



Annual Report 2022–2023

Student Engagement & Inclusion (SEI)



Mission

The Department of Student Engagement & Inclusion provides pathways for student involvement through activities and social opportunities that enhance leadership skills, reinforce responsible citizenship, and an appreciation for diversity. Students have opportunities to join student clubs, participate in volunteer and community service, leadership experiences and learn about themselves through their living and learning environment.

1. Campus Life

- a. Student Association
- b. Williams Center Student Union

2. Intercultural Center/ Multicultural Support Services

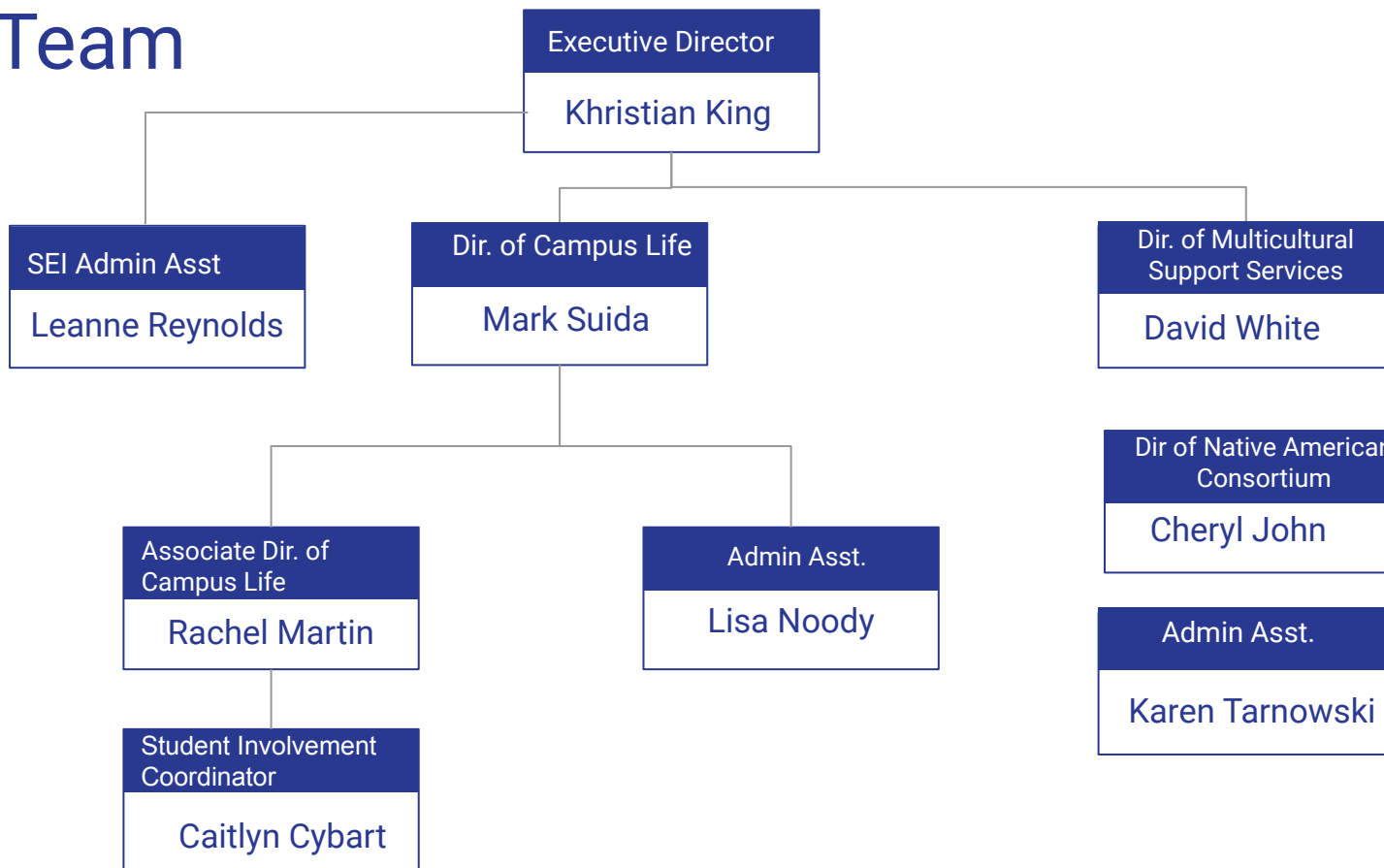
- a. Native American Consortium
- b. Veteran Affairs



Overview of Units & Services

Student Engagement & Inclusion (SEI)

SEI Team



Functional Areas

1. **Student Activities**
2. **Student Union**
3. **Greek Life**
4. **Student Organization
Advisement/Management**
5. **Conferences/Rentals/Room
Reservations**



Campus Life

Overview and Scope of Service



Unit Overview

Mission

Through a broad array of programs and services, Campus Life supports student success and involvement by providing leadership, campus and community engagement and student activities. We are firmly committed to holistic student development that enhances a student's academic, personal and professional growth.

Values

- **Student Development and Involvement** - Providing students avenues to develop socially, emotionally and intellectually.
- **Leadership** - Facilitating student growth through a wide array of services, workshops and conferences.
- **Community Engagement** - Creating a variety of opportunities for students to commit to public service.
- **Student Experience** – Enhancing student engagement and awareness through collaborative and creative programming.
- **Diversity** - Commitment to fostering an inclusive campus climate.
- **Williams Center** - Ensuring a student centered building that prioritizes student programming and enhances the student experience.





Timeline of Significant Achievements

Grand Opening of New Williams Center Spaces: The Help Hub, The Blue Devil Den, & The Blue Lounge. Activities Night was well attended and ___clubs participated.

The Blue Lounge recorded 82 reservations for the 22-23 academic year for a 485% increase from 21-22 (formerly Tim Horton's).

08.2022

10.2022

03.2023

05.2023

Coordinated the Homecoming Pep Rally and Family Weekend.

1,937 Total Reservations in the Williams Center at the completion of the academic year. This was an increase of 40.2% from 21-22.



List of Achievements

Campus Life



1. Room Reservations and Blue Lounge Programming: Williams Center Student Union Reservations increased from 1,381 in 21-22 to 1,937 in the 22-23 academic year for a 40.2 percent increase. Reservations for the Blue Lounge for 21-22 were at 14 reservations vs. 82 reservations for 22-23/academic year. A 485% increase was realized in Blue Lounge reservations for 22-23. Outdoor and Large events = 42 recorded for Academic Year. (Approvals granted from relevant departments.)
2. Blue Devil Den Game Room Grand Opening: We are proud to announce that after the grand opening of the Blue Devil Den in August, students are enjoying the space and taking advantage of the table games/massage chairs.
3. Increase in attendance at major campus events/student engagement: Large scale student programs such as Activities Night and The Homecoming Pep Rally saw an increase in attendance this year. We are excited to recognize 10 new clubs to campus!
4. Two successful Commencement Ceremonies: Chaired by Rachel Martin (Campus Life) two Commencement ceremonies on Saturday, May 20, 2023 resulted in 738 students crossing the stage in the Steele Hall Fieldhouse. Thousands of guests were in attendance during Fredonia's greatest showcase of talent and academic excellence.
5. Contributions and collaboration across many areas of campus on committee work and special programs: President's Superbowl party, Homecoming, UFVA Conference, Lit-Fest, Presidential Inauguration, Commencement, Summer Bridge workshops, New Student Orientation, Student Association Summit, Club Sports, Greek Life President's meetings, Dr. Martin Luther King Jr. Presidential Commission and other club and departmental conference and events.

1. Welcome Weeks
2. Greek Life
3. Williams Center Student Union usage
4. Student Employment impact/retention



Assessment



Kathleen Wiant

(National Greek Life|Anti-hazing speaker|pre-test vs post-test)



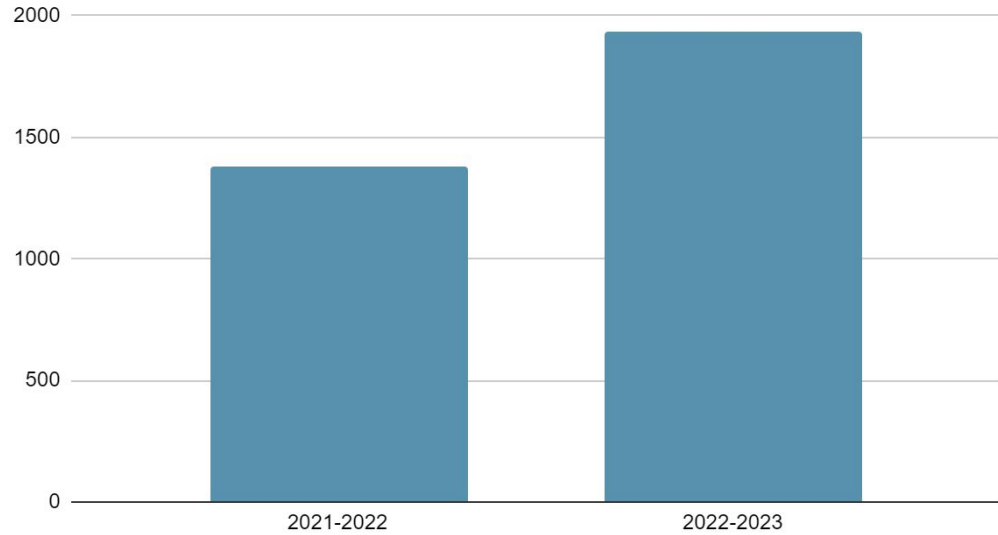
Question	Pre-test (correct)	Post-test (correct)	Increase
It is not considered hazing if the member/pledge willingly agrees to participate in the act.	84%	94%	10%
Hazing is a problem primarily in the Greek system.	53%	81%	28%
Hazing is OK if it doesn't include physical danger or the forced consumption of alcohol and drugs.	97%	98%	1%
Which activity does not include hazing. (Various scenarios)	46%	56%	10%
Overall increase in knowledge			12.25%



New Spaces = Increase in engagement & reservations

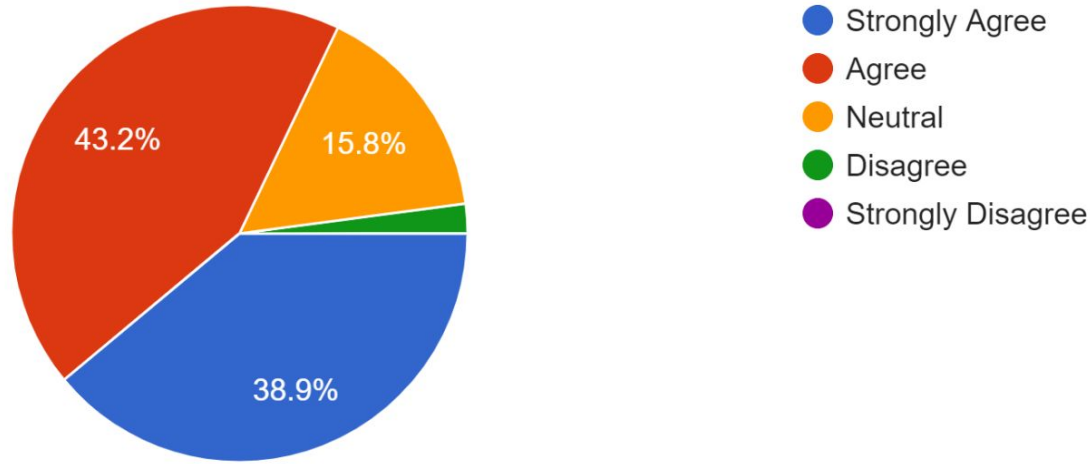


Williams Center Student Union Reservations



This event(s) was inviting and gave me a sense of belonging to the campus community.

95 responses



Of the 95 students who answered our Fall 2022 Welcome Week Survey, over 82% reported that they ***agree or strongly agree*** that the welcome week events gave them a ***sense of belonging to campus.***

Intercultural Center

The Intercultural Center (IC) is a student support center that plans and implements educational, cultural, social and recreational presentations on diversity to facilitate cross cultural dialogue for the entire campus at Fredonia. The Intercultural Center (IC) serves a hub for inclusive programming and collaborates with various campus & community stakeholders, to provide programming and support. The IC is housed under the Division of Student Affairs and primarily supported by Student Engagement & Inclusion.



Multicultural Support Services

Overview and Scope of Service



Culture Fest 2022



Mission, Vision, and Values



IC Graduating Seniors pictured with Mr. David M. White, Director of Multicultural Support Services

The Office of Multicultural Support Services (MSS) is a unit within the Intercultural Center. MSS will engage in peer interactions in order to gain a better understanding and appreciation for diversity, inclusion, and social justice, while providing meaningful support to assist students in their transition (to Fredonia), retention (at Fredonia), and graduation (from Fredonia.)

The MSS welcomes all students, faculty, staff and community members to our events as we support and celebrate specific constituency groups (including African and African American, Asian and Asian American, Caribbean Americans, Native American/Indigenous, Hispanic/Latino, LGBTQ+, Women, Men, and Faith communities).



Multicultural Affairs Overview

Vision

MSS empowers the campus community to take ownership fostering an inclusive community and encourages the campus community to investigate and acknowledge dissimilar cultures, recognize and celebrate differences because the very things that separate can, with mutual respect, bring communities together.

Values

1. MSS seeks to establish an inclusive community of diverse students.
2. MSS seeks to inspire students in leadership roles to make a difference in their community through collaboration and other means.
3. Through programming, workshops, trainings and events, affiliated with IPS, students and faculty will be able to create a community that is supportive, inclusive, and a service to the campus.



MSS Timeline of Significant Achievements

IC Street Festival 2022: Over 200 students attended and enjoyed items prepared by the food trucks, expressed their creativity by customizing totes and tie dying t-shirts, recorded video clips on the 360 photo booth, played board games, and danced to the sounds of DJ Smooth

Multicultural Weekend Events: BSU Fashion Show, B2B Family Feud, LU Carnival, and IC Student Panel Discussion

Annual Keeper of the Dream Scholarship and Leadership Program Dinner

IC End of Year Celebration recognizing the achievements of the IC Groups and Graduating Seniors.



08.2022

10.2022

03.2023

05.2023

IC Leadership Retreat: Effective leadership, health, and safety were themes of the retreat.

Rosa Parks Scholarship was designed to give all students of The State University of New York at Fredonia an opportunity to voice their opinion on the subjects of social injustice, cultural perspective, and activism.

IC Success Week introduced tools and resources that assisted in academic achievement and success.



List of Achievements



KOD Scholars: Cameron Kerr-Smith, Effeh Badu, Kathleen Ball, Cleo McDermott, Emily Tytler, Julia Skiba, Zach Yek, Joseph Hernandez, Sydney Buchko, Alexander Scalcione, and Jordan Budd

1. Kings' Corner, Fredonia's male student of color support group, continues to thrive by providing a sense of belonging and empowerment to self-identified men of color (Arab/Middle Eastern, Asian/Pacific Islander, Black/African, Latino, Native/Indigenous, and Multiracial) in a safe and supportive space. Kings' Corner continues to develop into a brotherhood that is committed and dedicated to enhancing their Fredonia experience while striving to improve the success (retention and graduation rates) of the men of color at Fredonia.
2. The Keeper of the Dream Scholarship and Leadership Program (KOD) welcomed four additional scholars to continue the program's objectives of leadership development, cultural pluralism, and cross cultural dialogue.
3. The Rosa Parks Scholarship was designed to give all students of The State University of New York at Fredonia an opportunity to voice their opinion on the subjects of social injustice, cultural perspective, and activism. The 34th Annual Rosa Parks Scholarship Competition received a number of amazing entries that showcased multiculturalism and pluralism in today's society. Faculty, staff, and students attended the Rosa Parks Awards Ceremony to recognize and celebrate the recipients.
4. Embracing and celebrating the diverse talents and cultures on Fredonia's campus and surrounding communities, Culture Fest 2022 was well attended and included arts, crafts, amazing student performances, and ethnic menu items.
5. The Intercultural Center collaborated with several of the IC Groups to facilitate a number of outstanding programs: Black Student Union (Black History Month Speaker: Dr. Douglas Hoston), Brother 2 Brother (MCW Family Feud), Fredonia Feminists (Women's History Month Speaker: Dr. Stephanie James Harris), Hillel (Holocaust Survivor Speaker), and Latinos Unidos (MCW Carnival).

1. IC Leadership Retreats
2. IC Presidents' Meeting
3. IC Internship
4. 34th Annual Rosa Parks Scholarship Competition
5. IC Speakers' Series
6. IC Success Week



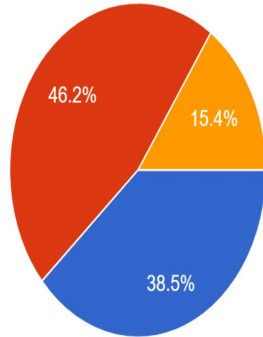
Assessment



Student Leaders pictured with SUNY Chancellor John B. King, Jr.

The retreat was informative.

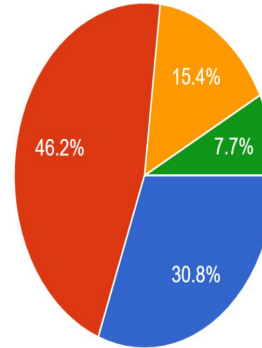
13 responses



- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Please rate your overall retreat experience.

13 responses



- Excellent
- Good
- Neutral
- Disappointing
- Very Disappointing

Of the 13 (of 21) students who responded to the 2023 IC Winter Leadership Retreat Evaluation over 84% (11 of 13) reported that they ***strongly agree or agree*** that the retreat was informative. Additionally, 77% (10 of 13) rated their overall experience as excellent or good.



MSS Assessment

MSS Programs	SLO	Tactic	Assessment
IC Leadership Retreats	<ol style="list-style-type: none">1. Acquire knowledge of best practices in order to progress through their college careers, while minimizing obstacles.2. Understand how to access an on-campus community of diversity-minded peers from which they can gain an appreciation for diversity, inclusion, and social justice.3. Gain a greater understanding of their personal and peer identities, practices, customs, struggles and cultures.4. Articulate and apply the tools and skills necessary to constructively communicate and collaborate with others.5. Articulate the role of civic engagement, service learning, and volunteerism in building an inclusive global society	The IC Summer and Winter Leadership Retreats are designed to strengthen leadership skills, discuss SA policies, and engage in event and program planning. These meetings provided IC student leaders with leadership development with emphasis placed on health, wellness, and diversity, equity, and inclusion, as well as best practices for event planning.	MSS conducted leadership retreats at the start of each semester. Over 84% of the IC student leaders' responses indicate that the retreats were informative and consistent with the campus mission.
IC Presidents' Meetings	*Please note SLOs are applicable to each of the MSS programs.	The bi-weekly IC Presidents' Meetings were essential to Leadership Development within the IC and were designed to provide the platform for IC leaders to communicate, make decisions, solve problems, share best practices, receive updates from the IC staff, and ensure that the student leaders are being effectively supported.	Data suggests that IC Presidents' appreciated, felt strongly supported, and significantly benefited from the bi-weekly meetings.



MSS Assessment Continued

MSS Programs	SLO	Tactic	Assessment
IC Internship	*Please note SLOs are applicable to each of the MSS programs.	MSS offered a spring semester internship opportunity. This high impact experiences assisted a student in strengthening his leadership, communication, problem solving, and critical thinking skills	The MSS intern expressed a high level of satisfaction and indicated that the internship experience exceeded their expectations. The intern also indicated that a stronger sense of preparedness and confidence was developed as a result of completing his MSS internship.
34th Annual Rosa Parks Scholarship Competition	*Please note SLOs are applicable to each of the MSS programs.	Several factors contributed to the success of the 34th Annual Rosa Parks Scholarship Competition. Entries addressed issues of social injustice, cultural identity, police reform, and discrimination.	Qualitative data collected indicate that students and other members of the campus community appreciate the opportunity and the platform that the Rosa Parks Competition offers.
Intercultural Speakers' Series	*Please note SLOs are applicable to each of the MSS programs.	The Intercultural Speakers' Series was developed to inspire campus dialogue, community engagement, and cultural awareness with the intent of increasing the understanding and appreciation for diversity, inclusion, and social justice.	Satisfaction surveys were conducted to measure the effectiveness of the series and whether the objectives aligned with Fredonia's mission. Assessment surveys reflect the favorable impact that the series had on the respondents. The data indicates that attendees overwhelmingly found the speakers to be enlightening, motivating, and inspiring. 100% of respondents indicated that they strongly agree or agree in being interested in attending additional multicultural events.
Intercultural Center's Success Week	*Please note SLOs are applicable to each of the MSS programs.	The purpose of Success Week is to introduce tools and resources that will assist in academic achievement and success. Presentations included an Entrepreneur Workshop,, a Wellness Workshop, a Skate for Success Skating Party, and a 3 vs 3 Basketball tournament.	Attendees indicated an appreciation for the programs and felt that they benefited tremendously from the workshops. The Skating for Success event was well attended and enjoyed by all.



Impact/Results

Multicultural Support Services

Multicultural Support Services program assessment and evaluation plans will remain consistent with the 2022-23 plan. MSS will continue to use satisfaction surveys as its primary means of assessment. Additionally, it is important to note that student focus groups, conversations (interviews) with students, and observation of engagement will serve as important vehicles in obtaining qualitative data. MSS was encouraged by the number of programs offered by the student groups. It was refreshing to witness the gradual increase in engagement as the campus community began to feel more comfortable attending in-person events. Attendance tracking will continue to serve as a measure. Engaging in peer interactions is a critical component of MSS's mission. The ability to initiate and facilitate meaningful interactions ultimately determines favorable programmatic and student learning outcomes.

SUNY Fredonia serves as a member and host site for the Native American SUNY: Western Consortium. The Western Consortium is dedicated to a regional approach emphasizing coordination of resources within the SUNY campuses in Western New York State and the Indigenous communities of the Haudenosaunee.

The Native American Initiative, under the auspices of the State University of New York, seeks to ensure successful educational experience for Native American students. The university-wide Native American Initiative is implemented by two Consortiums to build upon relationships with each of the Six Nations and the schools which serve them.



Native American SUNY: Western Consortium

SUNY Native American Initiative

Overview and Scope of Service



Mission, Vision, and Values

Native American SUNY: Western Consortium

The mission of the Native American SUNY: Western Consortium is to recruit, retain, and graduation of Native American Students.



Native American SUNY Western Consortium - SUNY Fredonia

Mission

The Western Consortium is dedicated to a regional approach, with emphasis upon coordination of resources rather than control of activities.

Values

Communications and Information

- Init-Tho Google Group
- Native American SUNY: Western Consortium website, www.fredonia.edu/na
- Financial Aid Directories

Student Development - To provide academic and extracurricular opportunities for NASWC students that shall enhance their academic degree program leading to successful graduation and career development.

Professional Development - To provide opportunities to members of the Network Advisory to enhance their skills and knowledge to better serve as advocates for Native American students.

Strategic Planning - Native American SUNY: Western Consortiums has three meetings of the Network Advisory Committee. Members include all SUNY campuses of WNY and communities of the Haudenosaunee.

Communities of the Haudenosaunee - They serve to provide input that reflects the students as members of their communities.



Timeline of Significant Achievements

Attended SUNY Fredonia student activities events

Workshops & Presentations



Intern - Native American Resource
Researcher - Co-created a template for
Native American resources at SUNY
campuses.



List of Achievements

Native American SUNY: Western Consortium

1. Attended campus and Indigenous communities of the Haudenosaunee to recruit and provide information to parents.
2. Held social gatherings (meetings) on campus for Native American students.
3. Assisted with identifying qualified Native American presenters and educators for the American Indian studies minor.
4. Coordinated open programs and workshops for campus community.
5. A template titled *Campus Indigenous Facts & Resources* was created. Final document is under going review and changes.

Recruitment efforts for Native American students

Provide resources and information for students, campuses, and Indigenous communities of the Haudenosaunee



Assessment





Recruitment

Recruitment		Location		
Indigenous Community events and college fairs	On the territories of the Haudenosaunee	Seneca Nation, twice Tuscarora Nation		
Campuses	Two-year community colleges	Niagara Community College		
Fredonia campus	Review list of student applicant list to make direct contact to re-affirm their interest, report any documentation required, and promote the college.	As of June 15, 2022 16 applicants 10 accepted & paid	63% positive	



Information & Communication

YEAR	Number of Members	Number of Messages		
2022-2023	351	377		
2021-2022	346 members	365		
			Member increases lead to increase of messages allowing for greater distribution of information	



Veteran Support Services

Overview and Scope of Service



The State University of New York at Fredonia Veteran Affairs Office welcomes all active duty service members, reservists, National Guard, veterans of any branch, military affiliated students, and dependents. We strive to assist with the transition from military to academic life.



Mission, Vision, and Values

Veteran Support Services



Veteran Scholarship Recipients: Grace Crino, Rachael Cunningham, and Derek Raymond. Not pictured Michael Calimeri, Jacob Green, and Justin Kovach

The State University of New York at Fredonia Veteran Affairs Office welcomes all active duty service members, reservists, National Guard, veterans of any branch, military affiliated students, and dependents. We strive to assist with the transition from military to academic life.

The mission of the Veterans Affairs Office is to:

- Support active duty service members, veterans, and dependents to maintain a diverse and highly qualified student body, faculty, and staff;
- Commit to certifying accurate and timely veterans educational entitlements while striving to maintain a high level of customer service in assisting our students achieve their educational goals;
- Assist students in making the transition from military to academic life by providing them with the access to information, tools and services that they may be entitled to
- Provide and continue to expand on-campus military-friendly services and programs; Adopt a Military Student Bill of Rights and participate in the Service Members Opportunity Colleges



VA Timeline of Significant Achievements

**VA Welcome Back Reception
and start of VA Monthly
Socials**

**Launch of the Veteran
Wellness Series**

**End of Year Gathering to
Distribute Veteran Cords to
Graduation Seniors**



**15th Annual Veterans
Remembrance Ceremony**

**Fredonia continuing to be
recognized as a Military Friendly
Institution**



List of Achievements



1. Veteran Welcome Back Reception
2. Month VA Social Gatherings
3. Annual Veterans Remembrance Ceremony
4. Veteran Wellness Series
5. Military Friendly Recognition



VA Assessment

VA Programs	SLO	Tactic	Assessment
VA Welcome Back Reception and Monthly Socials	<ol style="list-style-type: none"> 1. Acquire knowledge of best practices in order to progress through their college careers, while minimizing obstacles. 2. Understand how to access an on-campus community of diversity-minded peers from which they can gain an appreciation for diversity, inclusion, and social justice. 3. Gain a greater understanding of their personal and peer identities, practices, customs, struggles and cultures. 4. Articulate and apply the tools and skills necessary to constructively communicate and collaborate with others. 5. Articulate the role of civic engagement, service learning, and volunteerism in building an inclusive global society 	<p>The VA sponsored in-person a welcome back reception at the beginning of each semester in addition to monthly socials to which all of the veteran and military affiliated students were invited.</p>	<p>Although attendance was modest, each of the attendees expressed a sincere appreciation for the events, the opportunity to meet the VA Team, and the information and welcoming environment that the gatherings provided.</p>
Annual Veterans Remembrance Ceremony	<p>*Please note SLOs are applicable to each of the VA programs.</p>	<p>This meaningful ceremony acknowledged, honored, and showed gratitude to the countless men and women who have served the United States through the Armed Forces. Pastor and SFC (Retired) Frank Torain delivered the keynote address. Additionally, \$3,000.00 in Veteran Scholarships were awarded to six Fredonia Veteran and Military Affiliated Students.</p>	<p>Qualitative surveys taken during the ceremony suggests that attendees thoroughly enjoyed and appreciate Fredonia's continued efforts to recognize our fallen Veterans and our current Veteran students.</p>



VA Assessment Continued

VA Programs	SLO	Tactic	Assessment
Veteran Wellness Series	*Please note SLOs are applicable to each of the MSS programs.	The VA sponsored the VA Wellness Series to promote wellness by providing simple, safe, and natural solutions to help enhance physical, mental, and emotional health. The wellness series also provided opportunities for student engagement.	Each of the attendees enjoyed the experiences and expressed their interest in similar programs and opportunities. The VA will continue to explore strategies and incentives to get veterans and military families more engaged.
Military Friendly Recognition	*Please note SLOs are applicable to each of the MSS programs.	The Office for Veteran Affairs is proud to announce that SUNY Fredonia has again earned 2022-2023 Military Friendly® School Designation . Institutions earning the Military Friendly® Schools Awards designation were evaluated using public data sources and responses from a proprietary survey. Over 1,800 schools participated in the 2022-23 survey, 530 schools earned awards level designations in Gold, Silver, and Bronze. 250 were selected for “Gold” award status for their leading practices, outcomes, and effective programs.	



Impact/Results

Veteran Support Services

Veteran Support Services program assessment and evaluation plans will entail the continued use of satisfaction surveys as its primary means of assessment. Attendance, student focus groups, conversations (interviews) with students, and observation of engagement will also serve as important vehicles in obtaining qualitative data. Engaging and supporting the veteran and military affiliated are essential to the success of the office. The ability to initiate and facilitate meaningful interactions ultimately determines favorable programmatic and student learning outcomes.



Student Engagement & Inclusion

Khristian King

(716) 673-3398

sei@fredonia.edu

<https://www.fredonia.edu/student-life/student-engagement-inclusion>

