**Student Affairs and Campus Life Advisory Committee Minutes**

Meeting time, place and date:

Tuesday, 22nd November,11:00am

Committee members present:

* Veena Ravishankar (Chair)
* Ginny Morriss (Secretary)
* Randall Reif
* Juliette Landphair (ex-officio member)
* Melissa Jones (ex-officio member)
* Abby Zurfluh (student rep, RA)
* Catherine DeGolyer-Howell (student rep, RA)

Introductions

David Flemming, Dean of Residence Life and Housing/Assistant VP for Student Affairs

Marissa Miller, Director for Center for Prevention Education

Michael Hall, Chief of Police

Items of Business, including Motions

* Introduction to Center for Prevention Education.
  + Work mostly with Title IX, sex- and gender-based violence from advocate and prevention based lens
    - Prevention, education, awareness, intervention and advocacy
    - Grant through OVW, more work happening on campus through next two years, student input, fac/staff, and community partner input helped determine initiatives that would benefit community.
      * Developing mission about what the office is about
      * Programming (Bystander intervention, domestic violence awareness month, etc)
    - Work with Title IX complainants primarily
  + Questions:
    - TEAL peer-educators big portion of grant, trying to grow to 10 studnets
      * Peers want to talk to other peers who are not designated “responsible employees”
      * Gives students opportunity to be trained to be advocates (35-40 hours of training).
      * Work with RCASA, EmpowerHouse, Talley, Title IX
      * What it means to be a peer educator
      * Try to increase student willingness to join program to be peer educator
  + Questions from Marissa Miller
    - * What information are faculty/staff members looking for?
        + What can we do as faculty to help the process?

Try to office responsible employee training for fac/staff, try to make monthly and on-going, allow fac to get deeper into process, what happens when student discloses and how to navigate that.

* + - * + Don’t entirely know what programs are offered for faculty/staff?

All programs open to fac/staff/students, typically only get students. Do need to fac/staff only programs?

Advertise through EagleEye, send lists to department chairs to get faculty to attend

Clothesline project – allow opportunity to have creative outlet to share experience

Bystander intervention training

Costumes are not consent

October is Domestic Violence Awareness month

* + - * Can include information with chair of committee and with faculty chairs
* Michael Hall
  + UMW Police
    - Handle criminal complaints, escorts, unlocking/locking building, anything in law enforcements, accredited (only 100 campus police accredited in VA).
      * Community representative in department from diversity standpoint, try to accomplish this in both hiring and promotion practices
    - City/university police try to keep some issues out of court if that is not necessary. Can work through some issues on campus. Utilize resources on campus and redirecting students when get off path
    - Goal is be the best that can to provide a safe environment for community so students can thrive and create environment conducive for learning and safe for fac/staff/students
  + Questions
    - Congratulations being named as Executive Board of Association of Campus Law Enforcement Administrator
      * Chiefs counsel of law enforcement in VA
      * Look at best practices that can impact community as whole from campus law enforcement
      * Know what is going on, get information from the top and not hearing about changes that have been filtered as move down line
      * Look at policies and help educate legislators, set new standards for law enforcement
    - Department re-accreditation, how often does that need to be done?
      * Every four years, one of commitments made when Chief Hall joined. When joined, UMW Police not accredited and important to be accredited.
      * Need to provide proof that policies align with best practice standards (187 standards), require 3 proofs that police is actually following standards and procedures. 3rd party evaluators ensure compliance with standards.
      * Much easier to get accreditation than keeping it, UMW has been meeting re-accreditation requirements
      * Failure to follow policies have large implications to university
      * Takes pride in fact that team strives to serve the community.
      * Proactive, not reactive
    - Department moved to new building
      * Office is now in a residence hall
      * Transition was huge, team did well in the major move
      * If know anyone needing a job in law enforcement, check out job description on website and FaceBook, especially female community (females still minority in law enforcement)
    - Students, what are we doing right/wrong, how can we get better?
      * Cat – Like how approachable. As RA, in some situations, police who respond have attitude, could be a little more personable in those situations, but around campus, very approachable
        + Encourage RAs to reach out right after incidents like this happen. Could be that officer did not think way they approached situation was wrong. Not to try to excuse anything, Police what open communication so that, if there is a problem, they can correct the situation.
        + Encourage communication by having open/honest dialogue.
      * Abby – Officers are really approachable, some officers know by name because of res life for 3 years, at 3 am calls, obvious that trying to put on face
        + Will work on that, not dismissing and is something police will work on that as deal with staffing concerns.
        + Puts greater pressure on police, allow reevaluate how shifts are staffed

Officers work 12 hour shift, sometimes staff have to double shift, make challenging

* + - * + Communication is key
      * Dave Fleming – has have these conversations with Chief over the years, communication to make sure negative interactions are limited. Officers who come in from outside departments have big transition to working side-by-side with campus community.
      * For students, have most contact with office, know what office offers, what do you think is missing from office?
        + Additional training might be good so know how to process after reporting following responsible employee training

Maybe some self-care afterward after processing something that has been disclosed.

* Dave Fleming
  + Organizational chart, lean staff, has shrunk a little since 2017
    - 8 full-time professionals, put in great people into positions, newest hasn’t started yet, hopefully will start Monday, excited to be at full-staff again
      * Some here >6 years, some newer <2 years
  + Mission: Provide housing to all students who need or want it during time at UMW, committed to making sure policies, procedures, practices set up to give students sense of belonging and can have good learning atmosphere.
    - RA staff instrumental in developing community where students feel valued and welcome and heard.
  + Occupancy
    - ~1900 students (drop of 500 pre-pandemic), released some residence halls, narrowed to 11 residence halls and 2 apartment complexes
    - 85% of first years live on campus (89% pre-pandemic)
    - Have large population withing 30 mile radius
      * Latinx population increased, part of demographic is living at home and having connections to family
    - Just over 54% of total enrollment live on campus
  + Inventory
    - Traditional, suite style, or apartment style
    - 6 ADA accessible (ramp into building, elevator), handful of rooms fully ADA accessible, have way to go.
    - Specialty communities (LGBTQ+ supported community, all-female communities) – all opt-in.
  + Fall Semester snapshot
    - 148 incident reports by RAs (2018, 500 incident reports)
      * Is everything being reported? One-on-one meetings with residents, not everything rises to level of submitting report
    - 12-20 calls per week to professional on-call, topped out at 48 calls in one week, deal with more escalated incidents dealing with police or mental health, beyond scope of what RAs handle
    - 65 room changes this fall (seems higher than normal), 40 due to roommate conflict which is increased since pandemic, students not doing as well living with and dealing with others
    - >60 RA-led events
  + Successes
    - Focus on housing selection process to be more streamlined, better experience choosing housing, result decreased complaints about that process
    - Return housing is self-selecting
    - Individualized attention to specialty groups and students with disabilities, make sure spaces select meet needs, results in a lot of one-on-one conversations and working with ODR.
      * Looking at affinity housing for coming year, interest in creating women of color floor, something focusing on disabilities
    - Improved partnership with athletes
    - Renovations and refreshes for a couple dorms, paint, new furniture
  + Challenges/Priorities
    - Recruitment of professional and student staff
    - Changes to residence life and housing looks like, compared to 10-15 years ago, mental health, after-hours support makes recruitment challenging
    - RA staff is short by 16 RAs, hope to rectify for January
      * Looking at RA duties and compensation
    - Accessibility is big issue
      * Hoping some of the big grant goes to residence hall updates
    - Struggle with summer turnover
      * 58 days from close of spring to open in fall, not a lot of time for repair damage done to walls and cleaning 2300 spaces.
  + Questions
    - Biggest concerns hear from students?
    - What involvement do faculty want to play in on-campus living experience?
      * How can faculty help? From housing standpoint, if students engaging in negative behavior or not completing assignments in class, often has to do with home-life. If fac sees these behaviors, communicate through student concern report forms, often these get routed to residence life
      * One of things noticed over years here, feel big gap between faculty to res life. One of things is Maxient report, but these sometimes, these reports feel huge and wonder whether the situation with student doesn’t feel big enough for the report. Is there an intermediate between doing nothing and submitting those reports?
        + Big myth is that submitting those reports is a big thing. Something big will stay within SA office, little things will be routed to RAs to check-in with the students.
        + Every student has different baseline and really important to report when you do see a change from the baseline. Just report and allow SA and Res Life to assess whether it is big or not so do not miss things that are key.
        + Maxient cannot get overloaded.
    - Type of information would you like on a regular basis from RLH
  + Didn’t get to talk about conduct, maybe can come back to committee to talk about student conduct
* Thanks guests.
* Committee tasks
  + Approval of October meeting minutes
  + Decide on guests for next meeting
    - Do not have times set yet, will get email to find common time.
    - Guests for next meeting
      * New climate task force directors
      * Huge population of commuting students do not know who it is, but can look into that for next meeting

Adjournment and next meeting details

The meeting adjourned at 12:09 pm.

Next meeting time, Spring semester.