# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>Vision</td>
<td>4</td>
</tr>
<tr>
<td>Mission</td>
<td>4</td>
</tr>
<tr>
<td>Student Life Overview</td>
<td>6</td>
</tr>
<tr>
<td>Strategic Initiatives</td>
<td>7</td>
</tr>
<tr>
<td>Selected Points of Pride</td>
<td>9</td>
</tr>
<tr>
<td>Entrepreneurial Approaches</td>
<td>13</td>
</tr>
<tr>
<td>Evaluation and Assessment</td>
<td>13</td>
</tr>
<tr>
<td>Professional Development</td>
<td>13</td>
</tr>
<tr>
<td>Standards of Professional Practice</td>
<td>14</td>
</tr>
<tr>
<td>Major Concerns for our Students</td>
<td>17</td>
</tr>
<tr>
<td>Goals and Initiatives</td>
<td>18</td>
</tr>
<tr>
<td>Financial Management</td>
<td>19</td>
</tr>
<tr>
<td>Facilities Managed by Student Life</td>
<td>20</td>
</tr>
<tr>
<td>Selected Departmental Highlights</td>
<td>21</td>
</tr>
<tr>
<td>Organizational Chart</td>
<td>35</td>
</tr>
</tbody>
</table>
Division of Student Life
Supporting the University Mission

The Division of Student Life is committed to supporting the three fundamental elements of the University’s mission: teaching, research and outreach. Through all programs and initiatives, we are contributing to improving the quality of life for people of Maine and around the world. Leadership education, student development, research and community engagement are a few examples of this support. We provide ample and accessible opportunities for organizational and situational leadership, civic engagement, and service beyond self in order to develop community connections, global citizenship, active learning, environmental stewardship, and to maximize the impact students have in the world. Our Student Organizations and Leader Development program creates and delivers classes to teach students valuable skills that will enable them to be successful student leaders now and effective world leaders tomorrow. Our Bodwell Center for Service and Volunteerism offers students, faculty and staff opportunities to become engaged, active citizens by serving nearly 70 community partners and extending to the national level through our Alternative Breaks program. The Student Wellness Resource Center continually reviews and applies the most recent research in addressing high-risk behaviors on campus through statewide coalition participation and a diverse array of student-focused programs.

In addition, a newly constituted unit in our division, Campus Life, brings together the complementary departments of Residence Life and Campus Activities and Student Engagement. Together they promote intellectual, cultural, social and residential programs for students that focus on, enhance and integrate academic learning and personal growth, which support and further a vibrant and varied learning environment.

Campus Recreation not only offers cutting edge programs and facilities, but also makes the University stronger by promoting lifetime health, connection within and respect for the environment and diverse recreational opportunities. Community Standards, Rights and Responsibilities promotes personal integrity and maturity, belief in and genuine appreciation for the worth of individuals, and accountability to the community in order to prepare students for their life after college.

The Division’s efforts not only support the academic endeavors of the University, but complement them by providing opportunities for students to expand their learning beyond the classroom from inside the classroom. Classroom Alternatives is a program where Student Life personnel “substitute” for professors who need to miss a class for a variety of reasons. Instead of cancelling classes, faculty can request our presence on topics such as leadership, alcohol abuse prevention, academic integrity, study skills and test taking skills. At other times, we are invited into the classrooms to share our areas of expertise around career choice, diversity training, and risk management.

In support of the University’s mission, all efforts of the Division are focused on enhancing and improving the student experience, retention and recruitment. Our mission is student centricty and an overall student experience that is relevant, rounding and meaningful. This is inherent in our daily work, our vision, and our mission statement.
Student Life Vision

Our vision is to actively and enthusiastically support the University of Maine as it aspires to be the most distinctively student-centered and community-engaged of the American Research Universities. We accomplish this through the development of fully engaged students in a vibrant and purposeful community life that nurtures, guides and motivates them to realize their fullest academic and personal potential.

Student Life Mission Statement

The Division of Student Life actively joins with students, faculty and staff to provide programs, services and co-curricular experiences that foster an inclusive and supportive community which not only enhances students’ academic and personal growth but also positively contributes to the globally conscious and productive graduates they become.
The Division of Student Life is responsible for offering support services and programs aimed at educating the whole student in a safe, sound and secure environment. Some examples of the programs, services and activities in which we are engaged include:

**Student Centered**
- Retention support programs
- Fraternity and Sorority Life
- Student Government
- Crisis management
- Residence Life
- First Year and Transfer Student Center
- Student Women’s Resource Center
- Transfer Student Program
- Campus-wide events
- Family & Friends Weekend
- Winter Carnival
- Maine Day
- Academic Advising Collaborations
- Center for Multicultural Student Life
- Student program funding
- Student Handbook
- Ombuds services
- Commuter and Nontraditional Student Programs
- Health and Legal Professions Advising
- Veterans’ Education and Transition Services
- Technology support for student organizations
- Advocacy services
- Emergency funds
- Career services
- Rainbow Resource Center (LGBTQ services)
- Student Accessibility Services

**Wellness and Service Oriented**
- New Balance Student Recreation Center
- Peer Education
- Student Wellness Resource Center
- Wade Center for Student Leadership
- Alcohol and drug prevention services
- Bodwell Center for Service and Volunteerism
- Identification and management of high risk students
- Population-based harm reduction programs
- Outdoor adventure and recreation activities
- Clinical counseling and mental health prevention services
- Sexual Assault and Violence Prevention Program
- Challenge course and trail system

**Community Focused**
- Town-gown relations
- Police services
- Student conduct
- Memorial Union management
- LGBTQ services
- Religious Life Team
- Student Behavior Review Team
- Voter registration and on-campus voting
- Student development and critical concern consultation for faculty and staff
- Fall Welcome Weekend including Maine Hello and First Year Day of Service
- Summer orientation activities and participation
- Cross institutional services
- Parent and family resource network
- Academic liaison
- Management of multiple campus facilities
- Campus media—Maine Campus, Maine Journal and WMEB
- Constitution Day activities
Student Life Overview

UMaine is an engaged living and learning environment where students matter and where faculty, student and staff interactions are hallmarked by kindness, caring, compassion and respect. Student Life encompasses student learning and success; campus culture; health, wellness, and safety; career development; compliance and regulatory responsibilities; crisis management; and student development. Our essential functions are the provision of programs, engagement opportunities, and services that support retention, persistence, and ultimately graduation. For campus or personal emergencies, the deans and other staff are on call 24 hours a day and walk-in services are available throughout each business day. The division employs an amazing and highly competent and dedicated staff of some 400 students, 25 graduate assistants, 11 support staff members and 70 professionals. Student Life follows the National Association of Student Personnel Administrators (NASPA) Standards of Practice. These standards promote student development work as a profession which requires personal integrity, belief in the dignity and worth of individuals, respect for individual differences and diversity, a commitment to service and dedication to the development of individuals and the university community through education. Student services programs operate with a focus on individual respect and compassion with a central intent of providing effective and relevant student centered programs and services.

Recent Initiatives for Student Success:

- The Bias Response Team was established.

- Title IX Student Services, with a Deputy Title IX Coordinator, has a trained investigative team, a new prevention and education coordinator and has completed a campus climate survey four out of the last five years.

- Student leadership programming was merged with the Student Wellness Resource Center to synergize efforts particularly around peer education.

- The Non – Traditional and Commuting Students Office and commuter lounge were upgraded to a new space.

- The Veterans Education and Transition Services was established and staffed.

- The First – Year Center was reorganized to become the First – Year and Transfer Student Center.

- Residence Life and Campus Activities and Student Engagement merged to become Campus Life.

- The Student Women’s Resource Center was relocated to the Memorial Union in an updated space.

- The Office of Student Accessibility Support Services was brought into Student Life and celebrated its first campus-wide event.

- The Office of Multicultural Student Life brought the LGBTQ Rainbow Resource Center under its auspices and was up-staffed to accommodate growing interest and student demand.

- The Memorial Union is home to centrally located and student focused centers and operations: The Rainbow Resource Center, The Veteran’s Center, The Student Women’s Resource Center, The Student
Wellness Resource Center, The Multicultural Center, The Wade Leadership Center, the Non–Traditional and Commuting Students Lounge, The Maine Campus, WMEB, Representative Student Boards, Student Government Inc., First Year and Transfer Student Center, the Hackerspace, Student Legal Services and the Greek Life Center.

**National Expectations & Critical Questions Affirmatively Answered:**

- Does our institution understand and have we implemented the most recent guidance from the US Department of Education’s Office of Civil Rights on Title IX and the recently reauthorized Violence Against Women Act?

- Has the campus developed crisis protocols should something go wrong, and have those protocols been tested? Can we address the issues we most fear, like campus shootings, and those we are statistically most likely to face, including mental-health issues and acts of racial, ethnic, and sexual violence?

- Is the institution working to employ a range of harm-reduction approaches, including peer education, to address issues like binge drinking, suicide, and illicit and prescription drug use/abuse?

- Is the institution creating a campus culture that is inclusive and tolerant of the views of others? And what responsibilities does it have to foster the safe and respectful airing of differences of opinion?

- Are student life initiatives included in the institution’s approach to identifying and assisting students most at risk of dropping out or needing additional services?

- Are we addressing hazing, alcohol and other drugs, multiculturalism, inclusivity, LGBTQ concerns, Greeks, mental illness, academic completion, campus violence, veteran concerns, student engagement, student unrest, and alert systems?

**Strategic Initiatives**

The Division of Student Life has organized its efforts and initiatives into seven categories which form the acronym STRIDES:

- S = Students
- T = Technology
- R = Responsibility
- I = Inclusivity
- D = Development
- E = Engagement
- S = Staff

**Students**

Goal:

The Division of Student Life maximizes student success and development through programs, events and education throughout each academic year.
Objectives: In partnership with our academic colleagues, the Division of Student Life will support the educational needs of all students and positively impact student success and retention.

**Technology, Marketing, and Branding**
**Goal:**
In partnership with the Division of Marketing and Communication, Student Life will optimize its impact on its constituencies by establishing its brand, aggressively marketing its messages and continuously investing in and using current technology and research.

Objectives: Strive for 100% brand awareness of Student Life units among students, faculty and staff. Assist staff to excel in the knowledge and use of marketing and technology tools to maximize impact, efficiency and effectiveness.

**Responsibility**
**Goal:**
The Division of Student Life is fully committed to the development of responsible citizenship, ethical practices, and personal integrity in its students and staff.

Objectives: Demonstrate commitment through its support of staff and student expectations. The Division demonstrates this commitment through staff evaluations, intentional modeling and developmental challenge and support of ideas.

**Inclusivity**
**Goal:**
The Division of Student Life will lead the University of Maine in sustaining an appreciation for the vibrancy of a diverse and inclusive community. The Division will promote a campus environment that challenges and supports all members and nurtures genuine self-reflection and exploration/celebration of differences.

Objectives: Make cross-cultural and multicultural opportunities central to the student experience at UMaine through intentional and tangible events, program and performances.

**Development**
**Goal:**
With financial advisement from the Development Office, the Division of Student Life will make the best use of the allocated resources and actively seek additional means of support in order to help assure the sustainability of the programs, services and support of our students and staff.

Objectives: The availability of sufficient resources is essential to advancing the development of engaged and empowered students and staff.

**Engagement**
**Goal:**
The Division of Student Life will improve and enrich the student experience at UMaine through creative and innovative engagement opportunities.

Objectives: Opportunities will provide learning, reflection, and support for both formal and informal experiences, and ultimately help improve UMaine's retention and graduation rates.
**Staff**

**Goal:**
The Division of Student Life supports, promotes and celebrates the professional and personal growth of its employees.

**Objectives:**
To foster a kind, caring and compassionate work environment which includes demonstration of appreciation, opportunities to further education, and support for innovative ideas.

---

**Selected Points of Pride**

The Division adopted leadership as the evolving topic for fiscal year 2017-18 beginning with presentations by each director outlining how leadership would be included as an every day practice in their respective areas.

Student Life entered into a partnership with the College of Liberal Arts and Sciences through the Leadership Institute and Student Organizations and Leadership Development Office to incorporate large service learning projects into the classroom experience.

The Vice President participated in the UMaine/Machias administrative integration task force with many synergies and efficiencies achieved in the lead up. Effective July 1, 2017, the Machias Division of Student Affairs became part of the UMaine Division of Student Life under the Vice President.

The Division partnered with Academic Affairs and placed multiple staff members on the Provost’s Committee on Retention and Student Success to analyze data collection, assess current data practices and make recommendations for future efficiencies.

The Bodwell Center partnered with the Honors College for the Maine Day meal packing event. Students, staff and community members packed meals that were distributed across 5 counties.

Multicultural Student Life staff designed in-house programs on microaggression and safe zone trainings to raise awareness about diversity, inclusivity and multiculturalism.

The Career Center launched the Flagship Internship program, which was part of the Blue Sky Plan, with 17 companies and 19 students participating in paid internships to better prepare a workforce for the State of Maine.

Veterans Education and Transitions Services assisted and supported student veterans and their families with transition from soldier to scholar with certification, Veteran’s Week and the Student Veterans Association. UMaine continues to be recognized as a Veteran Friendly University by the Military Friendly Schools Guide, and recently underwent a comprehensive audit highlighting exceptional effectiveness and efficiencies. The War Memorial Garden serves as the focal point at the entrance of our Student Union, and the recently updated Memorial Room provides a quiet place for reflection and to honor those who have served.

Initial steps were taken by Residence Life to develop the departmental programmatic approach to specific, measurable learning outcomes, with an accompanying assessment regimen. Full implementation is anticipated to begin FY19.
Greek membership continued to grow with the addition of two new groups, Pi Kappa Phi and Delta Delta Delta. The Five-Star Chapter Award Program is currently being retooled but will continue to represent standards every Greek chapter should strive to reach in the following areas:

- Scholarship
- New member education
- Financial management
- Brotherhood/sisterhood
- Personal wellness
- Relationship with university and administration
- Facility management
- Relationship with national/international office
- Chapter management/leadership
- Recruitment
- Philanthropy/Community Service
- Individual/campus involvement
- Social and moral development
- Public relations
- Risk management
- Alumni relations

The University of Maine Police Department is a highly-trained, comprehensive police force providing 24-hour, 7 days-a-week life safety and security programs. They provide police services, dispatch, crime investigation, and security functions from their state-of-the-art facility, which also hosts the Emergency Operations Center.

CNTSP maintains a campus reputation as the main resource for commuter and nontraditional students. Students, parents and local community members are regularly referred to CNTSP for information. The office also provides services and resources (150 daily student contacts) in the Commuter Lounge/Wade Center.

The Counseling Center is a dual-accredited, state-of-the-art program that engages in treatment, training, prevention and research. They have a broad mission focused on student safety and success. The Center completed a comprehensive self study of all aspects of their functioning for the American Psychological Association and the International Association of Counseling Services and was reaccredited by both agencies in 2017.

Director of the Community Standards Office is an acknowledged expert in judicial standards, Title IX investigations and the UMS Conduct Code, and currently leading the system-wide effort to update the student conduct code.

Increased staff support through the hiring of a Title IX investigator and extending the Coordinator of the Bodwell Center to a 12-month position.

Student veterans and student service members who are out-of-state now receive in-state tuition rates. In addition, all student veterans are eligible for a waiver for the application fee and parking permit fee.

Residence Life, First Year and Transfer Student Programs and Campus Activities and Student Engagement (CASE) made the strategic move to combine units under one Director forming the Department of Campus Life. Both CASE and the First Year and Transfer Student Center relocated to the first floor of the Memorial Union to provide ease in collaboration and support of our students.

The Bodwell Center continued its collaborative with the College of Education, a local middle school and the Office of Student Employment to provide Black Bear Tutors funded by America Reads America Counts. Our UMaine volunteers tutored local students in the school and staffed the homework room at the local YMCA.

The Counseling Center continued participation in a national study with the National Center for College Mental Health.
The Career Center continued conversations with faculty and academic departments, to support students’ career development through classroom presentations, committee memberships, and emerging programs. They also continued to manage special programs such as Health Professions, Pre-Law, and the Maine Mentors.

The Community Standards Office works with nearly 2000 students each year using innovative developmental interventions to help students become productive citizens.

The Office of Sexual Assault and Violence Prevention provides services to hundreds of students annually and serves as a resource to other campuses throughout the System. Collaborated with the College of Natural Sciences, Forestry and Agriculture to present in all of the first-year seminar classes in the college. The unit will change its name beginning FY19 to Title IX Student Services.

The Vice President worked closely with the Provost on cross-campus retention initiatives, and served on the NEASC reaccreditation review team and the committee to update the Blue Sky Plan.

The Division of Student Life supports a cross-disciplinary University-wide student behavior review team. This is a national best-practices approach and manages 500 cases per year.

Attendance at programs offered by Residence Life staff reached a total of 13,000 students.

The University of Maine Police, working through a campus-wide committee, annually tracks crime statistics and published UMaine's Annual Safety Report.

Division staff continue to serve as faculty in a variety of UMaine courses and are often called upon as content experts for UM System initiatives and national concerns.

Intramural sports engaged 16,000 participants and since the adoption of IMLeagues Software, we saw improvements in customer service, communication, risk management and record keeping.

The Bodwell Center for Service and Volunteerism engaged some 5,285 students participating in 245 projects for 103 community organizations totaling more than 21,000 hours of services. The Black Bear Exchange houses the campus food pantry to support our community and address food insecurities.

The Student Life Office through its collaboration with the Art Department has become host to annual works of art by our students bringing life and culture into the space.

The Student Wellness Resource Center is home to UMaine UVote, a voter education project, and continues to support and promote civic engagement and memorialize Constitution Day.

The Director of Multicultural Student Life has joined the Wilson Center Board of Directors and coordinates and serves on our Religious Life Team to provide opportunities for multiple faith-based groups to collaborate.

The Student Wellness Resource Center includes an award winning and only tier 3 comprehensive substance abuse prevention program in the State of Maine. Also included in the Center is the Peer Education Program focusing educational outreach around multiple wellness issues, tobacco-free campus education, and the management and sponsorship of the Healthy High 5k/10k. There are plans to revive the Black Bear Attack in FY19 which is an adventure-based race.

Wilde-Stein, one of the oldest gay straight alliances in the country, and the Rainbow Resource Center, home
for LGBTQ students and center for social activism, joined together to successfully propose an improved gender inclusive restroom policy, which has now been completed. They also worked to streamline the process to display preferred names on our Maine Card ID.

Student Accessibility Services joined the Division of Student Life effective July 1, 2017, adding to the vast array of support offered to our students.

We offer ombuds services for small and large problems to some 7000 students, parents and community members annually.

The UMaine Police successfully managed several campus emergencies through its Emergency Operations Center, including three power outages. The first residence hall evacuation to other campus locations went very smoothly.

Hosted Higher Education Research Showcase in the Student Life Office. A great opportunity for graduate students in the higher education program to highlight their research interests and efforts.

The Memorial Union is the campus hub and living room where more than two million visitors are welcomed each year. Essential student services, student support, and cultural programming are all available here. Major improvements are continuously occurring to provide the best service possible to guests.

Student Government operations are responsible for a budget of nearly $800,000 annually. This money helps to support UMaine’s 200 student organizations, on-campus events, student travel to conferences, and allows UMaine to routinely bring nationally renowned entertainers to the UM campus.

The first full-time professional to lead the LGBTQ services was hired and made a huge impact in FY18.

Community Standards, Rights and Responsibilities (CSRR) has fully integrated the Academic Integrity Seminar into the conduct process to supplement UMaine’s academic integrity and ethical development programs and help students understand why academic integrity is important. Maxient, our conduct database, is fully implemented, and UMaine led this year’s revision of the system-wide student conduct code.

We offer a Comprehensive Parent Program providing opportunities for communication through toll-free hotlines, designated email address, website and opportunity for involvement in University life through specialized on-campus events.

The Counseling Center serves as a training site for pre-doctoral interns and provides comprehensive, confidential counseling services to students experiencing a wide array of issues.

Office of Sexual Assault and Violence Prevention will change its name to Title IX Student Services in fall 2018. This office provides oversight of student gender discrimination claims including sexual assault, sexual harassment, dating violence, domestic violence, stalking, and accommodations for students. The office also coordinates educational programs such as Sexual Assault Awareness month in April.

The Office of Multicultural Student Life prioritizes and values diversity and inclusivity including the promotion of positive global citizenship through services, community development, programming, support for divergent ideas, cultural awareness, and presentation of world and domestic issues. The annual MLK, Jr. Breakfast event continues to be an excellent collaboration between Student Life, the Wilson Center and the NAACP.
The Multicultural Student Center is home to many cultural student organizations such as Asian Student Association, Black Student Union, African Student Association, Latin American Student Association, Muslim Student Association, Caribbean Students Association, Hillel and the Student Heritage Alliance Council.

UMaine participated fully in the STARRSA Pilot Program. STARRSA is the Science-based Treatment, Accountability, and Risk Reduction for Sexual Assault Pilot Program. It is a psychotherapy treatment program designed for college students found responsible for sexual misconduct. Members of the Student Life and Counseling Center staffs were trained to deliver the non-therapy and therapy aspects of this program. Community Standards (student conduct) referred students found responsible for sexual harassment/assault to participate in this program. The pilot program will end later in 2018.

Professional Development

We support staff in their professional development in a variety of ways. A number of staff continue in graduate programs and this receives our full support. We have various unit-based travel funds and periodically we make available travel funds centrally which allow attendance at both regional and national professional conferences. We routinely offer on-campus training in emergency management, supervision techniques, skills acquisition, and topic areas such as Title IX, sexual harassment, FERPA, and safety protocols. Staff members are encouraged to attend PEAC and CEAC trainings as well. A current staff member has been identified to take on the responsibility of coordinating staff development for the Division, and new employee training/orientation is held annually.

Entrepreneurial Approaches

As a Division, we have creatively found ways to cultivate the budget through entrepreneurial endeavors and consistent grant seeking and securing. Several areas within the division (Counseling Center, Student Wellness Resource Center, Volunteer Services) have been successful at securing grant funds in order to maximize services to our students, the University and local communities. Campus Activities, Student Wellness Resource Center, Career Center and Campus Recreation have raised external funds through programming and consulting efforts and the Memorial Union renewed a long-term lease with the University Credit Union. The Division has successfully mounted a development effort that has provided support to the New Balance Student Recreation Center and established student emergency funds, travel funds, and a book scholarship program. The Conduct Administration and First Year Residence Fee continue to support programming initiatives. Future plans include continued collaboration with the Development Office, seeking opportunities for new grants, and fostering relationships with current donors supported by our newly created sponsorship brochure identifying opportunities for marketing and promotion on campus. Additionally, working to make more space available for long-term leasing in the Memorial Union, New Balance Student Recreation Center and/or other spaces continues to be a goal.

Evaluation and Assessment

In an effort to ensure relevant and effective programs and services, the Division of Student Life has an internal assessment process that reviews each department regularly. The review looks at best practices of the discipline, comparison to CAS standards, evidence-based practices, promising strategies, issues, concerns and
recommendations for future operations. We also collect data using on-line web survey tools, self-assessments, and external assessments conducted through the graduate program in Higher Education, to determine trends and interests. Offices variably collect data on participation and satisfaction and the LGBTQ Center completed a climate assessment in 2017. We do a biennial climate survey that assesses student knowledge, perceptions, and experience of issues of sexual assault and all forms of sexual violence. We enlist student voices and input via our LeadWell Peer educator program, LiveWell Student Wellness Coaches, the LGBTQ and Allies Council, the University of Maine Veterans Association and the Veteran Student Advisory Committee. Additionally, institution–wide data from the Office of Institutional Research are occasionally used to determine effectiveness and trend analysis. Currently the university is using the NSSE instrument, and conducted the CORE survey for substance use and abuse in 2018. The biennial Drug Free Schools and Community Act required review of substance abuse services is completed every other year. EduOutcomes was hired to conduct a sexual assault climate survey in 2018.

Following is a listing of additional evaluation and assessment activities:

- CORE survey including annual ATOD study
- LGBTQ Campus Climate Survey
- FBI Unified Crime Report Audit
- Community Standards Data Review
- American Psychological Association
- Commuter Non-Traditional Student Research
- International Association of Counseling Services
- HED Reviews with Multicultural Programs, Veterans’ Services and Accessibility Services
- Clery Review
- CASE Student Satisfaction Surveys
- Campus Recreation User Satisfaction Survey
- Climate Study for Sexual Assault and Harassment
- Biennial federal drug free schools act review
- Campus Recreation risk management review
- Title IX Student Services Review

**Standards of Professional Practice**

The Division of Student Life operates under the standards of professional practice as outlined by NASPA: Student Life Administrators in Higher Education. NASPA is an organization of colleges, universities, agencies, and professional educators whose members are committed to providing services and education that enhance student growth and development. As an institutional member of NASPA, we have adopted their standards as a guideline for our day-to-day operation. NASPA seeks to promote student personnel work as a profession which requires personal integrity, belief in the dignity and worth of individuals, respect for individual differences and diversity, a commitment to service, and dedication to the development of individuals and the college community through education. Our Division embodies these traits and commits itself to fulfilling the responsibilities of our positions by supporting the educational interests, rights, and welfare of students in accordance with the mission and goals of the University of Maine.

**CAS Statement of Shared Ethical Principles**

The Council for the Advancement of Standards in Higher Education (CAS) has served as a voice for quality
assurance and promulgation of standards in higher education for over twenty five years. CAS was established to promote inter-association efforts to address quality assurance, student learning, and professional integrity. It was believed that a single voice would have greater impact on the evaluation and improvement of services and programs than would many voices speaking for special interests by individual practitioners or by single-interest organizations. CAS includes membership of over 35 active professional associations and has established standards in over 30 functional areas. It has succeeded in providing a platform through which representatives from across higher education can jointly develop and promulgate standards of good practice that are endorsed not just by those working in a particular area, but by representatives of higher education association.

CAS often cites George Washington, who said, “Let us raise a standard to which the wise and honest can repair.” CAS has raised standards; it is now time to focus on the attributes, such as wisdom and honesty, of those professionals who would use the standards. Professionals working to provide services in higher education share more than a commitment to quality assurance and standards of practice. A review of the ethical statements of member associations demonstrates clearly that there are elements of ethical principles and values that are shared across the professions in higher education. Most of the member associations represented in CAS are guided by ethical codes of professional practice enforced through the prescribed channels of its association. CAS acknowledges and respects the individual codes and standards of ethical conduct of their organizations. From these codes, CAS has created a statement of shared ethical principles that focuses on seven basic principles that form the foundation for CAS member association codes: autonomy, non-malfeasance, beneficence, justice, fidelity, veracity, and affiliation. This statement is not intended to replace or supplant the code of ethics of any professional association; rather, it is intended to articulate those shared ethical principles. It is our hope that by articulating those shared beliefs, CAS can promulgate a better understanding of the professions of those in service to students and higher education.

**Principle I - Autonomy**

We take responsibility for our actions and both support and empower an individual’s and group’s freedom of choice.

- We strive for quality and excellence in the work that we do
- We respect one’s freedom of choice
- We believe that individuals, ourselves and others, are responsible for their own behavior and learning
- We promote positive change in individuals and in society through education
- We foster an environment where people feel empowered to make decisions
- We hold ourselves and others accountable
- We study, discuss, investigate, teach, conduct research, and publish freely within the academic community
- We engage in continuing education and professional development

**Principle II – Non-Malfeasance**

We pledge to do no harm.

- We collaborate with others for the good of those whom we serve
- We interact in ways that promote positive outcomes
- We create environments that are educational and supportive of the growth and development of the whole person
- We exercise role responsibilities in a manner that respects the rights and property of others without exploiting or abusing power
Principle III - Beneficence
We engage in altruistic attitudes and actions that promote goodness and contribute to the health and welfare of others.

- We treat others courteously
- We consider the thoughts and feelings of others
- We work toward positive and beneficial outcomes

Principle IV - Justice
We actively promote human dignity and endorse equality and fairness for everyone.

- We treat others with respect and fairness, preserving their dignity, honoring their differences, promoting their welfare
- We recognize diversity and embrace a cross-cultural approach in support of the worth, dignity, potential, and uniqueness of people within their social and cultural contexts
- We eliminate barriers that impede student learning and development or discriminate against full participation by all students

- We extend fundamental fairness to all persons
- We operate within the framework of laws and policies
- We respect the rights of individuals and groups to express their opinions
- We assess students in a valid, open, and fair manner and one consistent with learning objectives
- We examine the influence of power on the experience of diversity to reduce marginalization and foster community

Principle V - Fidelity
We are faithful to an obligation, trust, or duty.

- We maintain confidentiality of interactions, student records, and information related to legal and private matters
- We avoid conflicts of interest or the appearance thereof
- We honor commitments made within the guidelines of established policies and procedures
- We demonstrate loyalty and commitment to institutions that employ us
- We exercise good stewardship of resources

Principle VI - Veracity
We seek and convey the truth in our words and actions.

- We act with integrity and honesty in all endeavors and interactions
- We relay information accurately
- We communicate all relevant facts and information while respecting privacy and confidentiality
Principle VII – Affiliation
We actively promote connected relationships among all people and foster community.

- We create environments that promote connectivity
- We promote authenticity, mutual empathy, and engagement within human interactions

When professionals act in accordance with ethical principles, program quality and excellence are enhanced and ultimately students are better served. As professionals providing services in higher education, we are committed to upholding these shared ethical principles, for the benefit of our students, our professions, and higher education.

Some concepts for this code were taken from:


Major Concerns for our Students

- Academic readiness
- Food insecurities
- Isolation and alienation
- National malaise causing student safety concerns
- Campus amenities including housing and dining
- Social media influences
- Student financial burdens
- Homelessness and students in former care
- Substance abuse
- Adjustment issues
- Mental health issues (depression, suicidality, chronic mental illness, cutting, eating disorders, anxiety, homesickness)
- Empowering students of color
- Needs for advocacy and managing red tape
- Support services for veterans
- Multiple role expectations for students (family commitments, jobs, children)
- Physical health issues
• Friends, roommates, and relationship issues
• Volunteerism, involvement and engagement
• Choosing a major/academic advising
• Refugee adjustment concerns
• LGBT student concerns
• Post-graduation employment
• Women's issues
• Political disengagement
• Fear of marginalization
• Resilience

2017 - 2018 Goals and Initiatives

I. The Office of Fraternity and Sorority Affairs will ratify the policies and procedures of their office to include the development of an encompassing template articulating all the risk reduction activities they and others undertake on an ongoing annual basis, utilization of Greek Peer Education, Alumni Advisory Boards, etc. (Completed)

II. The First Year Center will move to the Memorial Union, a more central location, to better serve both residential and commuting students by establishing a cutting edge center which will also encompass a new transfer student program. (Completed)

III. Fully integrate Student Accessibility Services into the Division of Student Life through committee participation, engagement of professional development, participation in STAR meetings (VP’s director staff) and at all levels. (Completed)

2018 - 2019 Goals and Initiatives

I. For continued transformation of the student experience UMaine is at a point where we can begin considering new options and opportunities for students. The provost and I have been discussing retention numbers and retention efforts and, from the Student Life perspective, an important possibility is the creation of a student success center where students can experience one-stop shopping to access academic information and support, personal and social guidance, and referral and support for any sort of concern. This center could also provide an entrée to engagement experiences on both sides of the equation. The First – Year and Transfer Student Center centrally located in the Memorial Union could be expanded to round out its services and become a center where all students get low barrier and easy access to critical services. This is just one aspect – perhaps the initial effort – of a comprehensive approach being considered by the provost and we will be eager to join our academic colleagues in this collaborative effort to positively impact both retention and persistence.

II. We will continue to expand living learning opportunities for resident students and our first priority is the creation and development of a program in leadership with academic and social components. Other areas of critical interest are internship opportunities and the collaboration between the Innovation Center, Academic Affairs, and the Career Center currently underway around the Flagship Internship – a value added and high quality internship program – could effectively be expanded to involve more students and more community partners.

III. We will also look to the future to establish new housing options suited to student needs. Consideration of public/private partnerships to make this a reality is indicated. This sort of expansion could also be considered for the New Balance Student Recreation Center – a nationally recognized facility located in the heart of the first – year experience – which enjoys some 2200 visitors a day and has been noted as a transformational aspect of the...
Financial Management Improvements

In response to budget demands the Division has realigned staff and maintained services and standards. This has been effective, and infusion of financial resources in 2017, 2018, and 2019 have allowed expansion of critical services, improvement of programs, and an enhanced student experience. Counselors, preventionists, and programmers have been added to the staff to great effect and with great appreciation.

For FY18, through generous University support the Division received an additional $150,000 to address these staffing concerns. Through careful planning and strategic budgeting, we made improvements to each department as follows:

* Counseling Center added a psychologist position.
* Student Life Educator position created and filled.
* Staff Associate for Diversity and Inclusion created and filled.
* Career Center increased the career specialist by an additional month.
* Veteran’s Services added a graduate assistant position to the staff.
* Bodwell Center coordinator increased to 12 months.
* Created of an excellence fund to support new initiatives, ideas or programs proposed by staff.

For FY19 the Division will add a campus activities and greek life programmer to the Campus Life area, fully base budget our Title IX Investigator position and elevate the graduate assistant in Community Standards to a full-time staff associate.
Facilities Managed by Student Life

- New Balance Student Recreation Center
- Maine Bound Adventure Center and Ropes Course
- Wallace Pool (shared management)
- Bridge Tennis Complex
- Hannibal Hamlin Hall (Greek Life)
- Wade Center for Student Leadership
- Lengyel Fields
- Maine Bound Picnic Area
- Field Hockey Field, Morse Field, Mahaney Dome, baseball diamond and soccer field (shared management)
- 20 kilometers of Recreational Trails
- Memorial Union (Auxiliary Services excluded)
- Counseling Center
- 18 Residence Halls (Housing Services serves as the landlord function)
- Police Department and Emergency Operations Center
- Riverside Recreation Area (shared management)
- Lengyel Gym (shared management)
- Student Accessibility Services in East Annex
- Radio transmitter shack for WMEB
Selected Departmental Highlights

Bodwell Center for Service and Volunteerism

- Bodwell Center worked with 45 student organizations who served 65 local community partners throughout the academic year and logging 2567 volunteer hours.

- Obtained 2 grants totaling $3,500 to support a meal-packing event in honor of the MLK Day of Service. A $3,000 grant was received from the Corporation for National and Community Service through Iowa Campus Compact, and a $500 grant was received from the 2016 Maine Hunger Dialogue.

- Completed the 7th year of the ever-growing First Year Day of Service to a Lifetime of Engagement program engaging 2256 students in service on the first day and ended the year with Maine Day engaging 1486 campus volunteers.

- Black Bear Mentors logged over 2226 support hours through individual meetings and activity participation with their mentees and 12 tutors supported 1728 hours of educational support.

- Annual blood drives for the American Red Cross netted 517 pints donated.

  - Operation of the Black Bear Exchange served 60 clients on a regular basis with 37 of those new to our service. Over 4500 individual food items were dispensed over the academic year.
Campus Activities and Student Engagement

- Campus Activities Board (CAB) expanded the scope of its programming to include various genres including a violinist, folk music performers, comedian, movies and poetry slams.
- Successfully merged with Residence Life to become Campus Life.
- Reorganized General Student Senate meetings to allow time for general campus initiatives to be discussed, debated, and managed, ideally to facilitate more interest in those topics among Senators.
- Provided opportunities for student organizations to promote their group during the Student Organization Fair with 155 groups represented and 13 community organizations.
- Offered Define Today, Lead Tomorrow, a leadership day offered opening weekend to welcome back all our Student Leaders for a motivational experience to learn more about their potential and impact on the UMaine community.
- UMSG hosted a spring concert featuring B Aull, Sammy Adams and Hoodie Allen free for all UMaine students leading to more than 3,550 tickets distributed.
- Hosted the Dirigo Leadership Conference focusing on collaboration and motivation with 57 registered students.
- Spearheaded a re-vamped Family & Friends Weekend including activities such as welcome reception, comedian, lobster bake, football game, fall festival and a jazz brunch. This year’s event did not include a home football game for the first time and was still very well attended and received.

Campus Recreation

- Addition of the new Fitness and Aquatic Coordinator increased our ability to deliver programs and improve our risk management.
- Named the “Most Outdoorsy” university in the Northeast region after participation in the Outdoor Nation Challenge in Fall 2017.
- Created and developed an adaptive rock climbing program through Maine Bound in coordination with the Adaptive Outdoor Education Center. Maine Bound provides adaptive rock climbing sessions one evening per week in conjunction with Student Accessibility Services and the Bodwell Center for Civic Engagement and Volunteerism.
- Earned Gold Level recognition for our level of engagement with the Exercise is Medicine initiative.
- Became an American Red Cross Learn-to-Swim Facility. This gives Campus Recreation access to the Red Cross’s Learn-to-Swim Curriculum and mobile application. The mobile application allows users to easily track progress and access important safety information.
- Logged 314,621 individual visits by students, faculty/staff, and local community members. Over 71% of visits were made by students, while about 13% were made by employees and the remaining 16% were made by local community members.
- Celebrated the 10th anniversary of the New Balance Student Recreation Center opening.

Career Center

- Engaged 4,116 students through presentations to academic classes, honor societies, and student organizations.
- Coordinated the largest Career Fair in Maine, hosting 167 organizations. Also hosted 134 organizations at the largest Engineering Job Fair in Maine.
- Increased social media presence and engagement, reaching over 9,000 followers through LinkedIn,
- Facebook, Twitter, Pinterest, and Instagram.
- Updated Career Center Library to include wall-mounted monitors, speakers, and microphones in order to host events from a distance with the ability to broadcast and/or record programs.
- Awarded a MELMAC Education Foundation Grant to pilot a program with incoming students from 3 area high schools, during which we hosted a 3-hour pre-orientation session to discuss time management, course loads, roommate conflicts, and more. We will continue to connect with these students through Fall Welcome Weekend.

**Community Standards, Rights and Responsibilities**

- Assisted in maintaining the general welfare of the University community by promoting individual responsibility and personal development. The conduct process is designed to supplement the educational mission of the University by encouraging learning outcomes and responsible decision-making through its process, practices and educational interventions.
- The UMS Board of Trustees approved an updated version of the University of Maine System Student Conduct Code, which now includes information regarding the Conduct Code Review Board. The Conduct Code Review Board consists of two members from each campus as well as legal counsel, a member from the Board of Trustees, and System representative.
- Collaborated with the Maine Attorney General Office and the Penobscot County District Attorney General Office regarding the Maine Revised Statute §804, which appeared to greatly limit the sharing of information between campus and local police and University officials regarding student safety and behavioral concerns. This collaboration resulted in a mutual understanding of the statute and identified legally defensible mechanisms to address the concerns.
- Eliminated the OCSRR Graduate Assistant position to help fund a 10-month, full-time Staff Associate position. The Staff Associate will focus primarily on campus outreach, education efforts and committee training.
- Served as a pilot site for the Science-Based Treatment, Accountability and Risk Reduction for Sexual Assault program. The primary mission of this project is to reduce sexual misconduct among college students by
providing postsecondary institutions with evidence-based products not otherwise available to campus administrators during the sanctioning phase of a Title IX compliant student conduct process.

- On-going efforts to advance our academic integrity in order to better engage students and faculty were good. Current research suggests focusing on why academic integrity is important helps students appreciate the habits of integrity. Plans are underway to work with all UMS campuses to develop a consistent understanding and application of the policy as it relates to academic integrity issues.

### Commuter and Nontraditional Student Programs

- Interacted with approximately 100-150 different students in the Commuter Lounge/Wade Center each day.
- Partnered with Places4Students to provide an enhanced service for commuter students seeking off-campus accommodations. The user interface is easy to use for students seeking accommodations, local property managers/landlords, and for those who are seeking a roommate or someone to sublease/sublet.
- During an extended power outage in October 2017, provided hot food to commuter students and families from University Park who did not have electricity. The commuter and non-traditional student populations came together and shared resources in a time of need.
- Developed literature to commuter students and the Town of Orono community members explaining Maine Day in an attempt to increase commuter student engagement with the event. Community members placed phone calls to CNTSP praising the outreach efforts. Plans are underway to implement a similar campaign for Fall Welcome Weekend 2018.
- Hosted two weeks of programming in October/November to address the unique and varied needs of commuter and non traditional students. Sponsors included University Credit Union and The Avenue and KC Management and event topics included but were not limited to: budgeting and money management, renters’ rights and responsibilities, and coping with stress.
Counseling Center

- Provided 4,688 hours of direct counseling to 950 students. 278 urgent care cases were managed successfully and lives were saved.
- Successfully implemented a “will call list”, where 357 students were placed on a list when appointments were not available. The average length of time students were on this wait list was 4.72 days.
- Engaged 1,511 students through events provided by the Office of Outreach, Education, and Prevention. This office provided numerous training sessions for campus partners including Residence Life and presented at Parent Orientation.
- Implemented the 9th annual “Out of the Darkness Walk”, which raised $6,331.00 to support suicide prevention efforts in the State of Maine through collaboration with the American Foundation for Suicide Prevention.
- New support groups were created to assist students, serving LGBTQ students as well as students who are grieving the loss of a parent.

Office of Fraternity and Sorority Affairs

- The Greek community welcomed 133 new members to 9 sororities and 119 new members to 18 fraternities.
- OFSA staff attended over 366 hours in scheduled meetings with constituents of the Greek community over the course of the academic year.
- IFC community continued to work with the newest fraternity, Alpha Sigma Phi, which is on track to charter in Spring 2019. The Panhellenic community continued to work with Delta Delta Delta (Tri Delta) in their return to campus. Their first formal recruitment was held in Fall 2017 and was a success, and a Tri Delta member was voted Panhellenic President for the 2018 calendar year.
- Members of the IFC and Panhellenic Council collaborated to develop a New Member Education program to implement in Fall 2018. These organizations will further collaborate with OFSA and the Student Wellness Resource Center to refine the program and ensure that it is sustainable.

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Services

- New full-time coordinator hired and a newly redesigned Safe Zone training implemented which increased the number of Safe Zone training sessions, engaging 222 UMaine community members.
- Collaborated with the LGBTQ and Allies Council to pass a gender inclusive restroom proposal, initiating the conversion of approximately 150 restroom signs around campus. Further collaboration resulted in the passing of the first phase of a long-term gender inclusive housing policy.
- Facilitated classroom presentations on LGBTQ issues in the fields of Science, Technology, Engineering, and Mathematics. Also presented at all EHD 202 classes.
- Hosted the 14th annual Drag Show with a record-breaking 17 acts and 550 attendees and raised approximately $850 for Wilde Stein.
- Created and implemented several new trainings, including ‘LGBTQ 101”, “LGBTQ+ Safe Sex”, and “Resilience Strategies for LGBTQ College Students”.
Multicultural Student Life

- Cooperated with student organizations on numerous educational roundtable discussions and in-class presentations to fulfill the mission of OMSL to educate the campus community on topics of diversity and multiculturalism. Assisted the University in acknowledging, appreciating and celebrating multiculturalism through events and collaborations.
- Supported our students and community members by raising the Black Lives Matter flag with 200 people in attendance including the Black Student Union from the University of Maine at Machias and covered by the local media.
- Engaged over 400 students, faculty, and staff through innovative programming such as campus-wide Diversity and Inclusion Training and bi-weekly Lunch and Learn sessions.
- Liaised with more than 16 individual student organizations throughout the academic year – some with great success.
- Represented Student Life in the Bangor community with the presentation “Fostering a Welcoming and Inclusive Community for New Mainers”.
- Hosted multiple heritage month celebrations, each consisting of diverse educational and social events, including Hispanic Heritage Month, Native American Heritage Month, and Black History Month.
- Increased collaboration with departments outside of Student Life, including the Wabanaki Center, Dining Services, and Women, Gender, and Sexuality Studies.
- Established partnerships to achieve the maximum student outreach with various departments which include: Campus Activities & Student Engagement (CASE), Campus Activities Board (CAB), the Office of International Programs (OIP), the Student Heritage Alliance Council (SHAC), the Residence Hall Association (RHA) and Commuter and Non-Traditional Student Programs.

Parent Program

- Responded to parent emails and phone inquiries daily through designated contact means regarding policies, recommendations, concerns and general questions.
- Partnered with Campus Activities and Student Engagement to provide a vibrant Family and Friends Weekend including a lobster bake, athletic events, nightly entertainment, and family brunch.
- Participation at New Student Orientation through a direct panel presentation and Q&A with parents of incoming first year students.
• Assisted parents/guardians navigate UMaine in multiple areas including academic success, financial aid, mental health concerns and student behavior.
• Collaborated on monthly electronic newsletters to first-year parents containing important dates, program happenings, adjustment expectations and general University information.

Police Department

• Served the community and fully participated in the development of our students through personal safety programs and presentations in classroom and community events.
• Supported the principals of community policing, a philosophy and organizational design that promotes problem solving and partnerships to engage our students as much as possible.
• Police Chief chaired the Emergency Operation Center working group, Campus Security Committee and the Clery Compliance Committee.
• Certified through the Commission on Accreditation for Law Enforcement Agencies. One of only five agencies in the State of Maine to achieve this prestigious certification which demonstrates policies are in compliance with national standards, best practices and professionalism.
• Maintain and manage electronic alarm monitoring systems involving a comprehensive network of panic, environmental, intrusion, robbery and fire alarms.
• Partnered with Residence Life, Facilities Management and Athletics on prevention practices, crime solving and special events. Promoted safety and prevention as priorities through programs such as Community Service Corps, Property Registration, Rape Aggression Defense, and emergency phone maintenance.
• Improved online registration process for bicycles and other forms of property via the UMPD website. Students now have the opportunity to register personal property such as laptops and other valuables.
• Conducted several alcohol awareness programs based on state law, the consequences of violating the laws, responses to violations, and how to avoid problems by contacting UMPD prior to involvement with questionable alcohol-related activities.
• Continued trainings in the areas of emergency management planning, firearms training, threat assessment, and crime prevention, including annual systems test.
• Upgraded equipment for officers (tasers, body cameras, etc) and purchased a new vehicle to add to the fleet.

Residence Life

• Made significant progress toward developing and implementing a Residential Curriculum to help focus and refine educational and interpersonal outreach to students beginning in the 2018-2019 academic year.
• Began a comprehensive review of emergency protocols to implement in the event of major power failure in the future.
• Created two new learning communities for the 2018-2019 academic year. The Dirigo Leadership & Service Community was formed through collaboration with the Cohen Institute and Student Life Leadership Development/SWell and will be placed in Oxford Hall. The UMA Foundations program is a collaboration with the University of Maine Augusta and will be housed in York Hall.
• Continued to strengthen partnership with Residence Hall Association, which not only assists with funding programmatic initiatives, but in helping make decisions regarding policies and practice that involve residential students.
• Collaborated with the Higher Education faculty to ensure a positive and developmental experience for Residence Life graduate assistants in the Higher Education program. We are willing to share information
with the faculty - and vice-versa - to properly support the development of our graduate students.

- Coordinated, with Higher Education faculty, the Higher Ed Hello, which is a program to recruit graduate students by providing an opportunity to interview for assistantships.

### Student Accessibility Services

- Coordinated 125 housing accommodations for students who live on campus.
- Fulfilled 788 note taking requests and proctored 2522 tests.
- Approved over 60 students for flexible attendance accommodation who were allowed additional absences and in some cases flexibility with deadlines.
- Revised the formatting of accommodation letters. A single letter of all approved classroom accommodations was emailed to each professor rather than individualized letters that needed to be picked up by the student. This has saved time for students and SAS staff as well as the use and cost of paper, and has also reduced unnecessary barriers to students. The total number of unique accommodation letters requested was 492.
- Awarded $8,030 in scholarships to students with disabilities.
- Worked with colleagues in the University of Maine System to develop an Emotional Support Animal policy and standardized practice.

### Student Wellness Resource Center

- The Wellness Advisory Council (WAC) was established as an effort to have a collaborative partnership talk about community health issues and concerns and how they relate to prevention and education on this campus. The WAC consolidated the efforts of several former committees.
- Engaged 289 students in individual BASICS meetings and another 243 students attended 27 alcohol and marijuana education classes.
- Healthy High 5k, 10k, and 1-mile Fun Run drew a crowd of over 1030 runners, volunteers, and spectators.
- Hosted UMaine-UVote to educate community members about voter registration and civic engagement. Several events were held over the course of the year, the largest of which was held on Constitution Day.
- Trained over 210 students on Bystander Intervention and conducted a Greek Peer Ed “Train the Trainer” to equip Greek leaders with the tools to train their respective chapters.
- Initiated full review of programs in collaboration with Higher Education program.

### Title IX - Student Services

- Provided oversight, outreach and education for 287 cases this year in the areas of student gender discrimination, including sexual assault, sexual harassment, dating violence, domestic violence, stalking and accommodations for pregnant and transgender students.
- Participated in and/or conducted over 75 training sessions with Residence Life, UMPD, Orono Police, Old Town Police, teaching assistants and peer educators on topics such as diversity, sensitivity and Title IX/VAWA. In addition, 45 workshops were presented directly to students.
- Worked with colleagues across the University of Maine System to provide consultation, training, collaboration, support, and continuing education.
- Added new educator to increase prevention and education efforts with great impact and effect.
- Presented on sexual assault awareness to more than 800 students during the first two weeks of classes in all introductory classes in the College of Natural Sciences, Forestry and Agriculture.
- New educational programs were deployed to engage students such as It's on Us, Red Flag Campaign, Cabin
Fever Festival, Body Positivity, Rape Culture presentation, Clothesline Project and One Mile Walk in Her Shoes with the Department of Athletics.

- Provided themed programs to support October as Domestic and Dating Violence month and April as Sexual Assault Awareness month.

Veterans’ Education and Transition Services

- Assisted 356 students using GI Bill® benefits at UMaine including a 67% increase in dependents using the Post 9/11 GI Bill. An additional 27 students took advantage of Federal Army Tuition Assistance and 60 students using Maine National Guard Tuition Assistance.
- Presented a system-wide report to the Board of Trustees pursuant to Public Law Chapter 465, which requires the University of Maine System to “identify potential inefficiencies and propose improvements to veterans’ services.”
- The Veterans’ Services Coordinators, School Certifying Officials and the UMS Chief Student Affairs Officer reviewed the current status of services provided to our student veterans.
- Led a group of first-year students for the Welcome Weekend Day of Service to the Maine Veterans Home in Bangor to perform landscaping around the grounds and to meet with and speak to several WWII veterans during a tour of the facility.
- Partnered with the Maine Army National Guard to provide campus wide Military 101 training on how to effectively communicate with active duty service members and veterans.
- Opened Veterans Week with a wreath laying ceremony in the Memorial Room and US and POW/MIA flag raising on the mall. Veterans week included a campus wide BBQ on the mall, free Dunkin’ Donuts coffee and donuts, and free student veteran lunch vouchers.
- Partnered with Student Records to provide a transfer credit and prior learning workshop in the Veterans Center.
- 3rd Annual Verterans Day 5K was successful and raised funds for the UMVA.
- Procured a conference table for the veterans center that was heavily utilized during the school year and increased traffic.
- Collaborated with admissions to create a process to quickly and efficiently code incoming eligible GI Bill recipients with in-state tuition to assist with recruiting and retaining potential incoming students.
- Participated and led a team in the 7th annual Zimmerman Memorial Fitness Challenge in honor of 1st Lt. James R. Zimmerman, who was a UMaine alumni killed in Afghanistan.

Vice President’s Office

- Welcomed Student Accessibility Services to the Division which will provide a central location for students to access all support services.
- Served as part of the team for the UMaine/Machias partnership and began building relationships with staff and building bridges between departments to provide support and leadership to UMM.
- Provided walk-in service for 1700 visitors for assistance with all problems, no matter how small or large and advocated on their behalf in identifying options, connecting to services and ultimately reaching solutions.
- Dean’s Office staff logged an additional 5800 student hours via appointments through one-on-one consultations with students, faculty, staff and parents.
- Served on the NEASC reaccreditation review team and the Blue Sky committee.
- Provided oversight and management for the Student Behavior Review Team (SBRT), a multi-unit team responsible for reviewing high-risk behavior concerns and developing a plan of action managing over 100
• Coordinated the Parents Program acting as a resource regarding student issues and assisting parents and/or guardians in a supportive, appropriate way.
• Provided a graduate student liaison (the Assistant Dean) to assist in navigating the bureaucracies that exist at large institutions and helped eliminate red tape and remove obstacles to student success.

• Assisted both individuals and student groups in securing funding for campus events and programs.
• Provided administrative and fiscal oversight for the Student Media Board, which includes the WMEB radio station and the student newspaper, the Maine Campus. Major improvements to equipment and broadcasting capabilities of WMEB were initiated. Managed damage from a fire at the radio transmitter facility and got the station back to broadcasting.
• Advised Student Government, Inc. and provided direct access to administration through meetings with UMaine President.
• Provided crisis management and emergency response services for both residential and commuting students for issues such as fires, floods and unanticipated financial needs.
• Successfully completed the transition of the Development Office into the University of Maine Foundation.
• Contributed to the fundraising efforts through a presence at and support of UMaine Foundation events and traveling to meet with potential donors.
• Maintained a welcoming office to provide student advocacy and support for all issues personal, academic, social and financial.
• Authored and maintained the Student Handbook.
• Coordinated and managed major campus events.
• Served as liaison to President and cabinet from the Emergency Operation Center during emergencies.
• Hosted multiple events such as the Higher Education Research Showcase, LGBTQ Pride Week Reception, Multicultural Student Welcome and many open houses.
UMaine Machias and UMaine Student Affairs Integration Report
April 25, 2018

1. UMM Dean of Students reports to the UM Vice President for Student Life and is part of the Student Life leadership team which meets weekly. The UMM Dean is ported into these meetings using technology. The UMaine Dean and members of the senior staff have made 4 visits to UMM for general meetings, meet and greets, consultation, and facility reviews. The UMM Dean of Students manages a wide variety of effective programs and is the primary student life point person on campus.

2. UM has provided support in Title IX investigations, support services, and case adjudications. Relatedly, UM is providing support services regarding Clery responsibilities (Crime Reporting), conduct code expertise, conduct committee training and general support around conduct matters including use of Maxient which is the data - base system for conduct issues.

3. UM Career Center has established a close working relationship with UMM colleagues. Collaborations include:
   - Access to Career Link which also gives access to GoinGlobal is provided to UMM as is access to all online resources including password protected sites such as FOCUS which includes an interest inventory.
   - UMM students are offered involvement at the Engineering Job Fair, Career Fair, Health Professions Career Day and other events such as CareerFest and Federal Jobs workshops. UMM staff members can participate in any of our trainings and case study meetings.
   - Access for UMM to the “Careers To Go” program is provided. This includes presentations along with powerpoint slides for 5 topics: Career Center Services Overview, Resume Writing, Cover Letters, Interviewing, and Professionalism.
   - It is also possible for UMM faculty to assign a “Career To Go” workshop which could be followed by a google hangouts session to answer questions and the 2+2 Health Professions students can meet with UM STEM/Health Professions Career Consultant via phone or skype.
   - UMM maintains a close working relationship between career services providers and UM staff have gone to UMM for these purposes.
   - Access for UMM to presentations and employer sessions is provided via the interactive technology center at UM Career Center.

4. UM staff have been consulting with UMM Dean of Students and UMM Mental Health Counselor on issues of threat assessment and management of students who have conduct and/or behavioral problems on the UMM Campus. UM will also provide a 1/2 to a full day of training around Student Behavior Review Team processes.

5. The UM Counseling Center has shared all of their policy and procedures manuals as well as forms and templates for training faculty on suicide gatekeeper training. The plan is to share more prevention and educational program materials. UMM’s counselor can attend UM case conferences and do receive clinical and prevention consultation from UM staff. The UM Counseling Center director provides one on one supervision/consultation with UMM counselor.

6. UM resources in multiculturalism and LGBTQ services are shared and students from UMM have attended several events on campus in Orono and UM students have participated in an event at UMM. These include events, trainings, consultation, physical resources, and student organizational development.

7. UM Police have completed a security review for UMM to include facility safety analyses, access to police
best practice documents, and consultation on high risk or standard campus safety matters.

8. The University of Maine holds weekly conduct related case management and high-risk student behavior reviews. UMM has access to these resources both for individual cases, for consultation, and for planning purposes.

9. The University of Maine has an ombuds who is skilled at systems analyses, student centered problem solving, bureaucracy reduction, financial analysis, and red tape cutting. This office has provided consultation on an as needed basis with UMM.

10. UM Accessibility Support Services has provided the following services to UMM:

- Consultation on complex student accommodation requests
- Support in reviewing policy and procedures related to accommodation requests
- Inclusion of UMM staff on training opportunities such as webinars purchased by Student Accessibility Services
- Assistance with collecting, interpreting and analyzing data using MaineStreet Disability Accommodation module
- Provision of general support and consultation to UMM staff member who coordinates student accommodations

11. UM Campus Recreation is working with UMM’s Fitness & Aquatics on the installation of RecTrac software for the management of memberships and activities at UMM’s fitness center. UMM is piggybacking on Campus Recreation’s contract, data base, and server space to facilitate a major upgrade to the operation of the UMM facility. Additionally, two Campus Recreation staff members have visited UMM and the Director of UMM participated in a Certified Pool Operators certification training facilitated by Campus Recreation.

Areas of Opportunity:

1. The University of Maine has student wellness resources. These include materials, consultancy, access to programs, and peer education plus substance abuse services. These programs can be ported in whole or part to UMM.

2. Shared training in all functional and content areas. As an example, student staff is trained for Campus Recreation and Residence Life. We could partner and involve colleagues from UMM in the UM trainings with special tracks for issues that do not intersect. This can include student and professional staff and involve training and consultative support throughout the year.

3. Campus Activities and Engagement staff could advise students from UMM who attend the annual National Association of Campus Activities meeting and enable block booking of campus acts to keep costs as low as possible. UMM students could also attend UM leadership conferences, series, and trainings. Training and consultative support could also be offered in Greek Life and collaborations could occur across student governments.

The UMM Asst. Dir. of Student Engagement accompanies student staff to the NACA conference and for the last two years has worked with UM, as well as other UMS institutions on block booking at the conference. This week, an email was sent to UM CASE as well as other UMS programming boards about the acts UMM is looking to bring to campus next year to see if the other campuses are interested in any of the same acts.
4. We could work with selected vendors to purchase bags, t-shirts, and promotional items for orientation, student organizations, and office programs for both campuses. There is also interest in combining orders for resident hall mattresses.

5. UMM could possibly piggyback on UM’s security camera system with hopes to install 4-6 cameras at the entrances of their resident halls and fitness center.

6. Consultation and sharing of resources around student organizations, policy concerns, free speech, student engagement, civic engagement, event planning, and retention is an area of possibility for both campuses. UM also has expertise in certifying and supporting student veterans.