

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 8
DATE: February 7, 2019

RECOMMENDATION

STUDENT AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is recommended that the Student Affairs Committee agenda for February 7, 2019 and the minutes of December 14, 2018 be received and placed on file.

STAFF SUMMARY

The February 7, 2019 agenda includes a Student Affairs Professional Development presentation, a Diversity and Community Involvement presentation, and a Residence Hall Association presentation.

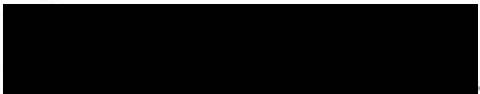
In addition, several announcements will be made.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.



University Executive Officer
Rhonda Longworth, Ph.D.

1/18/2019
Date

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Student Affairs Committee

February 7, 2019
9:45 a.m.
201 Welch Hall

AGENDA

- | | |
|--|----------------------------|
| 1. Approval of agenda and December 14, 2018 minutes | Regent Beagen |
| 2. Student Affairs Professional Development Presentation | Julia Heck & Sean Woolf |
| 3. Diversity and Community Involvement | Steve Bryant |
| 4. Residence Hall Association | Becky Janes & Erin Thomson |
| 5. Announcements | |

Eastern Michigan University
Board of Regents
Student Affairs Committee
Minutes of December 14, 2018

MEMBERS PRESENT

Regents: Dennis Beagen, Mike Morris

Administration: Steven Bryant, Ellen Gold, Lucas Langdon, Calvin Phillips, Peggy Trewn

Students: Candice Crutcher, Aaron Kempa, Erin Thomson

GUESTS

Administration: Jenny DuChene, Chris Finch, Esther Gunel, Julie Heck, Bob Heighes, Caroline Horste, Becky Janes, Ann Klaes, Jeff Kortman, Geoff Larcom, Lisa Lauterbach, Lauren London, Terre O'Neil-Darling, Colleen Tompkins, Chris VanWasshenova, Regent James Webb, MaryAnne Wilk, Anika Awai-Williams, Sue Woods, Jeanette Zalba

Students: Katie Burd, Maddy Dooling, Morgan Fantow, Desmine Robinson, Kristen Rumon, Pallas Schuster, Jenny Signoretti, Ethan Smith, Meghan Talbot, Juwan Tiller

In addition, nine other guests were in attendance, but they did not sign in.

Regent Beagen called the meeting to order. The agenda for the meeting, and the minutes from the meeting held on October 25, 2018, were approved.

Student Leader Group Priorities Update

Aaron Kempa shared details about what Student Leader Group has been focusing on. Obstacles to student success and satisfaction have been identified, and specific goals have been set to address these obstacles. Student Leader Group members would like to see improved communication related to long term course scheduling, the addition of a fall break into the academic calendar, improved handicapped parking availability on campus, improved training and support for faculty regarding accommodations for students, an improved graduate program acceptance process, and improved student awareness of campus resources.

Regent Beagen stated that he is pleased to hear of the improved parking situation on campus for those with disabilities. He looks forward to getting a report on long term course scheduling and faculty training regarding accommodations.

Student Government Update

Candice Crutcher and Ethan Smith shared that Student Government has recently released statements regarding free speech, and condemning hateful rhetoric. They wrote a resolution supporting Jewish students on campus, and donated \$1000 to the Jewish Studies program. The Student Government Senate passed a resolution encouraging the Interfraternity Council to support the plan to eliminate sexual assault on campus. Candice urged administration to amend the tobacco free policy to be smoke free.

Ethan stated that Student Government is working on putting information together for students related to the legalization of recreational marijuana, so that they understand what may happen if they use it on campus. Ellen Gold commented that the university has a Q and A page related to the new recreational marijuana laws. She asked that Lauren London be contacted with any questions that are not answered on the page. Ellen also stated that medical marijuana is covered in the Alcohol and Other Drug Policy, which is up for review in 2019.

Regent Beagen thanked Student Government for their support of the Students for Recovery program.

Active Minds Presentation

Desmine Robinson, Juwan Tiller, Meghan Talbot, Morgan Fantow and Kristen Rumon shared information about the EMU Active Minds chapter, which currently has more than 50 members. There are 450 chapters of Active Minds in the United States. One third of first-year college students report mental health issues, which can become a challenge to academic success. The Active Minds organization works to combat the negative stigma about mental illness, create positive discussion on mental health wellness, raise awareness of suicide prevention resources, and promote a "help-seeking" culture.

Active Minds members collaborate with student organizations and university departments to plan and host programs. Prior collaborations include an event with the Student Veterans of America and the Ballroom Dance Club, and events with the Office for International Students and Scholars and Ozone House. Approximately 200 people attended the 2018 Valentine's Day event, which was a collaboration with Cultivate and the Department of Dietetics. A similar event is planned for 2019.

Active minds worked with Counseling and Psychological Services and SAFENOW to host a suicide prevention walk on campus. This event was very well attended. A Mental Health Monologues event is being planned.

Active Minds members would like to establish a student listening group. This group would be trained to listen to students who are facing hardship and loneliness, and share information about campus resources.

Katie Burd, Maddy Dooling, Jenny Signoretti and Pallas Schuster each spoke for a short time, stressing how important involvement in the Active Minds organization has been to them.

International Students and Scholars, Compliance to Programming – A Balancing Act

Jenny DuChene and Esther Gunel shared a presentation about the work done by staff in the Office for International Students and Scholars. Esther introduced Terree O'Neil-Darling, SEVIS Processor, and Chris Van Wasshenova, Programming/Student Advisor. These four team members handle Immigration and Compliance, which is approximately 65% of the work; and Programming and Support Services, which is approximately 35%.

EMU is home to 800 international students from 85 countries. In order to meet the needs of these students during the 2017-18 year, staff held 748 individual appointments with them, the OISS office was visited by 4,836 students and scholars, 914 student utilized walk-in advising, 25 employment seminars were facilitated by OISS staff, 3,613 phone calls were taken, 26 on-campus social events were planned, and five off campus excursions were taken. These things contributed to a 77.1% retention rate for FTIAC international students.

International students face cultural, social, academic and financial challenges. OISS staff works with these students to ease these challenges, and make transition to life in the United States less stressful.

Regent Morris commented that coming to Eastern Michigan University from another country must be very frightening. He thanked the staff for all that they do.

Announcements

- Regent Beagen stated that Commencement will be December 15 at 9:30am.
- Regent Morris stated that the EMU football team will play in the Camellia Bowl at 5:30pm on December 15.
- Ellen Gold shared that the Multicultural Graduation will take place in the Student Center at 4:00pm today. 135 students are participating.

The meeting adjourned at 10:28am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary



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Student Affairs Professional Development

Professional Learning & Service in A Global Community

February 2019

Professional Development Committee Charge

- Improve and sustain the professional growth of academic and student affairs employees through collegially planned learning opportunities that continue to support the goals and mission of the institution.
- Provide a platform for academic and student affairs employees to disseminate and share knowledge and skills attained through professional development opportunities they have had the opportunity to engage in.
- Support quality teaching, learning, and support services for students by providing resources to academic and student affairs employees to develop and fulfill career, professional needs and goals.
- Provide continuous, focused professional development and training programs, based on national organization competency standards aligned with specific departments and the larger institution, to maintain highly qualified academic and student affairs employees committed to serving the educational needs of students, foster community partnerships, and address professional growth.
- Provide continuous, focused professional development and training programs to students interested in academic and student affairs as a professional pipeline and succession based initiative, centered around national organization competency standards aligned with specific departments and the larger institution.

Mission

The Professional Development Committee creates and sustains the professional growth of staff and students through comprehensive programs and events that provide necessary skill development, promote personal and professional growth, address staff and student needs, campus concerns, and national trends/issues. The Professional Development Committee will provide quality, cost-effective professional development events and trainings that engage Academic and Student Affairs professionals in knowledge-based learning, and career skill set enhancement.

Vision

To support the mission of EMU and to promote an inclusive and unified learning culture, all personnel will have ongoing opportunities to develop and expand the skills and practices that influence academic and student affairs professionals' ability to complete their personal and professional goals.

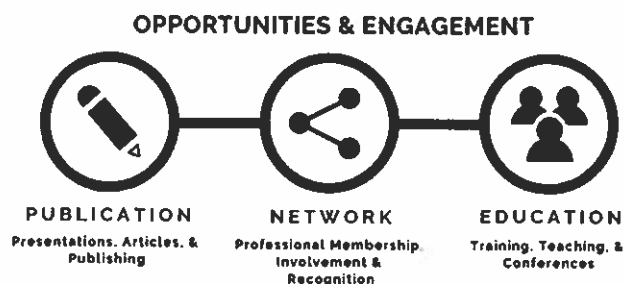
LEADS Focus

The Professional Development Committee will concentrate on professional development opportunities which will be focused on, but not limited to, LEADS:

- Leadership
- Ethical Professional Practice
- Assessment, Evaluation, and Research
- Diversity, Equity, and Inclusion
- Student Learning and Development

Learning & Service

The following report highlights continued growth, professional engagement, and global service of student affairs professionals here at EMU from the 2016/2017 academic year through the current 2018/2019 academic year.



Key Highlights

15+
Professional
Associations
Represented

50+
Training &
Workshops
Participated In

35+
Presentations
& Publications
Produced

20+
Awards &
Recognition
Received

30+
Leadership Roles
& Professional
Involvement
Activities

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Membership & Involvement



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Trainings & Workshops

- Graduate Students - BEST Program
- Adaptive Organizations Seminar
- On-campus training programs related to Mental Health, Suicide Prevention, First Aid, Emergency Response, supporting Veterans on Campus, and more.
- In 2018, The Children's Institute staff and administrators completed over 200 hours of training in the areas of CPR, Yoga, Play Therapy, supporting students with Autism, Health and Safety, and more.
- MHDSOA - Housing & Dining
- ACPA & NASPA - Student Affairs
- AUCCCD - Counseling Directors
- AFA - Fraternity & Sorority Advisors
- NAFSA - International Education
- NaBITA - Behavioral Intervention
- Clery Compliance Training
- AHEAD - Disability Services
- IOA - Ombuds Practices
- NACA - Campus Activities

Awards & Recognition

- Evelyn Benn, HRL - 2016 Role Model & Mentor Award, Lavender Celebration
- Kyle Martin, Campus Life - 2017 AFA recognition for 5 years of service to the association
- Caroline Horste, Campus Life - 2018 EMU Distinguished Achievement Recognition Award for Student Engagement & Success.
- Esther Gunel, OISS - 2018 David D. Horner Award, for Exceptional Service from Michigan Association of International Educators (MAIE) & 2018 EMU Staff Distinguished Achievement Recognition Award for Student Engagement and Success
- Sean Woolf, OWCR - 2017 recipient of the NASPA Outstanding New Professional Award for Michigan & 2018 recipient of the NASPA Regional Outstanding New Professional Award recipient for Region IV-East.
- Isabella Bullock, Disability Resource Center - 2018 NASPA Region IV-E Graduate Student Rising Star Award for Michigan

Presentations & Publications

- 2018 GLACUHO (Great Lakes Association of College and University Housing Officers) Annual Conference - MaryAnne Wilk, Housing & Residence Life
- 2018 Michigan ACPA (College Student Educators International) Conference - Dr. Calvin Phillips & Jeanette Zalba
- 2018 NACA Mid-America Regional Conference - Jarrod Stober, Campus Life
- 2018 MI-ACPA Equity & Inclusion Summit & 2018 NASPA Region IV-E Annual Conference - The Office of Wellness & Community Responsibility, Disability Resource Center, and Office of the Ombuds presented a workshop entitled "The DEI Profile: An Introspective Approach to Leadership Development and Capacity Building"
- Three times a year, Campus Life conducts overnight retreats for undergraduate and graduate students at EMU that focus on developing leadership skills.
- 2018 IOA Summer Academic Ombuds Meeting - The Office of the Ombuds presented a training workshop entitled "A Seat at the Table: EMU's Lived Experience in Integrating Ombuds Work into the Institution"

NASPA Undergraduate Fellows Program

- 2018 marked the second year EMU participated in NASPA's Undergraduate Fellows Program Summer Internship Experience. During 2018, we had the opportunity to host four fellows on our campus for eight weeks, June-July.
- Over eight weeks, the fellows completed:
 - 25 individual projects that included developing reports, building programs, creating marketing, and reviewing policy
 - 22 informational interviews with administrators, staff, and students across the institution
 - Professional development program that included a book club, professional seminars, and graduate school applications
 - 3 university site visits to the University of Michigan - Ann Arbor, University of Michigan - Dearborn, and Washtenaw Community College, where they were able to compare departments/offices with their experience here at EMU
 - 1 conference proposal to present a session at the 2019 NASPA Annual Conference
- EMU has submitted its fellowship application for Summer 2019. It is our goal to continue to grow the fellow cohort to a group of eight, and incorporate the completion of a guided research project while they are here as a new component of this program.



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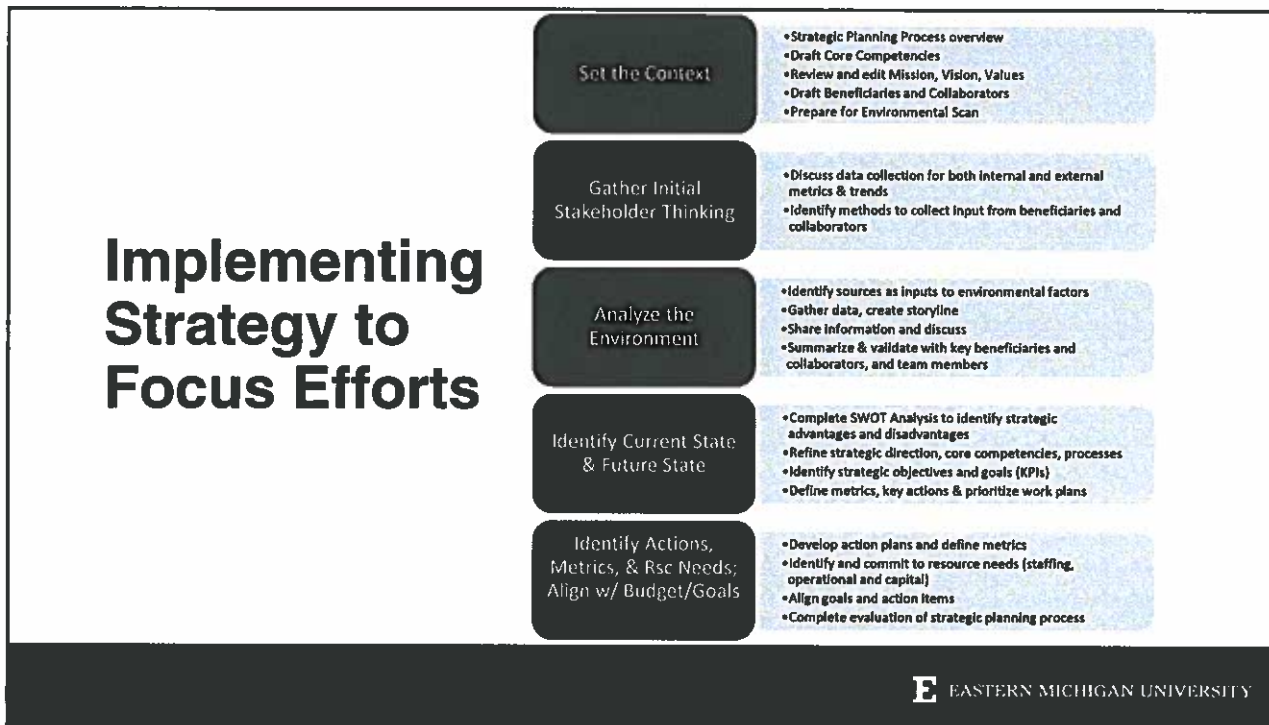
Diversity & Community Involvement

Moving Forward Together Through Strategy

Steven P. Bryant, Ed.D.
Director, Diversity & Community Involvement

Diversity & Community Involvement at EMU





Define Goals

Gather Initial Stakeholder Thinking

Analyze the Environment


Identify Current State & Future State

Identify Actions, Metrics & Be Measured w/ Budget/Goals

Fall 2017/Winter 2018

- Discussion on Internal & External Trends
- Recognize Metric Gaps
- Define Beneficiaries & Collaborators

Beneficiaries		Collaborators	
Previous	Current	Previous	Current
Everyone	Students (within Mission Alignment)	Everyone	Faculty, Staff, Students, Community Partners (within Mission Alignment)



Define Goals

Gather Initial Stakeholder Thinking

Analyze the Environment

Identify Current State & Future State

Identify Actions, Metrics & Be Measured w/ Budget/Goals

Fall 2017/Winter 2018

Environmental Scan

- Political/Regulatory**
- Economic**
- Social**
- Technological**
- Organizational**





Set the Context

Gather Initial Stakeholder Feedback

Review the Environment

Identify Current State & Future State

Identify Actions, Metrics, & Rsc Needs; Align w/ Budget/Goals

Began Fall 2017/Winter 2018

- Refining Strategy
- SWOT Analysis
- Prioritizing Work Plans

The SWOT matrix is a 2x2 grid. The vertical axis is labeled 'Internal origin (attributes of the organization)' and the horizontal axis is labeled 'External origin (attributes of the environment)'. The quadrants are: Top-Left (Yellow) 'S' Strengths, Top-Right (Orange) 'W' Weaknesses, Bottom-Left (Teal) 'O' Opportunities, and Bottom-Right (Purple) 'T' Threats. Above the 'S' and 'W' quadrants is the text 'Helpful to achieving the objective', and above the 'O' and 'T' quadrants is the text 'Harmful to achieving the objective'.

Set the Context

Gather Initial Stakeholder Feedback

Review the Environment

Identify Current State & Future State

Identify Actions, Metrics, & Rsc Needs; Align w/ Budget/Goals

Introduced Summer 2018; Focus in Summer 2019

- Align Goals and Actions, with Metrics, to Mission
- Identify and commit to resources needed
- Evaluate SPP

Key Strategic Objectives	Strategic Goals	Actions	Action Owners	Measures & Indicators	Performance
KSO #1 SEMS	SG #1	Action 1			
		Action 2			
		Action 3			
	SG #2	Action 1			
		Action 2			
		Action 3			
	SG #3	Action 1			
		Action 2			
		Action 3			
KSO #2 ILE	SG #1	Action 1			
		Action 2			
		Action 3			
	SG #2	Action 1			
		Action 2			
		Action 3			
KSO #3 CSSPI	SG #1	Action 1			
		Action 2			
	SG #2	Action 1			
		Action 2			

Identify Context

Assess Current Situation

Identify Key Challenges

Identify Key Opportunities

Identify Key Stakeholders

Identify Actions, Metrics, & Rsc Needs; Align w/ Budget/Goals

Updated: 10-01-2018

DCE: Center for Multicultural Affairs: Q1 I, FY2019

Activities Completed Past Quarter (Things meant to/could affect the goal)	Metric/Goal	Current Quarter	YTD	Goal	Perf.
	1.				
	2.				
	3.				
	4.				
	5.				
	6.				

Challenges	To be Completed in Next Quarter	Resp.	Due Date

Green=Meet Exceed. Yellow=Concern in meeting goal. Red=Plan is triggered to assist in meeting goal

Quarters – Q1 (Sep 5-Oct 26), Q2 (Oct 26-Dec 18), Q3 (Jan 7-Mar 9), Q4 (Mar 9-Apr 26)

Goals Defined:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

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Strategic Mindset Initiatives...

- **CMA**
 - Developing Operational Structure
 - Student Organization Support/Visibility
 - Focus Groups; Benchmarking; Research (Triangulating Qualitative Data)
- **LGBTRC**
 - Addition of Student Support Groups – QTPOCC, TNQ
 - Program Planning and Evaluation Development
 - EPIC Panel Redevelopment
- **VISION**
 - Volunteer Connection – Partnership between EMU, U of M Ginsberg Center, and United Way of Washtenaw County
 - Removing Alternative Weekends
 - Operations Manual and Process Development
- **WRC**
 - Off Campus Partnerships – Safe House
 - Cutting Vagina Monologues
 - Planned and implemented a structure focused on (1) Peer Education and (2) Student Support

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Strategic Mindset Initiatives...

- **Joint partnerships with Campus Life**
 - Eagle Leadership Institute
 - Graphic Design Teams
 - GA & Student Staff Training/Development
- **DCI Initiatives**
 - Training/Development
 - Equipment Check Out Processes
 - Student Employee Handbook/Accountability Process
- **Future**
 - Roles & Responsibilities
 - Staffing Structures
 - Physical Space Needs



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Residence Housing Association

Erin Thomson, President

Residence Housing Association (RHA)

The mission of the Residence Housing Association is to provide a means for resident students of Eastern Michigan University to attend educational and social programming, voice their ideas, concerns, and opinions to the proper authorities, and to continuously work to improve the condition and experience of on-campus living.



RHA Executive Board

Erin Thomson, Executive President

Kathleen Schaaf, Executive Vice President of Finance and Records

Delisa Williams, National Communications Coordinator

Kevin Hillman, Executive Vice President of Public Relations and Marketing

Lauryn Comer, Executive Vice President of Programming

RHA General Assembly

General Assembly restructured fall 2018

- Community Representatives
- RHA Committees
- Increase GA retention and participation

RHA Points of Pride

2016 – RHA worked with the Homecoming Committee to host the first annual Green and White Ball. The event is highly successful, as over 400 students attend each year.

RHA's Lil Sibs Weekend is a tradition dating back to the late 60's. This weekend long event brings over 200 residential siblings to campus each year. This years' theme is Carnival.

March 2018 – We hosted the Great Lakes Affiliate of College and University Residence Hall Associations Regional Business Conference. Over 130 student leaders and advisors from Michigan, Wisconsin, Indiana, Illinois, and Canada schools attended the conference.