The Division of Student Affairs (DSA) began the academic year with its customary annual division-wide retreat facilitated by Professor Dale Tuttle from the School of Management. The retreat was engaging, empowering, transformative, and led to the discovery that DSA may be viewed as having several distinct yet integrated organizational elements:

**Leadership and Vision** are the responsibility of the Vice Chancellor.

**Student Transformation Processes** are the collective responsibility of Counseling, Accessibility, and Psychological Services (CAPS), Housing and Residential Life (HRL), the Women’s Educational Center (WEC), and Student Involvement and Leadership (SIL).

**Support and Enabling Processes** are the collective responsibility of Administrative Information Management Services (AIMS), Financial Aid, and Registrar’s.

Each of these elements must be aligned with the overall mission and objectives of Student Affairs, yet it is also essential to maintain a degree of decentralization recognizing the importance of empowering staff to transform the lives of our students.

Utilizing a “Superheroes” theme and an Appreciative Inquiry Model first embarked upon in 2012, retreat organizers sought to move beyond formal organizational structures in order to engage in partnerships that foster well-being and student success. I am pleased to share the priorities, achievements, and accomplishments of Student Affairs and its respective units during 2013-2014. As we await a new academic year, we thank you for your continued support and welcome your feedback, ideas, and engagement.

Mary Jo Sekelsky, Ed.D.
Vice Chancellor

**2013/2014 DIVISION-WIDE HIGHLIGHTS**

- Student Involvement and Leadership committed itself to a process of continuous improvement to ensure student co-curricular experiences are meaningful. The campus’ first external review of Greek Life, which was transformative and resulted in significant stabilization and growth of Greek organizations, was conducted by the North-American Interfraternity Conference (NIC) Coalition Assessment Project in Fall 2007. Student Affairs was selected as one of six campuses among 48 eligible institutions across the country to participate in a follow-up NIC Circle Back initiative in April 2013 which focused on three target areas for the benefit of generating recommendations.

- A comprehensive review of business processes used to award institutional and external scholarships was conducted by AACRAO (American Association of Collegiate Registrars and Admissions Officers) Managing Consultant Michele Sandlin in Fall 2013. The review process involved stakeholders from across the campus including scholarship applicants and recipients as well as staff and faculty in units charged with the oversight and awarding of scholarships. A steering committee was appointed to facilitate implementation of the consultant’s findings and recommendations.

- The Student Affairs Professional Development Committee remained active in 2013-2014. A primer on Title IX introduced staff to the university’s new student sexual misconduct policy in the Fall semester where Assistant Vice Chancellor Dr. Michelle Rosynsky facilitated a roundtable discussion entitled Student Sexual Misconduct: A Workshop in Understanding the Policy and Procedures at UM-Flint. Webinars were also offered throughout the year on a variety of relevant topics such as Communication Skills: Dealing with difficult topics; Using Developmental Theory in Student Affairs Practice; High Impact: Improving the Persistence of At-Risk Students; and Emerging Identity Theories in Student Affairs Practice.
Office of the Ombuds

- The Office of the Ombuds marked its tenth year on the Flint campus, and continued to offer assistance to students and staff in resolving conflicts, disputes, and/or complaints on an informal, independent, neutral, and confidential basis. Professional development was acquired through training and workshops at the 2014 Annual Conference of the International Ombudsman Association (IOA). The University Ombuds received a certificate of completion for an IOA course entitled, “Improvisation, Intuition, and Spontaneity: A New Approach for the Ombudsman Trainer.”

- The total number of complainants was thirty-five (35), and remained within the range of 29 to 53 of the past ten years. Approximately 85% of clients in 2013-2014 were students, and over 60% of the students were classified as seniors attempting to resolve a variety of issues prior to graduation. The total ombuds actions required to resolve and/or enable clients to resolve concerns was 166 which is approximately five per complainant.

Administrative Information Management Services

- Administrative Information Management Services (AIMS) worked in partnership with the Office of Undergraduate Admissions to complete Phase I of a paperless admissions process. This first phase involved creating electronic folders for each applicant within the ImageNow system. Staff members methodically examined each step of the former process to identify opportunities for improvements in the creation of an efficient electronic workflow.

- The AIMS team increased the number of interactive, touch-screen digital displays situated around campus in strategic, high-traffic locations as part of an eco-friendly DSA initiative to decrease usage of bulletin boards. An 80-inch touch-screen interface was installed in the Harding Mott University Center which is heavily frequented by students and the general public. The interface provides a collage of interactive, electronic posters announcing various events, programs, and activities.

- New WebFOCUS reports were developed that enabled the Office of the Registrar to schedule/automate report generation with campus-wide distribution. Reports such as daily enrollment counts and 10th Day official reports were converted for generation from WebFOCUS data mart tables. Reports generated by various units throughout the campus are now easily obtained and utilized in a consistent manner.

Counseling, Accessibility, and Psychological Services

- Counseling, Accessibility, and Psychological Services (CAPS) underwent a major renovation of its suite in 264 UCEN. Students reacted positively to the improvements in space, comfort, and access. The four-month construction project finalized a multi-year transformation of CAPS into an integrated clinical setting based on recommendations of a 2012 site review.

- CAPS engaged the campus community in dialogue regarding disability studies. Dr. Jami Anderson, Professor of Philosophy, facilitated a book club sponsored by CAPS. The text adopted for this project was, Disability: The Social, Political, and Ethical Debate edited by Baird, Rosenbaum, and Toombs (2009).

- A collaboration with student groups expanded gatekeeper training on suicide prevention. The Psychology Club and members of Psi Chi (International Honor Society in Psychology) developed program materials for DORA (Depression OutReach Alliance), a peer-based program providing information on student mental health, warning signs of suicidal risk, and guidance for referring students to professional resources. Two workshops were conducted during the Winter 2014 semester with plans to continue this outreach in Fall 2014.

- An accessible work station for the Frances Willson Thompson Library was equipped with a LifeStyle 24” HD Video Magnifier, large flatbed scanner, and Dragon compatible headset to support students with visual and learning disabilities. The Theatre installed a Hearing Loop System to make university productions more accessible to individuals with hearing impairments. CAPS additionally expanded its equipment loan program to include Livescribe 2 GB Sky Wi-Fi Smartpens for use by students with learning disabilities.

HOUSING AND RESIDENTIAL LIFE

- Housing and Residential Life worked with New Student Programs in preparation for the 2014 First Year Orientation to ensure the success of the university’s inaugural overnight orientation. All First-Time-in-College students will now spend one night in the First Street Residence Hall. The two departments worked cooperatively on logistics and programming.

- First Street Residence Hall actualized its full potential as a state-of-the-art living/learning environment. The first-floor Multipurpose Room was utilized as a classroom to accommodate space needs during the Murchie Science Building renovation. Housing and Residential Life consulted with Registrar’s and the College of Arts and Sciences to develop procedures for enrolled students to access the classroom while mindful of safety and security policies.

- Housing and Residential Life collaborated with Undergraduate Admissions to assist with recruitment initiatives. Prospective students were offered another option for experiencing campus life at the University of Michigan-Flint. The First Street Ambassador Program hosted prospects for overnight visits.

- The Hall Council and Block Club as student organizations continued to provide opportunities for First Street residents to develop and enhance their leadership and organizational skills through campus/community engagement and service. Hall Council purchased a ping pong table for the third floor lounge, and once again sponsored successful annual programs such as UM-Flint’s Got Talent, Cupid’s Ball, Fear Factor, and Midnight Breakfast. Meanwhile, Block Club implemented several successful service projects including the “Soles4Souls” Shoe Drive, a collection of personal care items for Motherly Intercension, and an afternoon at McFarlan Nursing Home in Flint.

STUDENT INVOLVEMENT AND LEADERSHIP

Club Sports

- Clubs Sports attained its highest number of active clubs this past year at 16! Martial Arts and Color Guard were welcomed as new clubs. Meanwhile, the Running and Ski Clubs returned to active status.


Fraternity and Sorority Life

- Fraternity and Sorority Life sponsored five students in February to attend the AFLV (Association of Fraternal Leadership and Values) Central Conference held in conjunction with the National Black Greek Leadership Conference in Indianapolis. This conference provides programming to fraternity/sorority governing councils, chapters, and advisors while also focusing on current events and issues that impact fraternity/sorority communities. The AFLV Central Conference is the largest gathering of undergraduate fraternity and sorority leaders in the United States.

- Implementation commenced on recommendations from the 2013 North-American Interfraternity Conference Circle Back initiative assessment. Recommendations were generated from three target areas of focus which included engaging all national organizations to leverage the resources and support that is available to the campus and individual chapters, leveraging resources to advance the leadership development of the fraternity and sorority community, and aligning fraternity and sorority life professional structure with the vision and mission of Student Involvement and Leadership (SIL). A Greek Chat
**OFFICE OF FINANCIAL AID**

- Financial aid awards continued to climb in 2013-14. Total award dollars exceeded $80,300,000! In comparison, $79,500,000 was awarded the preceding year.
- The Mpowering My Success Program grew not only in participant size, but also in stature at the state and national levels. Mpowering My Success was showcased on two Webinars—Increasing Campus-Based Support Programs for Students from Foster Care in Michigan in October 2013 and Reaching Postsecondary Success: Pathways for Youth in Transition from Foster Care in May 2014. The program gained further recognition when the grant’s two Principal Investigators were invited by the American Youth Policy Forum (AYPF) to participate on a panel in Nashville, Tennessee in June.
- Financial Aid partnered with Dr. Keith Moreland from the School of Management to design a new UNV 100 course on financial literacy for Fall 2014. Students enrolled in Personal Finance will be exposed to basic financial knowledge, loan indebtedness, consequences of loan default, credit card management, and critical information for knowledgeable consumers. A financial literacy Web page, video, and yearlong internship devoted to financial literacy education rounded out efforts this past year to lift up the importance of this topic for students.

**Lesbian, Gay, Bisexual and Transgender (LGBT) Center**

- The Ellen Bommarito LGBT Center hosted a number of activities for PRIDE Week 2014: Our Diverse Community. One such activity was a photo profile campaign. Members of the campus community were photographed and described using three words to showcase their diverse social identities (e.g., Openly Gay, Working Class, Administrator).
- Renowned author, blogger, and activist Mia McKenzie was welcomed to the University of Michigan-Flint in March following a joint invitation from the LGBT Center, Campus Activities Board (CAB), Diversity Council, and Women’s Educational Center (WEC) with an Annual Fund Grant providing additional support. The visit was intended to create a space for marginalized voices and individuals to come together on the UM-Flint campus. Ms. McKenzie discussed race, gender, sexuality, class, and their intersections in a speech during PRIDE Week.
- The LGBT Center hosted its first ever Lavender Graduation Ceremony with a catered luncheon. Eleven gay, lesbian, bisexual, transgender, asexual, and allied student graduates were recognized for their achievements and contributions by faculty, staff, and administrators. An impassioned keynote address by the Interim Dean of the School of Education and Human Services was well received by all in attendance.

**OFFICE OF THE REGISTRAR**

- The Office of the Registrar worked closely with Graduate Programs and Information Technology Services (ITS) to implement new graduate and doctoral transcript levels. Records of active students were converted to provide a more accurate representation of academic histories and complement financial aid monitoring processes. Over 600 records were converted.
- Collaboration between Registrar’s and the International Center proved to be a benefit for our growing international student population. Processes were modified and improved to address the unique needs of international students such as the creation of specific forms for enrollment verification purposes. Official transcripts were additionally generated in batch, and mailed to external sponsors.
- The Michigan Transfer Agreement (MTA) was signed by the Chancellor paving the way for Registrar’s and Undergraduate Admissions to commence implementation in Fall 2014. Registrar’s with academic departments began identifying applicable courses for satisfying General Education requirements. Work additionally commenced on the planning process for becoming an MTA “sending school.”

**WOMEN’S EDUCATIONAL CENTER**

- Attendees for Women’s Educational Center (WEC) sponsored events in 2013-14 numbered over 1,000 at the Vagina Monologues, Take Back the Night, Women’s History Month, Lunch on Us Series, Human Trafficking Awareness Week, International Women’s Lunch, Tai Chi Tuesdays, and other special programs. The WEC also facilitated collaborative and student-led programming that included workshops on Social Justice and Women of Color in the Media. Respected local, national, and global guests enriched WEC events and programs such as Laci Green, Mama Sol, Elizabeth Campbell, E.P. McKnight, Ruth Behar, Rhacel Parrenas, Linda Herrera, Nev Nnaji, and Noy Thrupkaew.
- A new Director was welcomed this past academic year following a national search. Meanwhile, WEC transitioned to a larger suite on the second floor of the Harding Mott University Center (UCEN) where over 1,200 students visited in 2013-14 to benefit from enhancements while utilizing resources. These developments were followed by the launch of a three year, data driven, strategic-planning process with an anticipated completion date of Summer 2014.
- The WEC increased its capacity to engage students in learning about women’s issues outside of the classroom, and through real world and collaborative experiences. A scholarship program (WEC Community Service Scholarship) and new research opportunity (WEC/LGBT Volunteer Research Program) were launched. The WEC also hosted meetings of the State of Michigan Women’s Commission and Genesee County Human Trafficking Task Force giving students additional opportunities to apply knowledge outside of the classroom in the analysis of state and local-level issues impacting women and families.
DS

Super Heroes

Student Affairs is proud to showcase the awards, academic accomplishments, and leadership talents of DSA Super Heroes in 2013-2014.

AWARD RECIPIENTS

- Evaluator Christy Bryant was celebrated as a DSA Superhero for “Superhero powers” exhibited while executing her duties.
- Financial Aid SAP (Satisfactory Academic Progress) Liaison Heather Coulman was awarded the Midwest Association of Student Financial Aid Administrators Retiree Scholarship in recognition of an outstanding MASFAA Summer Institute participant.
- Assistant Director of Fraternity and Sorority Life Sara Frew received the Sterling Staff Award from Staff Council for her contributions to the campus that made a difference and went the extra distance.
- Financial Aid Assistant Director Mary Horgan was a recipient of the 2013-2014 Michigan Student Financial Aid Association President’s Award in acknowledgment of service, dedication, and leadership to the organization.
- Financial Aid Accountant Associate Ruth Ann Kegebein was recognized with a DSA Superhero Award for exhibiting “Superhero powers” while executing her duties.
- Moproving My Success Life Skills Coach Cindy Nelson-Pouget was a 2014 Children’s Champion Award Nominee by Priority Children in working to make Genesee County the best place to raise children.
- LGBT Program Coordinator Jen Salamone received the Dr. Charles W. Bailey Advisor Award at the Student Involvement and Leadership Awards Ceremony while student group PRIDE, advised by Ms. Salamone, also won the Virginia M. July University Contribution Award for an Organization and CAB’s Trailblazer advised by Ms. Salamone, also won the Virginia M. July University Contribution Award for an Organization and CAB’s Trailblazer Award at the same ceremony.
- CAPS Administrative Assistant Leanne Vamossy was honored as a DSA Superhero for “Superhero powers” exhibited while executing her duties.
- Financial Aid Director Lori Vetter received a recipient of the Henry Dykema Distinguished Service Award from the Michigan Student Financial Aid Association as well as Past-President’s Award from the Midwest Association of Student Financial Aid Administrators.

LEADERSHIP POSITIONS

- Registrar Karen Arnould was elected to the 2013-14 Nominating Committee for the Michigan Association of Collegiate Registrars & Admissions Officers.
- Housing and Residential Life Administrative Assistant Deb Beattie celebrated 30 years with the university in 2013 at the annual Service Awards and Staff Recognition Dinner.
- Housing and Residential Life Director Kimberly Butka along with colleagues at Kettering and the Riverfront Residence Hall submitted a successful bid to host the 2015 Great Lakes Association of College and University Housing Officers Conference.
- Assistant Catalog Coordinator Doris Clarke-Madison successfully concluded her two-year participation in EXCEL which is a personal leadership certificate initiative to develop one's individual skills in a deliberate and strategic manner.
- Financial Aid SAP (Satisfactory Academic Progress) Liaison Heather Coulman served on the Michigan Student Financial Aid Association Communications Committee as well as the Early Awareness/Multicultural Outreach Committee whose purpose is to increase awareness among students and parents of the benefits of preparing both academically and financially for higher education.
- Foster Care Administrative Assistant Tynesia Davis volunteered her time and talents as an Mpowering My Success Student Mentor.
- Financial Aid Officer Susan DeGalan shared her professional knowledge and expertise with the University of Michigan-Flint Scholarship Committee.
- Financial Aid Officer Shawn Griffin was a MSFAA Site Committee Member charged with development and implementation of social and registration functions during the annual conference.
- Systems Analyst Steve Harrow was selected by the Chancellor and her Executive Team as a participant in the University of Michigan-Flint LEAD (Leadership Excellence Achievement and Development) Program.
- Financial Aid Officer Kelli Hoppe volunteered her services in the community as a Girl Scout Leader for Troop 70121 in Montrose, Michigan.
- Financial Aid Officer Jennifer LaPratt served on the MSFAA Site Committee and the Division of Student Affairs Professional Development Committee.
- Foster Care Administrative Assistant Mary Horgan was MSFAA Site Committee Member charged with development and implementation of social and registration functions during the annual conference.
- Systems Analyst Steve Harrow was selected by the Chancellor and her Executive Team as a participant in the University of Michigan-Flint LEAD (Leadership Excellence Achievement and Development) Program.
- Financial Aid Officer Kelii Hoppe volunteered her services in the community as a Girl Scout Leader for Troop 70217 in Montrose, Michigan.
- Annual Scholarship Award recipient Mary Horgan was MSFAA Site Committee Member charged with development and implementation of social and registration functions during the annual conference.
- Systems Analyst Steve Harrow was selected by the Chancellor and her Executive Team as a participant in the University of Michigan-Flint LEAD (Leadership Excellence Achievement and Development) Program.
- Financial Aid Officer Kelii Hoppe volunteered her services in the community as a Girl Scout Leader for Troop 70217 in Montrose, Michigan.
- Financial Aid Officer Kris Harrow volunteered her services in the community as a Girl Scout Leader for Troop 70217 in Montrose, Michigan.
- Financial Aid Assistant Director Mary Horgan was MSFAA Conference Program Co-Chair responsible for the planning, direction, and execution of the program for winter and summer training conferences.
- Student Involvement and Leadership Assistant Director Jesse Hare was one of ten outstanding students in the second cohort of LEAP participants who successfully completed this selective program.
- Financial Aid Officer Dexter Johnson was a member of the MSFAA Early Awareness/Multicultural Outreach Committee which conducts training and provides materials to MSFAA members so they may dispel myths and provide early awareness to students and parents in their communities.
- Financial Aid Officer Lori Vetter was a recipient of the Henry Dykema Distinguished Service Award from the Michigan Student Financial Aid Association as well as Past-President’s Award from the Midwest Association of Student Financial Aid Administrators.

Often defined as fictional characters with extraordinary powers, a superhero may also be an “exceptionally skillful or successful person.” - Merriam-Webster

ACADEMIC ACCOMPLISHMENTS

- Housing and Residential Life Director Kimberly Butka was admitted into the post-master’s Education Specialist degree program at the University of Michigan-Flint.
- Financial Aid SAP (Satisfactory Academic Progress) Liaison Heather Coulman earned a Master of Science in Administration from Central Michigan University with a concentration in International Administration.
- Housing and Residential Life Hall Director Keith Hiebner remained on schedule to complete a Master of Arts in Social Sciences with a concentration in Global Studies from the University of Michigan-Flint in 2014.
- WEC Director Dr. Rushika Patel was awarded a Ph.D. in Educational Policy Studies and Organizational Leadership from the University of Illinois at Urbana-Champaign after successfully defending her doctoral dissertation on globalization, race, and education in the U.S.
- Housing and Residential Life Assistant Director Diana Smith successfully passed her comprehensive exam for the Michigan State University Higher, Adult, and Lifelong Education doctoral program.
- Financial Aid Officer Sandra Stuart received a Master of Public Administration from the University of Michigan-Flint with a concentration in Administration of Nonprofit Agencies.