A letter from Ohio University's Vice President for Student Affairs

The 2017-18 academic year was marked by new visions for Ohio University's future. Our new president, Dr. M. Duane Nellis, laid out his strategic priorities as the Division of Student Affairs laid foundations for our future success in the form of a new mission, vision and strategic plan.

With these building blocks in place, we are positioned to move forward with intention, unified in our commitment to OHIO students. We are fortunate to work for a university that places such a high premium on holistic growth, a university that recognizes the value that Student Affairs contributes to the personal development of students.

On the following pages, you will read about the impacts that Student Affairs has made in one short academic year. This progress is a reflection of our staff's tireless commitment to OHIO students. I take great pride in these accomplishments and the fact that we are now poised to grow that impact in partnership with our academic community and our vast support network of alumni and friends.

In Bobcat Pride,

Jason B. Pina
Vice President for Student Affairs
DIVISION OF STUDENT AFFAIRS’ MISSION

We care. We educate and empower. We foster inclusive communities. We make OHIO strong.

EXPENSES

- Salary & Benefits: $17,934,908
- Supplies & Services: $15,123,798
- Program Support—Direct: $10,582,398
- Program Support—Indirect: $11,423,798
- Bond Payment: $15,968,452
- Indirect Cost Allocation: $29,853,236
- Transfer to Capital Projects: $21,373,236

Total Budget: $126,650,089

INCOME

- Revenue: $5,628,671
- Central Funding: $15,123,798
- Total: $20,752,469

The Division of Student Affairs

Ohio University’s Division of Student Affairs (DOSA) comes down to two words -- student success. With 13 departments, 420+ professional and graduate-level staff and 3,200+ undergraduate student employees, the division exists to support and challenge students to become their best. Through a wide array of activities, services and opportunities, DOSA helps students get involved and grow as leaders, both on campus and off. Our mission, vision and values directly correlate to the University’s central purpose -- the personal development of students.

Mission

We care. We educate and empower. We foster inclusive communities. We make OHIO strong.

Vision

Every Bobcat discovers their potential and makes a meaningful impact.

Values

Community Character Civility Citizenship Commitment

Office of the VP for Student Affairs

Driven by a desire to help each OHIO student succeed, the Office of the Vice President for Student Affairs (VPSA) worked throughout the year to ensure programs and services that ignite passion, inspire leadership, expand horizons and support our students along the road to graduation.

STUDENT SUCCESS

Student Affairs employs more than 3,000 undergraduate student employees, who are integral to the division’s services and day-to-day operations. Through a robust scholarship program, the division rewards and incentivizes excellence among student staff, while a newly developed micro-credentialing program is equipping students for the workforce through leadership training and other valuable professional development. The Ohio University Leadership Endorsement will be introduced to all DOSA student employees during the onboarding process prior to Fall 2018.

STUDENT SUPPORT

Supporting students in times of crisis is a priority in the Division of Student Affairs. Through the Ohio Parent and Family Endowment, the division provides shelter, transportation, food, clothing and other necessities to students who are facing crisis and/or coping with loss (e.g. fires or the death of a roommate, friend, or family member). Since its creation in 2012, 3,465 individuals have contributed $265,152 to this endowment. These funds have been used to feed students who couldn’t afford meals, cover flights home for students during family emergencies, and provide for off-campus students facing housing crises. Overall, giving doubled in 2017-18 from the previous year with over 1,200 gifts received. The implementation of a new tiered acknowledgement strategy may have contributed to the division’s fundraising success.

BASIC NEEDS

Student Affairs is committed to addressing the basic needs of OHIO students and area residents, while raising awareness about hunger and homelessness. Food recovery and collection programs in the dining halls provide much-needed support for area non-profits, while the Baker Center Food Pantry supports students who are experiencing food insecurity. This past year, we expanded these efforts by accepting SNAP benefits at Jefferson Marketplace, while securing grant funding for refrigeration at the Baker Center Food Pantry, enabling the collection and donation of perishable foods.

COMMUNICATIONS & MARKETING

During 2017-18, the office produced, edited, published and promoted over 130 stories on the division’s news site and through other media outlets. The office also produced a divisional online news site, four mm m new newsletters for targeted audiences, a new distribution/tracking system for student and staff communications, and more than 300 marketing projects. The development of communication plans in the areas of advancement, strategic planning and internal communications will extend the office’s

LOOKING AHEAD

- A new strategic plan for the Division of Student Affairs will be implemented in Fall 2018 with guidance from three strategic planning committees: the Committee for Equity and Social Justice, the Committee for Retention and Graduation, and the Committee for Learning Outcomes.
- The division centralized all marketing and communications efforts, effective Sept. 1. The DOSA Marketing and Communications Office will be responsible for creating and implementing the strategic direction for all marketing and communications initiatives on behalf of the division.
- A new microgrant program will be established to assist students in need of non-academic financial support.
- Assessment professionals will be hired to ensure the value of current programs and to enhance our future planning.
- The office will update all administrative, classified and graduate student position descriptions.
CAMPUS INVOLVEMENT CENTER’S MISSION

The Campus Involvement Center’s mission is to provide meaningful, high quality out-of-class opportunities through programs and experiences that foster practical application of classroom learning, the development of healthy lifestyles including low risk choices, participation in student organizations and involvement and service in Athens and the greater community.

EXPENSES

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STUDENT ORGANIZATIONS

The support services provided to 500 student organizations continued to grow. This year, CIC piloted having a graduate student support Student Senate’s Senate Appropriations Committee (SAC). The graduate student worked with SAC to conduct audits of the programming dollars allocated to student organizations. An audit of the past three years of SAC allocations resulted in over $40,000 of unspent programming dollars being returned to SAC. This money was then redistributed to other student organizations for additional programming. At the conclusion of spring semester an audit of this year’s appropriations was conducted. This resulted in $33,000 being returned to SAC. This will provide additional money for student organization programming for Fall 2018.

SORORITY AND FRATERNITY LIFE

Nearly 15 percent of Ohio University’s undergraduate students are affiliated with 34 social sororities and fraternities. The average GPA of affiliated students is 3.070, which is above the University undergraduate average. Thirty percent of these students were on the Dean’s List in Spring 2018. Members of our social sororities/fraternities contributed over 20,000 community service hours this year and reported $150,000 in philanthropic donations. This is a $28,000 increase in philanthropic donations over the previous year. Our social sororities and fraternities have established a strong community partnership with Athens County Children Services by supporting the Santa Tree project and the annual book bag drive.

HEALTH PROMOTION

Peer health educator groups presented 616 health related programs reaching 8,321 students. Through continued collaboration with the learning communities, CIC reached 96 percent of first year students with the CHOICES program. In Spring 2018, 426 health related programs were delivered reaching 2,887 students. The collegiate recovery program continues to grow. The program logged an average of 1,120 individual consults per semester and conducted weekly support meetings.

The Healthy Campus Majority campaign was launched this year. The campaign promotes the fact that 83 percent of students at OHIO make low-risk choices when it comes to drinking or choose not to drink at all. The campaign also highlights the fact the 88 percent of OHIO students would intervene if someone was drinking too much.

COMMUNITY ENGAGEMENT

Community Engagement programs connected with over 14,000 students in 2017-18. Community Ambassadors planned and implemented 21 service projects. They also completed regular community door-to-doors, providing off campus students with information on city codes, preparing apartments for winter break, hosting low-risk parties, etc.

The Community Service Leadership Council planned and implemented weekly service projects, which involved 1,415 students. CIC also connected 12,125 students with off-campus community resources or referrals. The community work-study program continues to be a strong resource to students and community partners. CIC placed between 25-30 students each semester in 2017-18. Specific outreach programs which were most successful this past year include community service fairs, fall semester weekly on-campus OHIO Farmers Markets and the Appalachia Rising Service Immersion trip, which resulted in over 180 hours of service to Southeast Ohio.

PERFORMING ARTS AND CONCERT SERIES

The Performing Arts and Concert Series had a very robust year, offering 40 performances and sponsored events attracting 29,004 attendees. The Arts and Education Program exceeded expectations with education outreach programs for both university students and students from local school districts. Students from the College of Fine Arts participated in classes, lectures and demonstrations. The Performing Arts and Concert Series had over 30,000 visitors this year. The CIC also extended programming collaborations with student organizations, academic units and university departments in 2017-18.

LOOKING AHEAD

- The CIC will launch an AlcoholEdu/Haven booster course. All third year students will go through this on-line course to reinforce the information learned during their first-year AlcoholEdu/Haven course and the CHOICES program.
- An online Student Organization Handbook will be developed to assist student organizations in their program planning and general operations.
- Data from AlcoholEdu/Haven, CHOICES, Screen U and the Healthy Campus Survey will be made available on the Campus Involvement Center website.
- Community Engagement and the Community Service Leadership Council will plan and implement a fall Athens Beautification Day.
- Sorority & Fraternity Life will seek to increase partnerships and member development programming in the areas of mental health and student accessibility and inclusion.
- Performing Arts will develop a fundraising campaign to celebrate the Performing Arts Series 60th anniversary.
EXPENSES

$2,559,338

Salary & Benefits
Supplies & Services
Internal Loan - Principal & Interest
Indirect Cost Allocation

$1,946,510

$848,147

$957,229

Total Budget: $6,311,224

INCOME

$1,315,290

$71,042

$5,010,402

Central Funding
Revenue
Other

Through innovative programming and outreach, Campus Recreation continued to support the health, vitality and holistic development of countless students and community members in 2017-18. Nearly 80 percent of students visited the Charles J. Ping Recreation Center over the course of the academic year, attesting to the department’s wide reach. Campus Recreation facilities hosted a total of 118 academic courses during 2017-18, totaling 3,360 individual class sessions.

RECREATIONAL EQUALITY

OHIO Hockey and Bird Arena, in partnership with the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Center, hosted a weekend series supporting the “You Can Play” movement. The series, as well as a video created by OHIO Hockey, promoted equality, respect and safety for all athletes, without regard to sexual orientation and/or gender identity.

STUDENT ACHIEVEMENTS

The Club Sports program completed 10,593 community service hours including work with Athens High School, Athens Hospice and Athens Beautification Day. Equestrian Hunt was presented with the Club Sports Community Service Award for completing 1,304 hours of volunteer service.

Five Club Sports (Women’s Basketball, Gymnastics, Men’s Volleyball, Women’s Volleyball and Quidditch) earned the opportunity to compete in their respective national tournaments.

Graduate student Nathan Lawless and undergraduate students Blake Warrick, Eli Mallahan and Casey Kinsey were selected to officiate NIRSA regional basketball tournaments.

Seven OHIO Hockey student-athletes received national accolades. Gianni Evangelisti was named to the Third Team All-American Collegiate Hockey Association. The Central States Collegiate Hockey League (CSCHL) recognized Jimmy Thomas, Gianni Evangelisti and Tyler Harkins with First Team honors; Jake Faiella and Jacob Houston received Second Team honors; Cody Black was named to the All Defensive Team, while Kyle Craddock received All-Rookie Team honors.

LOOKING AHEAD

• Campus Recreation will lead the integration of the recently developed well-being model into department and division initiatives.

• Investments will be made in Campus Recreation facility improvements to reduce deferred maintenance backlog and improve user experience.

• Engagement of student employees in the Division of Student Affairs micro-credentialing initiative will be expanded to all department student staff.

• A common, department-wide student employee on-boarding process will be implemented.

• Projects that support our shared research agenda with the Patton College of Education’s Department of Recreation & Sport Pedagogy will be initiated.

• Membership structures and options will be enhanced across all Campus Recreation facilities.

• Policies and practices for reserving and renting space in Campus Recreation facilities will be comprehensively reviewed and updated to create consistency, enhance efficiency and improve the user experience.

STUDENT IMPACT

Through her academic professional project, Campus Recreation Graduate Assistant Lydia McCall established Campus Recreation’s first Homecoming 5K in Fall 2017. The inaugural event hosted 128 participants and raised nearly $2,000 used to support professional development opportunities for student employees.

Wellness

Recognizing the benefits of recreation on overall mental health, Campus Recreation collaborated with Counseling and Psychological Services (CPS) to create a pilot referral program in Spring 2018. This program created an avenue for CPS counselors to refer students for wellness consultations with Campus Recreation, which included discussion of goals, barriers and strategies for achieving success as well as an introduction to recreational amenities.

Connectivity

Outdoor Pursuits hosted the Margaret Boyd Scholars backpacking trip to the Grayson Highlands. The experience was designed to get students out of their comfort zones and deepen their connections to one another.

Women’s Empowerment

Outdoor Pursuits led a women’s-only canoe trip to Suwannee River, Florida. The trip aimed to empower OHIO women by focusing on current issues facing women in today’s society, and strategies to promote inclusive and safe spaces. In a post-trip survey results indicated that participants felt more prepared to start college because of this trip.

Through innovative programming and outreach, Campus Recreation provides quality, inclusive recreation experiences designed to positively impact the intellectual and personal development of OHIO students and the vitality of the OHIO community.

Campus Recreation

The Aquatic Center hosts local school-aged children throughout the summer as part of Campus Recreation’s summer day camp.

Students participate in a boxing class at Ping Recreation Center.
CAREER & LEADERSHIP DEVELOPMENT CENTER’S MISSION

The Career and Leadership Development Center is committed to holistic preparation of all Ohio University students and alumni “early, often and forever.”

EXPENSES

- Salary & Benefits: $105,392
- Supplies & Services: $899,530

Total Budget: $1,012,266

INCOME

- Revenue: $197,251
- Central Funding: $51,504

$853,471

CAREER & Leadership Development Center

At the Career and Leadership Development Center (CLDC), “Early, often, and forever” is an essential practice in reaching one’s aspirations and potential. The motto guides the CLDC team as they provide exceptional services to stakeholders.

In June 2018, the National Association for Colleges and Employers awarded CLDC the national honor in Career Services Excellence. The recognition was based, in part, on the CLDC’s development of Brain-Based Career Development (BBCD), a theoretical model based on neuropsychological best practices. The model, which debuted in 2013, provides practitioners new strategies for working with clients.

CAREER SERVICES EXCELLENCE

CLDC’s nationally-recognized services are designed to engage students from the first day on campus. During the past academic year, the center served almost as many first-year students as seniors. Over 20,000 students engaged with the CLDC through programs, events, and individual appointments. More than 7,000 students received individual coaching and over 350 employers visited the Athens campus to recruit students.

OHIO UNIVERSITY LEADERSHIP ENDORSEMENT (OULE)

The Division of Student Affairs (DOSA) is in its second year of a pilot program funded through the Academic Innovation Accelerator, an academic affairs initiative to promote institution-wide innovation. The microcredentialing project seeks to develop an innovative leadership competency system for students. The OULE team piloted a microcredentialing system during Fall 2017 and Spring 2018 with DOSA student employees. The program will roll out to all DOSA student employees in Fall 2018. The project will enhance students’ accomplishments and ongoing development within eight leadership competencies, while also tracking and verifying out-of-class involvement and experiences.

HANDSHAKE

Handshake is a leading career platform used at over 500 colleges and by more than 250,000 employers. Handshake replaced OHIO’s previous system, Bobcat CareerLink, in March 2018. The CLDC shares ownership of this system with the Scripps College of Communication, Russ College of Engineering and Technology and the College of Business. Collectively, stakeholders created systems and processes for how Handshake will be utilized at the university. The rollout of Handshake to the university community was a collaboration with all university communicators on campus. As of June 2018, there were 62 industries and 3,896 employers that have followed OHIO through Handshake, 4,617 employer contacts in the OHIO Handshake system and 5,080 job postings.

CAREER CLOSET

The Career Closet provides OHIO students and alumni with professional attire for interviews, career fairs, formal events or any career-related function. Enterprise Rent-A-Car generously sponsors the Career Closet, and with these funds, a student worker was hired to increase inventory and provide logistical support for the resource. This year saw a 400 percent increase in student usage of the closet. Student Senate developed a clothing drive for the Career Closet and the Patton College of Education created displays to highlight the service in McCracken Hall.

CAREER AND EXPERIENTIAL LEARNING FEE

OHIO instituted the Career and Experiential Learning Fee in 2018. The Career and Experiential Learning Fee will provide funding for expanded services and new resources that promote students’ engagement in career development. The fee will allow OHIO to increase the career development infrastructure across the university to ensure that all students have access to expertise regardless of their college or unit. It will enable the development of a mentoring network with OHIO alumni, and it will support experiential learning opportunities that promote student success beyond the classroom. In accordance with this effort, the CLDC will hire four new staff members in summer of 2018 to support assessment, alumni and underrepresented students, and Regional Higher Education.

LOOKING AHEAD

- CLDC will work to increase engagement with underrepresented students in partnership with Diversity & Inclusion units.
- By assessing demographic baseline metrics, the CLDC will be better equipped to collaborate with institution partners to build awareness of the intercultural competency leadership skill.
- The CLDC will refine partnerships and how engagement is measured.
- A plan for long-term partnerships will be created.
- The division’s microcredentialing structure will be refined and implemented through the Leadership Endorsement program.
- The CLDC will work to increase student engagement and use of Handshake.
- An assessment infrastructure will be built to capture post-graduation employment data.
- An enhanced partnership with Regional Higher Education will be developed.
- Student career development outcomes will be assessed.
- A university-wide mentoring platform will be built in partnership with the Alumni Association.

33 Total Employees

Administrative: 11
Classified: 1
Graduate Assistants: 5
Students: 16

CLDC career coaches engage with undergraduate students during drop-in services.

CLDC staff pose with their Career Services Excellence trophy.
COMMUNITY STANDARDS & STUDENT RESPONSIBILITY’S MISSION
The Office of Community Standards and Student Responsibility advances the educational mission of Ohio University and the Division of Student Affairs by providing meaningful opportunities for students to learn what it means to be a member of the Ohio University community.

EXPENSES

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Community Standards and Student Responsibility (CSSR) continued its leadership in the area of educational discipline throughout 2017-18, safeguarding OHIO’s learning environment by upholding its standards for student conduct.

CHALLENGING CHOICES
With the assistance of Campus Recreation, CSSR evaluated the challenge course alcohol intervention program and made a number of changes to scale it up and make it more sustainable. The official launch of the new curriculum for the program will begin in the 2018 Fall Semester under its new name, Challenging Choices.

STAFF ACCOMPLISHMENTS
Martha Compton served on the Association for Student Conduct Administration’s (ASCA) board of directors as the Director of Education. Additionally, she served as track coordinator for ASCA’s Director and Aspiring Director track at the Gehring Academy, a four-day intensive professional development academy.

TRAINING
CSSR has spent a large portion of the last year developing online training modules to better onboard and train hearing officers in Housing & Residence Life and on the University Hearing Board. The first set of modules has been completed and will be piloted with both groups in Fall 2018.

CSSR created and trained a division-wide investigation team that is able to respond quickly when the need for a large-scale investigation arises.

SANCTIONING GUIDELINES
Over the course of the last year, CSSR has reviewed the sanctioning guidelines for Alcohol and Other Drugs and has worked with Housing and Residence Life (HRL) on the creation of sanctioning guidelines for other common violations that occur in the residence halls. The purpose of these guidelines is to encourage consistency across hearing officers while also helping them to better respond to the needs and circumstances of individual students.

ASSESSMENT
CSSR developed a three-year assessment plan, and completed the first phase of it this past year by assessing the experience of students who work with HRL staff to resolve their conduct matters. The results of that assessment indicated that, overall, students are having a positive interaction with HRL staff and that their experiences are very similar to those students who meet with CSSR staff.

CSSR continued its assessment of students’ experiences with the office. Overall, the data remained constant: Students feel as though they are treated respectfully, have the opportunity to ask questions and tell their side of the story.

STUDENT FEEDBACK ON CSSR STAFF
“She was very understanding and gave me an opportunity that better served me academically and mentally.”

“He was very professional, yet personable. This was a very well-conducted meeting and staff member.”

“She was incredibly kind and willing to listen. I was fearful of the process at first but now feel more comfortable with knowing that the university provides the care that I received to other students in my position.”

“I appreciate being listened to and treated with respect. I didn’t feel like I was being yelled at but instead helped.”

LOOKING AHEAD
- CSSR will continue to address accessibility issues. The focus for the coming year will be on the department’s website.
- CSSR will create learning outcomes for University Hearing Board training and will assess those outcomes.
- CSSR will pilot a new protocol for receiving completed sanctions from students that will make the process easier for students and streamline the process for staff.
- Along with Equity & Civil Rights Compliance, CSSR will review and update the current student sexual misconduct resolution process.
- CSSR will lead the Review & Standards Committee in completing a review and update of the Student Code of Conduct.

Students participate in Athens Beautification Day.

Students participate in an exercise facilitated by a Challenge Course instructor.
COUNSELING & PSYCHOLOGICAL SERVICES’ MISSION

Counseling and Psychological Services facilitates and supports the educational mission of Ohio University and the strategic plan of the Division of Student Affairs. Our aim is to enhance the personal development and academic success of students by providing quality clinical, consultation and training services.

EXPENSES

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Counseling & Psychological Services

The 2017-18 academic year marked another year in which Counseling and Psychological Services (CPS) provided mental health services to a record-breaking number of students. A total of 2,403 students sought services at CPS over the course of the academic year, compared to 2,299 students during 2016-17. CPS welcomed five new counseling staff, one full time psychiatrist, one new certified medical assistant and one new administrative support staff. As a result, students were seen within one to two weeks for follow up appointments compared to three to four weeks in the previous years.

FOCUS ON DIVERSITY

With renewed energy and many new staff, CPS embarked on reinvigorating diversity training and making diversity the centerpiece of its work and mission. Staff attended monthly diversity trainings, which focused on working with international students, LGBTQ students, Appalachian culture and personal cultural stories, among other topics. Staff also worked to revise the center’s diversity statement. The Weiner Endowment dedicated to professional development facilitated a two-day training by Cheryl Forster on intercultural communication for cultural competence.

LIAISON RELATIONSHIPS

CPS established and solidified liaison relationships with various on-campus departments and programs. CPS staff members held liaison relationships with 29 campus and community partners including: OMSAR, Ohio Reach, IFSP, Diversity and Inclusion, LGBT Center, Women’s Center, Ohio First Scholars, SAP, Campus Care, Housing and Residence Life, Campus Rec, Voinovich School and Campus Involvement Center. These relationships facilitate support for OHIO students through consultation, program development and service implementation.

Major Accomplishments

- Reestablishment of drop in/walk hours at OMSAR
- Direct referral of students to Campus Recreation
- Co-facilitation of Seeking Safety Workshops with the Survivor Advocacy Program
- Implementation of designated appointments times for CPS clients through Campus Care
- Creation of embedded positions in the Department of Intercollegiate Athletics and College of Medicine

CPS IS ON TWITTER!

CPS established a committee to explore the use of social media. This led to the creation of a new Twitter account, @CPS_OHIO. The account aims to provide information to the OHIO community about CPS services and provide educational material related to mental health and well-being.

LINDLEY EXTENSION

In order to meet the growing demand for CPS services from OHIO students and to accommodate our growing staff, CPS opened an annex office located at Lindley Hall 052. The annex office provides a professional work space for three full time clinicians, two full-time psychiatrists, two full-time certified medical assistants, and one full-time administrative associate. CPS also provides group therapy at this location.

WELLTRACK

To meet the growing needs of students across OHIO’s campuses, CPS implemented WellTrack, a nationally recognized online guided self-help program that targets stress as well as symptoms of anxiety, depression and social anxiety. It is accessible via computer or smartphone app, utilizes evidence-based cognitive-behavioral therapy methods, and can be used as a standalone program or as an adjunct to in-person treatment. From October 2017 to May 2018, 1,172 individuals across all campuses have enrolled in WellTrack, including 394 on the Athens campus. WellTrack data indicates that 64 percent of users who complete at least two assessments experience improvement in their symptoms.

SUICIDE GATEKEEPER TRAINING

About 350 individuals from DOSA, Dublin Campus, Human Resources and Business Student Leadership groups received training as Gatekeepers during 2017-18. CPS added 24 new Suicide Gatekeepers through a Train the Trainer program, bringing the total number of trainers to 41.

LOOKING AHEAD

- CPS will integrate diversity, social justice and inclusiveness in every aspect of Center Services. A revised diversity statement and new targeted training will assist these efforts.
- CPS will increase the number of students who utilize services through integration of a stepped care model (i.e., WellTrack) with face to face services and partnerships with external referral sources.
- CPS will increase collaboration with various university departments to increase student wellness.
- A liaison model will be adopted to promote campus and community engagement.
- CPS will explore collaboration with Campus Recreation to enhance student well-being.
- A benchmark assessment method will be adopted, based on best practices among peer counseling centers.
- CCAPS will be examined as a repeated measure to monitor client symptom progress.
- CPS will identify and develop effective assessment tools to measure effectiveness of group therapy, outreach activities, BASICS and WellTrack.

32 Total 

Administrative: 19
Classified: 6
Graduate Assistants: 3
Students: 4

Counseling & Psychological Services’ registered therapy dog, Dug, provides students with comfort and companionship.
Culinary Services' mission is to proactively ensure exceptional, customer-focused service, proudly delivered by an engaged, dedicated team.

EXPENSES

- Salary & Benefits
- Supplies & Services
- Bond Payments
- Indirect Cost Allocation
- Program Support—Indirect
- Program Support—Direct
- Transfers to Capital Projects

Total Budget: $46,977,246

INCOME

- Revenue
- Other—Internal Sales
- Other—External Sales

Total INCOME: $39,627,240

2,337 Total EMPLOYEES

Administrative: 54
Classified: 183
Students: 2,100

Culinary Services

Excellent ratings, highly-attended educational programming and successful updates to multiple operations demonstrated Culinary Services’ exceptional service to the OHIO community in 2018. Culinary Services was ranked one of the most efficiently operated college and university food service programs in the nation based on the National Association of College and University Food Services (NACUFS) Operations Performance Benchmarking Survey. Customer Satisfaction Survey results indicated an 85.4 percent satisfaction rate on food quality and a 90.4 percent service satisfaction rate.

The Culinary Studio at Jefferson Marketplace offered more than a dozen food demonstrations and workshops including four Chef's Tables and a College of Communications class. Summer of 2018 featured a sold-out Lil Chefs cooking series in which children ages 4 to 10 learned how to roll and decorate cake pops and cookies. Additionally, Culinary Services partnered with Kids On Campus to provide cooking classes for middle school-aged youths.

CAPITAL IMPROVEMENTS

Culinary Services continues to keep its operations on trend and up to date. The department reopened its refreshed casual dining restaurant, Latitude 39, which boasts a seasonal menu and pub-like atmosphere. Front Room Coffeehouse’s fresh new look and additional space provides a prime spot for students to plug in while enjoying their favorite food and beverage. In addition, Culinary Services contributed $66,783 to the Bobcat Student Lounge project at Baker University Center. At the request of Campus Recreation, Culinary Services opened Rinksie in October 2017. Rinksie is a concessions operation serving Bird Arena during OHIO Hockey games, ice events and educational programs.

CUSTOMER SERVICE AND CAMPUS COMMUNITY ENGAGEMENT

Culinary Services worked with Graduate Student Senate to develop a Connect 20 Meal Plan to address compensation concerns for Graduate Students with Appointments (GSA). In the successful spring pilot, the Connect 20 Meal Plan was purchased by 374 GSAs and will now be a permanent offering.

As a convenience for students receiving benefits through the Supplemental Nutrition Assistance Program (SNAP) Jefferson Marketplace now accepts SNAP.

Culinary collaborated in Campus Recreation’s innovative programming efforts to impact and engage students by sponsoring the Homecoming 5K and Fun Run/Walk, Party at Ping, NIRSA Recreational Sports and Fitness Day and the OHIO Hockey Coach’s Show.

SUPPORTING PILLARS OF SUSTAINABILITY

A Reusable To-Go Container program was successfully piloted with a group of 300 students during spring semester, 94 percent of which suggested the permanent implementation of the program.

Culinary’s diligent monitoring of pre-consumer food waste resulted in just 0.63 percent food waste, which is 68.5 percent lower than a typical food service operation. Local food is purchased and served whenever possible, and Jefferson Marketplace began offering student-grown produce this year.

SUPPORTING THE ACADEMIC MISSION

Culinary Services enriched the learning experience for students and contributed to the overall mission of the university through internship opportunities and its nationally recognized student leader program. lab space and instructional support to satisfy the food service rotation portion of the internship. Four to six paid Production Manager internship opportunities are provided each semester in which students may earn up to 10 credit hours through the Patton College of Education’s Restaurant, Hotel and Tourism Program. In addition, Culinary contributed nearly $3.2 million to student scholarships.

NOTABLE RECOGNITION

- Jefferson Marketplace was named Facility Project Design of the Month in June 2018 by Foodservice Equipment & Supplies magazine.
- The Daily Meal recognized OHIO as one of the top 75 Best Colleges for Food.
- Culinary Services was a key contributor in OHIO earning the Ohio EPA E3 Platinum Award in 2018. OHIO is the first university to earn a Platinum Award from the Ohio EPA for its sustainability efforts.
- For the 18th year in a row, Culinary Services was ranked one of the most efficient college food operations in the nation by the National Association of College University Food Services.
- Campus food at OHIO received an “A” from Niche’s 2018 Best College Food in America.
- Jefferson Marketplace earned LEED Silver Certification.

LOOKING AHEAD

- Culinary Services partnered with Housing, Student Senate and tRAC to provide one reusable bag to each student living in the residence halls in Fall 2018.
- In an effort to encourage the use of reusable bags, Campus Markets will implement a Green for Green program whereby students will receive five cents off for each reusable bag used in the markets.
- Beginning Fall 2018, Culinary Services will permanently implement a Reusable To-Go Container Program at all three campus dining courts.
- Culinary Services is developing a donation program that will allow students on a meal plan to donate meals to a meal bank. Donated meals will be distributed to food insecure students.
- Culinary Services will reopen a refreshed Shively Court and Grab N Go, featuring new menu items such as tacos with made-from-scratch flour tortillas. Shively Court will also feature an expanded salad bar with hot vegetarian and vegan items along with two featured grilled sandwiches of the day. All of the Shively favorites will remain on the menu.

\(\sum_{i=1}^{n} x_i \) Students enjoy lunch at The District on West Green.
Students are the heart of Ohio University. In the Office of the Dean of Students, we advocate for students, coordinate response to student crisis and provide outreach and engagement to parents and families. We advance the University mission of supporting the intellectual and personal development of our students through ongoing advocacy and care.

**OFFICE OF THE DEAN OF STUDENTS’ MISSION**

**Students**

OFFICE OF THE DEAN OF STUDENTS’ MISSION

Students are the heart of Ohio University. In the Office of the Dean of Students, we advocate for students, coordinate response to student crisis and provide outreach and engagement to parents and families. We advance the University mission of supporting the intellectual and personal development of our students through ongoing advocacy and care.

**Total Budget:** $1,082,013

**EMPLOYEES**

**Total:** 12

| Administrative: 4 |
| Classified: 1 |
| Graduate Assistants: 3 |
| Students: 4 |

**EXPERIMENTATION**

- **Salary & Benefits:** $405,409
- **Supplies & Services:** $28,584
- **Program Support—Direct:** $78,627
- **Program Support—Indirect:** $597,435
- **Total:** $1,082,013

**INCOME**

- **Central Funding:** $1,053,429
- **Other:** $28,584

**Office of the Dean of Students**

True to its mission, the Office of the Dean of Students spent 2017-18 advocating, engaging, educating and encouraging students and their families at every turn.

**CRISIS SUPPORT AND RESPONSE**

During the 2017-18 academic year, the Office of the Dean of Students responded to over 270 students in crisis, a 23 percent increase from last year. In that same time the office provided direct outreach and educational opportunities to over 350 faculty and staff members regarding the Student Review and Consultation Committee (SRCC) process. This is in addition to another 150+ individual consultations to faculty and staff throughout the year.

 Sadly, four Ohio University students from the Athens Campus passed away during this academic year. The Office of the Dean of Students took the lead assisting students, faculty, staff and families affected by these tragic and sudden losses. Staff continued to provide support to those members of the Bobcat Family who were deeply affected.

**MARGARET BOYD SCHOLARS**

In the 2017-18 academic year, the Margaret Boyd Scholars Program welcomed the fifth cohort of new scholars and celebrated the second graduating class. Among these new alumnae, there were two Fulbright Scholars, one Peace Corp representative, and women entering graduate school, law school, and medical school.

The Margaret Boyd Scholars experienced some new and exciting challenges this year while collaborating with the Outdoor Pursuits program in Campus Recreation and the Ohio Fellows. Scholars participated in a weekend backpacking trip in the Grayson Highlands and a week at the Teton Science School where they developed leadership and problem-solving skills while connecting with other scholars and their faculty.

**POINTS OF PRIDE**

- Jenny Hall-Jones led the strategic planning process on behalf of the division.
- Tammy Andrews supported the Presidential Advisory Committee on Sexual Misconduct by ordering and organizing over 10,000 “give-aways” to the Athens and Regional Campuses in order to encourage survey completion.
- Todd Simmons, Elizabeth Stermer and Jenny Hall-Jones presented at the statewide OCPA conference.
- Chad Barnhardt served on the University and city team who won the Larry Abernathy Award from the International Town and Gown Association.
- Judy Piercy led our collaboration with University College to revamp and remarket Welcome Week.

**LOOKING AHEAD**

- Policies and protocols for our new OHIO Basic Needs Micro-grant funding will be developed.
- Starting in the fall of 2018, the office will assume administration of the Food Pantry program.
- Fundraising plans will be created for the Margaret Boyd Scholars Program, the Ohio Parent and Families Endowment, the Food Pantry and OHIO Basic Needs.
- Retention of students who move through the SRCC process will be tracked.
- Learning outcomes for the Margaret Boyd Scholars Program, Student Senate and the Student Review and Consultation Committee will be developed.
- As the stewards of the divisional GA recruitment and placement process, the office will create a strategy to try to recruit a wider and more diverse pool of applicants.
Event Services

Event Services continued to provide exemplary customer service and event planning solutions for campus and community partners in 2017-18.

**STUDENT EMPLOYMENT**
Event Services employed more than 160 students working over 50,000 hours in roles ranging from event support to guest services to building and event managers. Students had the ability to cross-train and serve in multiple positions in Event Services, giving them a wider view of Event Services operations while also increasing their professional experiences. Event Services continued to strengthen its student mentorship program and paired students with professionals to further enhance their employment experience.

**DAILY EVENT MANAGEMENT**
Event Services provided exemplary customer service and event planning solutions for departments across campus, student organizations and community members. In 2017-18, Event Services planned and executed over 20,000 events, totaling more than 90,000 hours of staff and student labor hours. In addition to daily customer services, the department also planned 10 conferences that served over 1,500 registrants. The spaces managed by Event Services also hosted 17 weddings and dozens of community events, such as annual community stakeholder meetings and large fundraising events.

**PRODUCTION**
Event Services continued to provide industry-leading, state-of-the-art event production and technology support to its clients in 2017-18. The department's experienced team of professional audio, lighting, video and rigging technicians supervise a specialized group of student staff that supports events ranging from Broadway shows to comedic performances.

New and innovative technologies utilized during the 2017-18 academic year included a 360-degree video collage of the Marching 110, a Kabuki drop reveal effect for HCOM graduation, and 360-degree camera technology to create virtual reality experiences at events such as Commencement.

**FACILITY OPERATIONS**
2017-18 brought exciting changes and updates to Baker University Center. These included an expanded Food Pantry (located on the third floor), new multiuse compact folding chairs that will furnish all events occurring in the building's atriums, a brand new 100 percent sustainable theatre performance floor, and a redesigned Bobcat Student Lounge.

The Baker Center Food Pantry is continuing to accept donations at its second and third floor locations. All non-perishable items are in high demand by our university community.

**LOOKING AHEAD**
- Event Services will collaborate with Campus Involvement Center to create training for student organizations utilizing Event Services spaces.
- Brown Bag style informational tutorials on utilizing EMS/Reservations Processes efficiently will be implemented.
- A new customer service tracking process will be implemented to improve events and gain feedback.
- Event Services will continue to build on the success of its student mentorship program.
- Conference Services will be merged into the Office of Event Services.
Housing & Residence Life

Make OHIO Home. That is one of the driving forces behind the work of Housing and Residence Life's (HRL) 400+ staff members. Whether through social programming, educational outreach or individualized support, HRL staff aim to create inclusive spaces where residents can engage, learn and thrive.

RESIDENT AND STUDENT STAFF SUCCESS
HRL recognizes and celebrates the academic success of students in OHIO's residence halls. This year, 4,421 on campus students achieved a 3.0 grade point average (GPA) or higher. Thirty halls achieved at least a 3.0 GPA average among all residents in the hall — an increase of seven halls from the previous year!

With a focus on community building and education, this year's resident assistant staff hosted over 3,600 programs with over 25,000 attendees during the course of the academic year. Additionally, in preparation for 2018-19, HRL hired 103 new resident assistants out of 358 applicants. These new staff will join the 177 returning resident assistants and administrative resident assistants.

DIVERSITY AND INCLUSION
Demonstrating continued leadership and commitment to diversity and inclusion, HRL opened the Social Justice Specialized Living Experience in Wilson Hall in the Fall of 2017. This community is centered around intentional learning opportunities related to diversity and social justice for first and second year students. Additionally, the department is helping lead a campus-wide committee working to secure a grant from the Association of American Colleges & Universities for Truth, Healing, and Racial Transformation.

HRL also extended gender neutral housing options during 2018-19 room selection. Six residence halls across campus now accommodate students seeking this type of housing.

CENTRAL OPERATIONS
HRL became the first in the nation to utilize the software program My College Roomie for all admitted students. Use of this software provided thousands of potential incoming students the opportunity to connect with OHIO and other future Bobcats on an interactive, secure platform.

Through continued collaboration with OHIO Admissions, HRL staff and student Housing Ambassadors played a role in over 15 full-scale Admissions events. Additionally, HRL hosted two online software webinars and two online forums, serving as a key resource for hundreds of potential students and their families.

REOPENING OF JEFFERSON HALL
Following 15 months of closure and a $30 million rehabilitation, Jefferson Hall reopened in the fall of 2017. President M. Duane Nellis presented remarks during the reopening celebration, which was attended by students, staff and former residents of the hall. Newly branded as The East End, the hall will undergo a $3.5 million infrastructure upgrade, including hot water, HVAC system and a backup generator.

Jefferson Hall will undergo a $5.2 million renovation, including bathrooms, RD apartment, all resident rooms and a new HVAC system.

Convocation Center residence hall will undergo a $3.5 million restroom renovation.

Bromley Hall will undergo a $7.5 million infrastructure upgrade, including hot water, HVAC system and a backup generator.

AWARDS
• Executive Director Peter Trentacoste was selected to serve as a faculty member for the Mid-Level Institute sponsored by the Great Lakes Association of College and University Housing.
• Resident Directors Zachariah Swope and Kellee Steffen were selected to attend the National Housing Training Institute.
• Resident Assistant Cody Huebner was selected to attend the ACUHO-I STARS College.
• Tracy Crabtree, administrative specialist, was awarded Classified Senate’s Employee of the Month, September 2017.
• Alvena Collins, records management specialist, was awarded Classified Senate’s Employee of the Month, November 2017.

Looking Ahead
• Consultant study regarding feasibility of Phase II housing development will be finalized.
• My College Roomie will undergo full-scale implementation beginning October 2018.
• New branding and vision for Bobcat Move-in Crew will be developed.
• In celebration of OHIO’s Founders Day 2019, an exhibit exploring the history of on-campus housing will be presented in partnership with Alden Library.
• A Residential Curriculum will be developed based on the Division of Student Affairs Learning Objectives.
• Washington Hall will undergo a $5.2 million renovation, including bathrooms, RD apartment, all resident rooms and a new HVAC system.
• Convocation Center residence hall will undergo a $3.5 million restroom renovation.
• Bromley Hall will undergo a $7.5 million infrastructure upgrade, including hot water, HVAC system and a backup generator.

HOUSING DEVELOPMENT PLAN AND CAPITAL IMPROVEMENTS
An update on progress to the 2011 board-approved Housing Development Plan was presented at the March 2018 Board of Trustees meeting. During

HOUSING & RESIDENCE LIFE’S MISSION
We develop inclusive communities where students engage, learn and thrive. We make OHIO home.

EXPENSES

Salary & Benefits
Supplies & Services
Bond Payment
Indirect Cost Allocation
Program Support—Indirect
Program Support—Direct
Transfers to Capital Projects
Total Budget: $54,456,167

INCOME

Revenue
Other—Internal Sales
Other—External Sales
Other—Gifts

Total: $54,178,013
The Survivor Advocacy Program's second academic year within the Division of Student Affairs was one of much growth and success. The year was spent reaping the rewards of their many outreach and relationship building efforts the year prior.

**SURVIVOR ADVOCACY PROGRAM’S MISSION**

The Survivor Advocacy Program provides confidential support and advocacy services to student survivors of sexual assault, dating/domestic violence, and stalking. We work to increase student survivors' access to support and resources through trauma informed advocacy and empowerment.

**INCOME**

The Monument Quilt, which honors survivors of sexual assault, was displayed at Peden Stadium.

**EXPENSES**

Total Budget: $212,752

- **Salary & Benefits**: $190,418
- **Supplies & Services**: $13,142.76
- **Central Funding**: $103,228
- **Grant Funding**: $96,381.97
- **Other**: $13,142.76
- **Total**: $224,668

**CLIENT INTERACTIONS**

Through education and outreach, word of the program's survivor-centered approach spread during 2017-18. Many students that received services reported learning about SAP from peers who had had positive experiences with the program in the past. Throughout the academic year, SAP served a total of 72 students, logging over 500 interactions with those students and their families. Interactions included office appointments, medical advocacy, institutional and/or criminal justice accompaniment, and support via telephone.

**CLIENT & STAKEHOLDER FEEDBACK**

"The people over at SAP continuously reassure me that my feelings are validated. Even though my case did not get justice and is closed at this point, my advocate still meets with me regularly because she knows I am still struggling. Most importantly: they believe me, and not only do they express that by saying it, but also with empathy. In a meeting with my advocate a couple weeks ago, I was clearly very upset about something. As my advocate was talking me down from panicking, she started crying. I've been seeing my advocate for a little while now, so I know how incredibly compassionate she is. Seeing her cry spoke a thousand words to me. These people care so much that they start to feel like way more than an advocate. They feel like a friend, even when you feel like you have none of those left." — STUDENT SURVIVOR

"The Survivor Advocacy Program has helped me overcome one of the largest struggles in my life and was by my side every step the way. Without the help of everyone at SAP I don't know if I would feel as strong or if I would have found the path to recovery." — STUDENT SURVIVOR

"The team at the Survivor Advocacy Program respond to our requests for assistance, and provide crucial, compassionate support for survivors. Their professionalism and sincerity is truly remarkable. I am always amazed at the level of sincere compassion and dedication SAP projects as they work with survivors of violent crimes. It is not just a job to them, but rather a calling to help begin the healing process. The service SAP provides is crucial in helping survivors understand the processes involved in reporting, investigating, and prosecuting sexual offenders." — CAPTAIN HARLOW, OHIO UNIVERSITY POLICE DEPARTMENT

"We truly cannot place a value on the benefits of the Survivor Advocacy Program and the collaboration we have with them." — CHIEF PYLE, ATHENS POLICE DEPARTMENT

"In the Survivor Advocacy Program, we found the respect, empathy and support we needed...during such a painful and difficult time. All of them were always there for our family—especially our advocate, who we cannot thank enough for her time and dedication." — PARENT OF SURVIVOR/CLIENT

**COLLABORATION**

Outside of their direct advocacy work with clients, much of SAP's successes this year came in the form of programmatic collaborations. SAP partnered with Counseling and Psychological Services to provide a survivor workshop series called “Seeking Safety.” SAP also partnered with Ohio University's Police Department to begin a “Start by Believing” campaign. More than 200 people attended the kickoff event during which survivors spoke about the importance of the “Start by Believing” approach and empathically supporting someone who discloses victimization. The Monument Quilt and Take Back the Night were also important collaborative events that SAP was involved in executing.

**LOOKING AHEAD**

- SAP will continue implementation of client satisfaction surveys and use the findings to guide service provision.
- SAP will partner with CPS to expand survivor workshop series to include offerings specific to male survivors and transgender and/or gender non-binary survivors.
- SAP will collaborate with the Women’s Center, Office of Heath Promotion and the College of Fine Arts to host a “What Were You Wearing” exhibit to challenge the victim-blaming behavior that often accompanies incidents of sexual assault.
- SAP along with OUPD and a student survivor will present “Start by Believing: A Collaborative Discussion Between a Survivor & the Detective Who Helped Her on the Journey to Regain Power” at the 2019 International Conference on Sexual Assault, Intimate Partner Violence and Increasing Access Conference.
- SAP will continue to work with the Ambassadors to the Survivor Advocacy Program to allow students to support the program's mission through outreach and education.
In 2017, Ohio University’s Division of Student Affairs embarked on a strategic planning process that will help to maximize the support services provided to OHIO students. Over the course of 2018 we engaged with a broad range of students, faculty, staff and community partners to prioritize the needs of OHIO students and redefine the scope of student services at Ohio University.

The 2018 Strategic Plan for Ohio University’s Division of Student Affairs is the end-result of these efforts. In essence, this plan is a blueprint for the future of Student Affairs at Ohio University. It will guide our decision-making, inform our investments and direct the work that we undertake on a daily basis. It is my intention that the values and objectives contained herein will be integrated into every aspect of our operations in the years ahead. Ultimately, I hope that our programs and services, and perhaps even our students, will come to reflect the aspirations outlined in this plan.

To view the plan in entirety, visit www.ohio.edu/studentaffairs/strategic-plan.cfm

Jason B. Pina, Ed. D.
Vice President for Student Affairs

### TIMELINE & PROCESSES

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Kickoff</td>
<td>MAY 2017</td>
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<tr>
<td>DLT Retreat</td>
<td>SUMMER 2017</td>
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<tr>
<td><strong>Listening Sessions with DOSA Staff</strong></td>
<td><strong>Gather Data</strong></td>
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<td><strong>DOSA TOUCHPOINTS</strong></td>
<td><strong>DOSA TOUCHPOINTS</strong></td>
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<td><strong>STAKEHOLDER TOUCHPOINTS</strong></td>
<td><strong>STAKEHOLDER TOUCHPOINTS</strong></td>
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<tr>
<td>DLT Final Approval</td>
<td>MARCH 2018</td>
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### BREAKTHROUGH OBJECTIVE: EQUITY & SOCIAL JUSTICE

The OHIO Division of Student Affairs will ensure that a framework of equity and social justice is embedded into its day-to-day work.

**Key Result 1A:** An annual demographic report of the DOSA staff (full-time, graduates and undergraduates) will be created.

**Key Result 1B:** Cultural competency will be built into the job descriptions of all DOSA employees, and the skills/cultural competence of its staff will be evaluated annually.

**Key Result 1C:** Every employee will have a personal professional development goal around equity and social justice; each department will develop and implement a yearly service growth and improvement plan around equity and social justice.

### BREAKTHROUGH OBJECTIVE: LEARNING OUTCOMES

The OHIO Division of Student Affairs will create, measure and improve upon common student learning outcomes across departments.

The Division of Student Affairs has committed to help OHIO students achieve these eight learning outcomes. By developing and measuring leadership competencies for each of these outcomes, we can serve students at an even higher level.

**Key Result 2A:** A learning outcome audit will be conducted to see what is already being done to meet our DOSA learning outcomes of adaptability, innovation, intercultural competency, interpersonal communication, problem solving, self-awareness, team development and wellbeing. This audit will determine which outcomes fit within the mission and scope of each department. The audit will also identify what competencies and skills are being measured and where measurement gaps exist.

**Key Result 2B:** Each department will write measurable competencies and skills for the gaps identified in the learning outcome audit. Assessment tools will be developed by departments and then reviewed and agreed upon by the assessment committee. The assessment committee will compare all competencies across departments to ensure collective understanding and consistency.

**Key Result 2C:** All competencies, skills and outcomes will be measured by departments and ultimately by the entire division.

### BREAKTHROUGH OBJECTIVE: RETENTION & GRADUATION

The OHIO Division of Student Affairs will work to engage all students in meaningful programs, services and activities to increase retention and graduation rates.

**Key Result 3A:** DOSA will identify and enhance programs and services that help students build community and feel connected.

**Key Result 3B:** Engagement between DOSA staff and at-risk students will increase.

**Key Result 3C:** DOSA will expand the OHIO Basic Needs Initiative.
The Housing and Residence Life Foundation enabled the 2018 Housing and Residence Life Student Staff Appreciation Banquet, a memorable capstone to a year's worth of service to on-campus residents. The banquet honored the department's 350+ student staff and provided special recognition for exemplary leadership.
The Yellow Bus Initiative benefits the Ohio University Performing Arts and Education Fund. The funds will enable regional K-12 students to attend performances and participate in arts education.

Katheryn Epley
Timothy Epley
Lanny Erdos
Carolyn Ervin
Mark Ervin
Ronald Estey
Margaret Evans
Kara Evans
Rhonda Evans
Drusilla Evarts
Dawn Evers
Jennifer Falter
David Farnsworth
Bonnie Farnsworth
Alisa Faust-Halle
Robert Felix
Alex Felser
John Felton
Laura Figueroa
William Fing Lucia
Tony Fiscelli
Holly Fisher
Frank Fisher
Rhonda Fisher
Ed Fitzpatrick
John FitzRoy
Mark Fleisher
Anne Flohr
Sean Flynn
Lori Fodo
Robert Fultz
Jennifer Gaitietto
Kenneth Gamble
Doris Gamble
Norman Garber
Maryann Garber
Clint Garcia
Kimberly Garcia
Gary Gardner
Kathleen Garnica
Grant Garverick
Eimer Gates
Alan Geiger
Sandra Geiger
Julie Geiser
Tammy Geraci
Frances Gesouras
Pamela Giarrizzo
Neil Gibson
Molly Gibson
Brittany Gibson
Rosemary Gilmore
James Gilmore
Jennifer Gilmore
Gerry Ginsburg
Frances Ginsburg
Gabriel Giordano
Lori Glassgow
Shara Glickman
Kenneth Gmoser
Julie Goldberg
Denise Gordon
Thomas Gosiorowski
Linda Gosiorowski
Marilyn Graef
David Graef
Zachary Graman
Michael Grebb
Marie Green
Nancy Greenberg
Katherine Greifenhamp
Marilyn Gradndel
Darryl Griffin
David Griffin
Tara Griffith
Judith Grillo
Steven Grimes
Michael Grocki
James Gruver
Janey Guidarelli
Matthew Gundling
William Gundling
Judith Garnick
Ann Gunn
Lynne Hack
Alan Haines
Joy Haines
Jill Halle
David Hale
Cathy Hallen
Jenny Hall-Jones
Scott Hall-Jones
Rebecca Hamilton
Matt Hammerstrom
Tamara Hanna
Edward Hanson
Mary Ellen Hardies Smalley
Edie Hardin
Sarah Harksins Finnicum
Husher Harris
Alan Harrison
Lisa Harrison
Cindy Hartman
Luther Haseley
Jeanne Haseley
Scott Hatch
Cheryl Hatch
Kelly Hawkins
Robert Hayes
William Hazel
Catherine Healy
Christopher Heathon
Debra Heffernan
Albert Hehr
Laura Heller
Micheal Helm
David Hendricks
Richard Hendricks
Linda Hendrie
Frank Hernandez
Tyler Hettinger
Cecil Heyman
Ronald Hill
James Hill
Jan Hillsberg
Mark Hiltz
Linda Hiltz
Peg Hinds
Jeffery Hinebaugh
Donna Hinkson
Thomas Hodson
Jan Hodson
Sean Hogan
Megan Hoke
Lisa Holland
Jerahd Hollis
Paula Holt
Richard Homovoc
Linda Howard
Samuel Howard
W. Howard
Katherine Howard
Tracey Howe
John Howell
Suzanne Howell
Brian Huckaby
Rhonda Huckaby
Neil Huffman
Howard Hughes
Talec Hunter
Max Hupp
Hupp Electrical Service LLC
Frederick Husa
IBM Corporation (HQ)
Emily Iero
George Irving
Susan Irving
Ralph Izard
Janet Izard
J. C. Trivett Excavating
Sara Jablonski
Mary Jackson
Keith Jacobson
Peter Jarjisan
Anna Jeffries
Kathryn Jenkins
John & Char Kopchick Legacy Fund
Linda Johnson
Jeffrey Johnson
William Johnson
Jodi Johnson
Dennis Johnson

Ryan Johnston
Judy Jolly-Cooper
Mary Jones
Mat-rice Jones
Jennifer Jones Donatelli
Juanita H. Stoneburner Trust
Theresa Juhi
Julie Kachic
Judy Kahle
Paula Kaplan-Reiss
Rita Kapp
Christopher Karageorge
Mahmoud Kassem
Nancy Kasse
Karen Katchmer
Debra Katz
Mary Kaufmann
Sarah Kentopp
Mark Kerrigan
Vicki Kerwin
Mary Ketterer
Dustin Kilgour
David Kindinger
Pamela Kindinger
Kings Island Company
Molly Kinne
Lisa Kirkpatrick
Kelley Kirwan
Sarah Kistner
Michael Klaus
Michael Kleinman
Mark Kneflin
Roseanne Kneflin
Patricia Knlans
Randy Knlans
Mckenna Kinesly
Michael Knowlin
Brandi Knowlin
Karen Koch
Paula Koczan
Counseling and Psychological Services' staff attended an intercultural communication workshop with Dr. Cheryl Forster. This and other diversity programming were enabled through a new foundation account gifted by former CPS Director Fred Weiner.