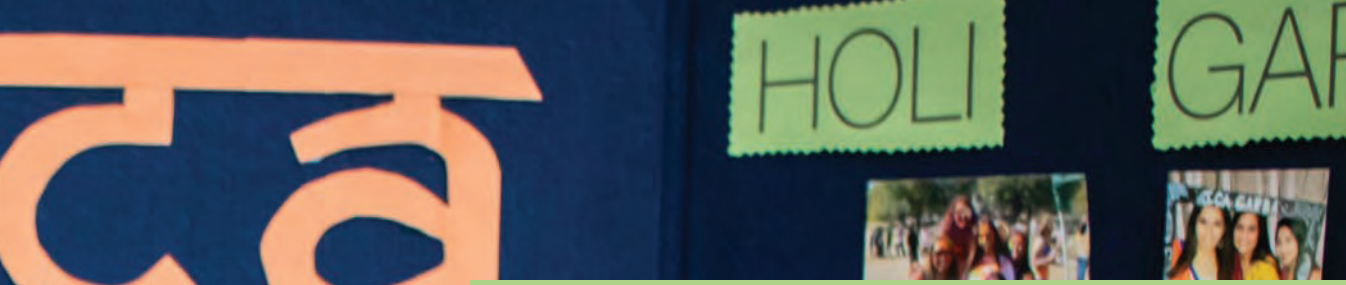
## Wellness Promotions

- **Peer educator received “Best in Show” award:** Juhee Agrawal was awarded the Best in Show honor at the NASPA General Assembly for her Mental Health Language Sensitivity Training program.
- **Student Affairs professional receives national recognition:** Kristina Canfield, Substance Abuse Prevention & Recovery Coordinator, was named Collegiate Recovery Staff of the Year by the Association of Recovery in Higher Education.









**STRATEGIC PRIORITY:**

# SUPPORTIVE & INCLUSIVE COMMUNITIES





# SUPPORTIVE & INCLUSIVE COMMUNITIES

## Campus Dining

- **Thousands of pounds of food donated:** Over 2,100 pounds of food donated to community charitable groups such as Firehouse Missions and the Blazer Kitchen at Hill Student Center; 9,720 non-perishable food items donated to Blazer Kitchen through the Pack the Pantry initiative.

## Disability Support Services

- **New student organization formed:** Delta Alpha Pi International Honor Society was established to celebrate and support academic achievement, leadership and advocacy for post-secondary students with disabilities.
- **First-ever Dream Student Conference hosted at UAB:** Students learned more about disability rights, education, activism and mentoring.
- **DSS and its advocates kept the rivalry going:** The 7th Annual Homecoming Wheelchair Flag Football event was a partnership with University Rec, University Student Government Association and Lakeshore Foundation.
- **Workshop taught important skills:** DSS hosted an American Sign Language Workshop, which was a collaboration with Disability Advocates Club to teach American Sign Language basics to UAB students.



- **UAB a 'welcoming' place for students with disabilities:** A total of 813 students were served in 2018-2019, a 20% increase than the previous year. 84% of DSS students surveyed, they agreed or strongly agreed that they would describe UAB as a welcoming environment for students with disabilities.

## Division of Student Affairs

- **UAB hosted its first International Festival:** In an immersive celebration of food, music, art, film and cultural traditions from across the globe, UAB International Festival provided both Blazers and the greater Birmingham community with a chance to "travel around the world" in a day. The event featured internationally-renowned performers, a bevy of international foods, vendors, art and more. This event was a collaborative effort by many offices, including Student Multicultural and Diversity Programs, SIL, Marketing and Communications and Off-Campus Student Services.



## Hill Student Center

- **UABPD came to the Hill Student Center:** A UAB Police Department Substation was installed on the second floor of the Hill Student Center Operations in Suite 225.
- **Groups partnered to fight the flu:** HSC collaborated with Undergraduate Student Government Association, Student Health Services and Occupational Health for a flu prevention campaign. HSC was able to assist in various capacities to ensure flu prevention was addressed from numerous directions including a cleaner, safer facility, free flu shots for students/staff, and installation of hand sanitizer stations at all facility entrances/exits.

## Hill Student Center, Student Media & Student Involvement and Leadership

- **UAB and Birmingham community given a “Taste of UAB”:** Hill Student Center, Student Media and Student Involvement and Leadership collaborated to host this new programming initiative, which was an interactive experience set in the heart of campus. Through local music, food trucks, city attractions and UAB resource vendors, this inaugural outdoor festival offered Blazers a chance to see, taste and feel the real Birmingham.

## Parent & Family Services

- **New students got warm message from home:** 681 postcards were sent to new incoming students from their loved ones. These postcards were collected during the summer orientations and at fall move-in and were distributed to students during the 2nd week of classes.
- **Engaged family members can make for a more engaged student:** There is a positive correlation between the engagement of the family members of first-year students who started in fall 2017 and their retention. Students of family members who opened and clicked on the e-newsletters and participated in the Fall Exam Pack initiative had a .13 GPA increase as well as an up to 14% retention increase.
- **Family communication study conducted:** A survey was distributed to family members of incoming first year students prior to their students fall enrollment, the response rate was over 23% for a total of 718 respondents.
- **Parents and families were offered helpful training:** Summer/Early Fall Webinars educated families on areas to help them know more about UAB and how they can support their students.





## Second-Year Experience

- **Peer advocate group formed:** In the fall, Second Year Experience implemented new initiatives to support second-year students at UAB: the SYE Student Lead Team, the SYE Global Learning Initiative, the SYE Mentoring Program, and the UAB SYE Symposium. As a result, many programs and services were offered to meet the needs of second-year students.

## Student Counseling Services

- **Mental health and wellbeing were valued at UAB:** Student Counseling Services' distribution of a Suicide Prevention Task Force Student Survey revealed:
  - 78% agreed or strongly agreed: UAB values student mental health and wellbeing.
  - 73% agreed or strongly agreed: UAB promotes a culture that is supportive of student mental health and wellbeing.
- **Counselors took their leadership to the classroom:** In the fall, Student Counseling Services partnered with the School of Public Health to develop and teach "Mental Health as a Public Health Issue," a course for graduate students. Clinical counselors Sarah Connor and Julia Sanford developed and facilitated the course.

- **Suicide Prevention Task Force launched at UAB:** In the fall, Drs. Ray Watts, Pam Benoit, and John Jones commissioned a Suicide Prevention Task Force to create recommendations toward a coordinated, comprehensive, campus-wide suicide-prevention plan for UAB. Chaired by Student Counseling Services Director Angela Stowe, task force membership consisted of graduate and undergraduate student leaders, graduate and undergraduate faculty, administrators, and staff across campus. They have been given the charge of raising awareness; educating faculty, staff and students, and creating policies, procedures, and practices.

## Student Involvement and Leadership

- **Student leaders were developed by award-winning program:** The 161 student leaders advised by the SIL team had an opportunity to be developed through the new Student Leader Learning Cycle. The program encourages cognitive complexity, interpersonal competence, intrapersonal development, humanitarianism and civic engagement and was named the Division of Student Affairs' 2019 Program of the Year.
- **Hundreds served community during INTO the Streets:** This spring, UAB celebrated the 20th year of Into the Streets service. There was an 86% show rate for pre-registered volunteers, with a total of 459

participants. As a result of participation, 67% of respondents strongly agreed that they felt more connected to UAB and understood its mission to serve.

- **Gamers felt at home at UAB:** Good Games UAB hosted BlazerCon, the annual 3-day convention that includes a variety of experiences celebrating the gaming community. This event aims to provide both Blazers and the community a weekend of casual and competitive gaming. This year's event saw a 47.6% increase in participation compared to Spring 2018's event.



## Student Housing & Residence Life

- **New peer group launched:** Implemented in the fall of 2018, the Peer Wellness Ambassadors are a committed group of students who understand the importance of health and wellness and the value of connecting students to resources on campus to be successful while at UAB.
- **Housing students were given easier access to a counselor:** As a pilot program in spring 2019, the Counselor-in-Residence program at UAB was developed as a collaborative and cooperative effort between the Department of Student Housing and Residence Life and the Student Counseling Services to extend mental health consultation services beyond normal business hours.



## Student Multicultural and Diversity Programs

- **Hundreds impacted by Student Multicultural and Diversity Programs:** Student Multicultural & Diversity Program reached more than 800 attendees for programs and training.
- **Students learned about African ancestry:** The Black Student Awareness Committee hosted the event “Finding Your Wakanda: Family Trees, Tribes and Genetics” and invited Dr. Gina Paige, co-founder of African Ancestry, to speak about family trees, DNA, and the Trans-Atlantic Slave Trade. More than 100 students attended the event and left more aware of how some mainstream DNA testing often leaves out the nuances of African ancestry. One student received a free genetic test and her results were revealed at the program.
- **Early arrival program proved beneficial to black male students:** Black Male Excellence Network (BMEN) members participate in an early arrival program that allows them to enter campus one week before classes start. Of the participants surveyed, 87% stated that they were more prepared their first week of school compared to their peers who did not participate. In addition, 100% of participants were able to identify at least three pertinent academic resources on campus following the early arrival program and, 100% of early arrival participants stated that they had found a peer group following the early arrival program.

## University Recreation

- **New intramural field opened at UAB:** The Intramural and Club Sports program opened the new field space in Fall 2018. This has allowed more opportunities for

students to participate in on-campus extra-curricular activities and will accommodate future program growth. This year, 2,606 members made up 256 teams!

## Wellness Promotion

- **Nearly 5,000 students touched by wellness initiatives:** Wellness Promotion offered 87 educational programs that reached 4,695 students, about 21.5% of total student population.
- **UAB hosted its first-ever silent disco:** Wellness Promotion hosted their first on-campus alcohol, tobacco, and other drug prevention signature event, Silent Disco. Attendees were given headphones to wear and danced with listening to current club music mixed by a live DJ. The event reached 312 students and earned the Division of Student Affairs “Event of the Year” award.
- **Allies supported students in recovery:** Blazers for Recovery Ally launched training in Spring 2019 to help create a campus of recovery allies.

## Veterans Services

- **New student organization formed:** Established the Student Veteran Association (SVA) and elected officers. Its mission is to assist veterans, service members, dependents and survivors in capitalizing on military educational benefits and promote successful transition into an academic setting; to provide, facilitate and coordinate programs and services to meet all special needs of this population to enhance their college life and fulfill their educational goals.



**STRATEGIC PRIORITY:**  
**ENGAGEMENT**  
**& LEARNING**









# ENGAGEMENT & LEARNING



## Off-Campus Student Services

- **Services impacted thousands of students:** 4,200 unique students participated in programs and events hosted by Off-Campus Student Services. According to a survey, 83% of those who attended the office's events reported feeling more connected to campus.

## Parent & Family Services

- **More parents and loved ones attended this year's family weekend:** Fall Family Weekend 2018 attendance increased by 71% over fall 2017. It was the largest weekend to date with a total of 1,247 students and family members.

## Second-Year Experience

- **Symposium was a success:** In spring, SYE hosted the inaugural SYE Symposium. The event targeted UAB faculty and staff who work with second-year students to increase awareness of issues surrounding the UAB second-year student experience. The featured keynote speaker was Molly A Schaller, Ph.D., an associate professor at Saint Louis University, who provided an overview of the history of sophomore student research and engagement.

## Student Conduct & Outreach

- **Students gained better understanding of their impact on the UAB community:** According to a survey conducted by the office,
  - 95% agreed or strongly agreed with the statement, "As a result of meeting with the Hearing Officer, I gained a greater understanding of the impact of my behavior on myself and others."
  - 97% agreed or strongly agreed with the statement, "As a result of meeting with the





Hearing Officer, I gained a greater understanding of the consequences of my behavior.”

- 91% agreed or strongly agreed with the statement, “Overall, the Student Conduct process helped me to learn about the importance of community standards.”
- 94% agreed or strongly agreed with the statement, “As a result of participating in the Student Conduct process, I have gained a greater understanding of the potential impact my behavior has on my future career or course of study.”



## Student Involvement & Leadership

- **First-ever Online Hazing Prevention Training:** 658 students completed the training translating to 70% of UAB’s Greek community. Through this training SIL educates, advocates and engages the Greek community in hazing prevention.
- **Tarana Burke**, founder of the ‘me too’ movement connected with over 1,000 participants, during her lecture at the Hill Student Center where 95% of those

surveyed were able to identify at least two resources they could utilize for support if they experience sexual violence.

- **Pathfinder Initiative** serves as a resource for any student or student organization seeking assistance in finding opportunities for campus engagement this fall engaging with more than 500 students.
- **At the fall RSO Summit**, 168 student organizations were represented, accounting for 282 student leaders. At the conclusion of the Summit, 53% of participants indicated that they felt more empowered to respond to challenges and adversity, and students demonstrated an increased understanding in available resources.



## Student Multicultural & Diversity Programs

- **Intergroup dialogue addressed race issues:** Fall 2018 was the first time SMDP sponsored a credited intergroup dialogue course through the Honors College. This course focused on understanding race in America and providing skills to first-year students to talk with each other about their experiences with race and racism.



online student training. 83% of international students completed their training. And, 861 students and 500 employees received in-person training on the Title IX Sexual Violence and Sexual Misconduct Policy.

## UAB Career Center

- **Thousands of students connected to potential employers and resources:** Career Center provided over 11,000 career services (career advising appointments, online resume reviews, career workshop participants, and on-campus recruitment activities participants) and brought 522 employers on campus to enable students to learn about various careers as well as secure employment after UAB.

## University Recreation

- **Thousands flocked to program:** University Recreation's UFit program had an overall increase of 6,500+ participants this academic year. This was contributed heavily to the expanded offerings of F45 and six new UFit classes that were added to the schedule between the fall and spring semesters.
- **Student staff gained a 'sense of belonging' at UREC:** According to the University Recreation Student Employee Satisfaction Survey:
  - 95% of employees who participated in the survey reported that they gained a better sense of community and belonging at UAB through working with University Recreation.
  - Student employees reported developing 12 different transferable skills through their employment with University Recreation.

## Title IX

- **Training provided for UAB and surrounding schools:** Title IX hosted its Annual Hearing Panel Training in Spring 2019 with participants from 9 universities/colleges and a community organization. UAB hosts the only large-scale training in the state.
- **Online and in-person training provided tools for students and staff:** Of the Title IX training offered to 3,193 incoming undergraduates, 80% of them completed

## Veterans Services

- **More student veterans received than ever received access to potential employers:** There was a 194% increase in Veterans Services career fair participation
- **More than a thousand students verified:** 1,137 veterans were certified through the Office of Veterans Services.



# STUDENT AFFAIRS by the #s

visitors to the HILL STUDENT CENTER

**424,603**

for 7,175 events



**Disability Support**  
Services encounters

**22,092**

CALLS | WALK-INS | EMAILS



2%↑

**18,854**

impactful  
student  
programs

by the Division



CREATED

**1,140**

STUDENT  
OUTREACH



cases open

45%↑

**256**  
teams  
with  
**2,606**  
members



intramural sports

total visits

**31,880**

to **Student  
Health  
Services**



5%↑

**7,114**

STUDENT  
interactions  
with  
UAB  
CAREER CENTER



242%↑

**18,537**

in Student Involvement  
& Leadership  
programs



21%↑

undergrad students

**3,089**

RESIDED

in on-campus housing



70% WERE 1ST YEARS

**1,744,808**  
CAMPUS DINING



transactions

**38,617**  
**users**



on ENGAGE student  
involvement platform

**86,587**



KALEIDOSCOPE  
newspaper pickups

**7,022**

student counseling  
**APPOINTMENTS**



completed

9%↑







**STRATEGIC PRIORITY:**

INNOVATION IN RESOURCE  
**STEWARDSHIP**

# INNOVATION IN RESOURCE STEWARDSHIP



## Campus Dining

- **A quarter of UAB Dining's staff were students:** Campus Dining was able to utilize several dietetic student interns to support their dining program and gain valuable work experience within the food service industry along with being able to meet their student employment goal of 25%.

## Development & Giving

- **Student Affairs Giving Day campaigns were a success:** With a number of one-time gifts and a monthly pledge, \$4,110 was raised for the Student Affairs Emergency Grant. Also, the Kaleidoscope Tech for Talent campaign collected \$4,295.



## Hill Student Center

- **Innovative wall art installed:** This year, the Hill Student Center installed a 3D Campus Engagement Map with marketing display to enhance wayfinding on campus as well as create branding on 2nd floor. Also, a new Blazer Way creed display was created and installed in 1st floor dining area.

## Off-Campus Student Services

- **UAB hosted its first Off-Campus Housing Fair:** UAB's first Off-Campus Housing Fair in March 2019 served 556 students, engaged 45 off-campus apartments and partners, and generated \$6,091.83 in revenue for the department.



## Parent & Family Services, Student Conduct & Outreach and Wellness Promotion

- **Collaborative effort to educate parents with publication:** Parent and Family Services created a partnership with Student Conduct & Outreach and Wellness Promotion to look at the impact family members can have on high-risk behaviors in regards to alcohol and other drugs. As a result of this partnership they were awarded the 2018 Students Affairs Strategic Innovation Grant to create a handbook to assist family members in having conversations with their student's pre-matriculation.



## Student Counseling Services

- **Suicide prevention grant received:** Student Counseling Services received a \$10,000 Grant Award from the Alabama Department of Public Health for the second year. Grant activities will focus on suicide prevention and education specifically for on-campus residents.

## UAB Career Center

- **Partnership helped students "suit up" for their careers:** UAB Career Center and JCPenney partnered to host the JCPenney Suit-Up Event for UAB students exclusively. This event helped 653 students acquire \$51,475 professional attire at discounted rates.

## Student Housing & Residence Life

- **Students learn edfinancial health:** Student Housing partnered with the Regions Institute for Financial Education from the Collat School of Business to host a Financial Intelligence Training (F.I.T.) certification course in the residence halls. The course provides students with key financial concepts to develop a financial plan that fits their current and future financial goals.

## Wellness Promotion

- **\$10,000 in grant funding awarded:** Wellness Promotion applied for multiple grants, including the Strategic Innovation Grant, the Faculty Fellows in Engaged Scholarship, the UAB Service Learning Mini-Grant, and the SAMSHA Communities Talk Grant. Of these applications, they were awarded over \$10,000.

## STUDENTS' IMPACT ON UAB

**20,472**  
student service  
**HOURS**



for the  
Division  
of Student  
Affairs

### ECONOMIC IMPACT OF STUDENTS

**\$445,842**

involved in community service through  
**Student Involvement  
& Leadership**



Donor to Diner

**842**



**MEALS  
DONATED**

**STRATEGIC PRIORITY:**

**RETENTION**









# RETENTION



- Student Affairs supported the retention efforts of UAB.
  - 70% of **club sport** participants indicated that club sport offerings were important to their decision to remain at UAB.
  - There was a positive correlation between parent involvement with the **Parent and Family Program** and student retention of up to 14%.



- 95% of student leaders with **Student Involvement and Leadership** were retained from Spring 2018 to Spring 2019
- The cumulative GPA for **Student Involvement and Leadership** student leaders at the end of the academic year/term of service was a 3.53.
- 80% of students who engaged with **Student Counseling Services** indicated that services were helpful to extremely helpful in assisting with them staying enrolled at UAB.
- **Student Multicultural and Diversity Programs (SMDP)** provided direct support for incoming Black male freshmen students via the BMEN Peer Mentoring program, which included a course on navigating the first year of college, peer mentors, and co-curricular programming geared toward developing a sense of community and belonging. Over the past two years, participants had a 49% graduation rate which is nearly 20% higher than Black men who are not BMEN participants.
- **SMDP** student leaders demonstrated a great level of academic success during their time in the office. Following the spring semester, their student leaders had an average GPA of 3.46. Many of these students represented some of UAB's most at-risk populations with over half identifying as Black, Hispanic or multicultural.



- The number of **Disability Support Services** students who were awarded degrees this year increased by 9% which supports the impact of successfully accommodating and retaining students with disabilities.
- **Student Counseling Services’** “The Black Student Experience: Hey Sis Hey” support group helped participants feel more connected and increased their chances to stay at UAB or have a better experience:
  - 90% agreed or strongly agreed that by participating in the group makes them feel more connected to the campus community as black students at UAB.
  - 93% agreed or strongly agreed that the group increased the chances that they will stay at UAB or have a better experience at UAB.



# DIVISION INITIATIVES

**Under the leadership of the Division's Assistant Vice Presidents**, several Division Initiatives were continued and launched:

## Career Ready Competencies

- The UAB Division of Student Affairs continued its commitment to the professional development of our student staff and leaders. In keeping with the National Association of Colleges and Employers Career Readiness Competencies, we identified a list of skills that we feel serve as the foundation for an overall culture of learning while working and leading. We were intentional about creating jobs, internships and leadership opportunities where students acquired skills that will translate into a future career. Students who worked and led in our offices and departments participated in self-assessment as well as received regular feedback as we tracked their growth and learning.

CAREER READY COMPETENCIES



The UAB Division of Student Affairs is committed to the professional development of our student staff and leaders.

In keeping with the National Association of Colleges and Employers Career Readiness Competencies, we have identified several skills that serve as the foundation for an overall culture of learning and leading while working.

We are intentional about providing students with opportunities to acquire skills that translate into a career. Students who serve and lead in our offices and departments engage in self-assessment and receive regular feedback as we track their growth and learning.

**UAB STUDENT AFFAIRS**  
The University of Alabama at Birmingham

- Our goal is that after working in Student Affairs, students will be equipped with many of the following:
  - Practical leadership & management skills
  - Social leadership & responsible citizenship
  - Critical thinking & problem solving
  - Technology
  - Cultural humility & global fluency
  - Professionalism.

## Strategic Innovation Grant

- In an effort to promote innovation, collaboration and high-impact practices, the UAB Division of Student Affairs earmarked grant funding to support initiatives that advanced its strategic priorities. All Student Affairs departments, as well as its individual staff, were encouraged to apply for funding for programs, events and initiatives that will be implemented during the 2019-2020 school year and are not already being supported by a traditional budget.
  - This past year's awardee was the **Family Engagement as a Strategy for Alcohol and Other Drug Prevention** application. The campaign and publication received \$8,300 and will provide student and parental awareness about tools for drug and alcohol prevention. Special recognition to Meredith Kahl, Director of Parent & Family Services; Kristina Canfield, Substance Abuse Prevention & Recovery Coordinator for Wellness Promotion; and Shawra Rainer, Assistant Director for Student Outreach for creating this innovative initiative.

## UAB Traditions

- As UAB develops new and long-standing traditions, the Division of Student Affairs worked to highlight and provide support by identifying, celebrating and advancing the Blazer custom of community involvement, Homecoming celebrations, athletics fun and more. The UAB Traditions are the following:
  - Fall 2019
    - Convocation: August 27
    - Taste of UAB: August 30
    - Blazer Splash: September 5
    - Into the Streets: October 12





- Homecoming Gurney Race: October 16
- Homecoming Blaze The Night: October 16
- Hoops on the Green: October 17
- Spring 2020
  - MLK Day of Service: January 20
  - Camille Armstrong Memorial Scholarship Step Show: February 22 (tentative date)
  - International Festival: TBD



### “Thank You” Coin

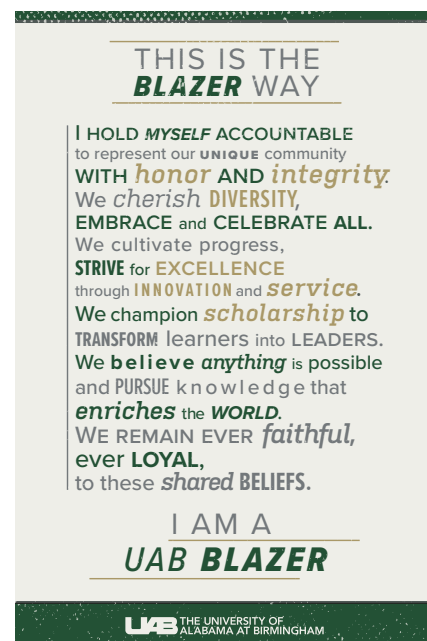
- The Student Affairs Division “Excellence in Action” Thank You Coin was created to recognize a staff member’s performance, action or accomplishment that demonstrates the Division’s values and commitment to excellence. The coin

has been minted in a limited number and will provide a means to recognize an individual “in the moment.”

These will be presented by the Division Vice President or Assistant Vice Presidents in the recipient’s work setting.

### The Blazer Way

- Under the leadership of Student Affairs, students, faculty, staff and alumni from across UAB converged



to develop a creed, or statement of belief, for our community. In reflection upon what it means to be a Blazer, the tenets of **honor and integrity, diversity, innovation, service and scholarship** rose to the top, and “The Blazer Way” was born. In the spring, a week of events were held across campus to celebrate this historic moment in UAB’s history.


## MORE ABOUT UAB STUDENT AFFAIRS

**41,578**  
pieces  
**FRIED CHICKEN**  
served  
in the Commons on  
**FRIED CHICKEN THURSDAYS**



cumulative projects  
**1,727**  
created by  
**Student Affairs Marketing & Communications**

**1 million**  
IN THE 1ST YEAR  
STRAWS were  
reduced with  
Campus Dining’s  
replacing plastic  
with paper




**11,246** **JOB APPLICATIONS** submitted by  
students through HIRE-A-BLAZER

# HELPING OUR STUDENTS

When a student is in need, UAB Division of Student Affairs stepped up to help.

- Thirty-three percent of students experience food insecurity nationwide. Student Affairs' Blazer Kitchen has a mission to increase food security in the UAB community by providing healthy food, resources, and referrals.
- This year, a total of 1,350 visits took place at the kitchen, a 106% increase from the previous year.

Here are other details:

- Users included about 35% first generation students and 62% international students
- 70% lived off campus
- 65% were identified as being from racially/ethnically underrepresented populations, with 42% identified as Black, Non-Hispanic
- The pounds of food distributed increased 25%
- The pounds of school supplies and personal hygiene products distributed increased 270%
- In Spring 2019 through a collaboration with a Public Health doctoral student, active and passive education regarding nutrition and healthy eating was included as part of the shopper experience.
- Among respondents to the Blazer Kitchen at the Hill Student Center survey:
  - 14% noted they had recently considered quitting their studies, with 82.76% of those individuals stating finances as one of the reasons
  - 74% stated it was sometimes or often true that they worried whether their food would run out before they had the money to buy more
  - 71% stated it was sometimes or often true that the food they bought just didn't last, and they didn't have money to get more
  - 66% stated it was sometimes or often true that they couldn't afford to eat balanced meals.

*Note: Data is based on student information in BlazerNet and may include individuals counted multiple times due to visits over multiple months.*





# ASSESSMENT IN THE DIVISION OF STUDENT AFFAIRS

The Division of Student Affairs continued to develop assessment culture to achieve excellence.

- Conducted program reviews using the Council for the Advancement of Standards in Higher Education (CAS)
- Incorporated learning outcomes and assessment plans in developing strategic goals
- Developed departmental strategic goals that align with the mission statement and strategic priorities of the Division. (Data and evidence are incorporated into continuous strategic planning.)
- Used Goal Tracking to report progress in strategic goals, and report assessment procedures, data and outcomes
- Conducted assessment in a systematic manner, following Student Affairs Assessment Cycle and guidelines. (Data are collected regularly across the Division.)
- Developed and assessed learning outcomes for programs and services

## Assessment Projects

Nearly 200 assessment projects were conducted on Campus Labs, a survey tool adopted by the Division, which include two NASPA Consortium Benchmarking Studies:

- Campus Activities and Student Involvement
- Residence Life Assessment

## Assessment Credential Curriculum

Student Affairs Directors and staff with assessment responsibilities participated in Campus Labs Assessment Credential program.

## Student Affairs Program Review

- The Division completed internal reviews for Hill Student Center, Student Housing & Residence Life, and Student Multicultural & Diversity Programs. University Recreation, Disability Support Services, and UAB Career Center completed external reviews.
- Six departments started their internal review process in 2019:
  - Veterans Services
  - Wellness Promotion
  - Parent & Family Services
  - Student Conduct & Outreach
  - Marketing & Communications
  - Title IX









A female roller skater with red hair, wearing a white helmet, a white t-shirt with 'AEA' on it, and black roller skates. She is smiling and holding a bouquet of gold and green streamers. In the background, a crowd of people is watching, and there are orange traffic cones on the pavement.

# UPCOMING SIGNATURE EVENTS

- **MOVE-IN DAY**  
August 24, 2019
- **CONVOCATION**  
August 27, 2019
- **RECSTRAVAGANZA**  
August 28, 2019
- **TASTE OF UAB**  
August 30, 2019
- **FAMILY WEEKEND**  
October 4-6, 2019
- **INTO THE STREETS**  
October 12, 2019
- **HOMECOMING**  
October 13-19, 2019
- **MLK DAY OF SERVICE**  
January 20, 2020
- **CREED WEEK**  
Spring 2020
- **INTERNATIONAL  
FESTIVAL**  
Spring 2020





The University of Alabama at Birmingham

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