

# Annual Report 2022

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**Division of Student Affairs**  
**STATE UNIVERSITY OF NEW YORK**  
**AT FREDONIA**

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**ANNUAL REPORT**  
**Department of Student Engagement & Inclusion**  
**2021 - 2022**

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# Department of Student Engagement and Inclusion (SEI)

## Department Overview

The Department of Student Engagement and Inclusion (SEI) 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.

## Departmental Units within SEI:

- Campus Life
  - Williams Center (Student Union)
- Intercultural Center
  - Multicultural Support Services
  - Veterans Support Services
  - Volunteer & Community Services (inactive)

## Departmental Points of Pride

- The creation of the FREDwell lounge received an outstanding student affairs program award from the SUNY Office of Student Affairs on October 29, 2021.
- Kings' Corner, Fredonia's male student of color support group, was created to provide 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.
- SUNY Fredonia earned 2022-2023 Military Friendly® School Designation. . More than 1,800 schools participated in the 2022-2023 survey with 665 earning special awards for going above the standard. Fredonia is one of only 282 schools to receive the Gold recognition.

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# Campus Life

## Overview and Scope of Service:

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

## Points of Pride (up to 5):

1. The creation of the FREDwell lounge received an outstanding student affairs program award from the SUNY Office of Student Affairs on October 29, 2021.
2. The first annual Club Leaders conference was hosted by Campus Life and supported by FSA on Saturday, February 12, 2022. 50 students attended presentations on event planning, FREDconnect, and getting to yes/conflict resolution strategies.
3. Campus Life received Student Association funding on November 17, 2021 from the General Assembly in the amount of \$24,422 for the development of a Game room in S220, which was formerly a club room. Pool, air hockey, ping pong, Nintendo switch, Wii, board games etc. will be housed in the space to serve all students.
4. The return of in-person Activities Nights in fall 2021 (September 1) and spring 2022 (January 29) brought many students out to explore getting involved.
5. Contributions from staff, work-study and the Odd Jobs crew allowed the Williams Center to support 1,381 reservations. Out of the 1,381 reservations, 120 were for the Multipurpose room. It has been fulfilling to watch the return of campus activities to the building/campus post COVID.

## Student Learning Outcomes & Assessment:

**Communicate and act with a consistent value system based upon integrity and ethical reasoning. (P.D., I.C., I.G.)**

- Campus Life partnered with Student Association on Summit. 185 students successfully completed an online version of the mandatory Summit conference in the Fall 2021 semester. 87 clubs completed their Summit requirement for Spring 2022. Information included financial, Title IX, supreme court, procedural, and Campus Life information.

**Appreciate and acknowledge the value of participating in social and educational interaction with others from different backgrounds and nationalities. (P.D., P.S., I.C., I.G.)**

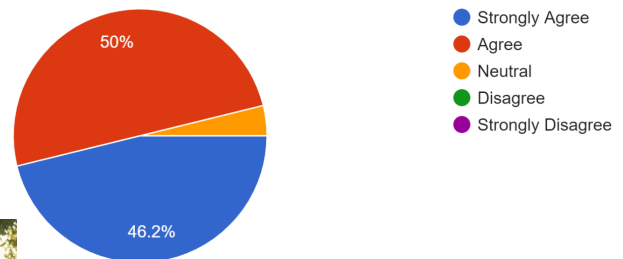
- **Campus Connections** (daytime programming) allowed students to connect through social activities. Assessment from Campus Connections outlines students appreciated the break, making connections and would attend future daytime programs.



- **Weekend Hangout Activities (WHOA)** ran in the fall 2021 where Campus Life programmed each weekend. In spring 2022, WHOA was rebranded to FREDweekends where club programs would be highlighted and Campus Life would be responsible for one program per month. Assessment shows that students felt a greater sense of belonging by participating. Interestingly, flyers on campus continue to be one of the best ways to promote. Partnering with Residence Life staff to promote within the Residence Halls has proved fruitful.

The event(s) was interesting and/or engaging.  
26 responses

- Students participated in **Welcome Week** activities that allowed for relationship building and a sense of campus belonging.

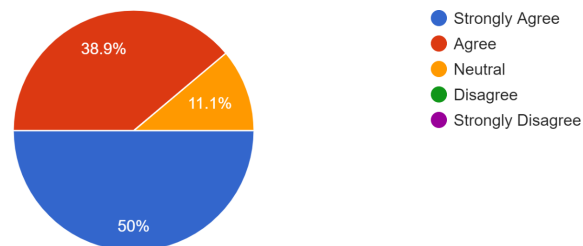


- Collaborated with Alumni Affairs for **Homecoming Weekend for the Pep Rally** (Fredonia's Got Talent and Royalty Crowning). 193 students voted for Homecoming Royalty through FREDconnect from 10/11 - 10/15, 2022. Campus Life intern, Olivia Beilein-Hunt, created a news story on Fredonia's Got talent for her news class. <https://www.linkedin.com/feed/update/urn:li:activity:6858840025220558848/>

**Apply decision-making and leadership skills that have a positive impact on career and educational opportunities, relationships, health, and reputation. (P.D., I.C.)**

- Club leaders participated in a **mini club conference** on February 12, 2022. Sessions included information on event planning, conflict resolution, and succession planning. 88% of students who responded stated they strongly agreed or agreed that the conference assisted them in developing as a leader. They also found the event planning and conflict resolution workshops to include helpful information. Campus Life staff/intern and the Omicron Delta Kappa (leadership honor society) presented experiential workshops.

The conference assisted me in developing as a leader.  
18 responses



**Demonstrate competencies related to health and wellness, workplace skills, communication and related professional and practical abilities. (P.D., P.S., I.C., I.G.)**

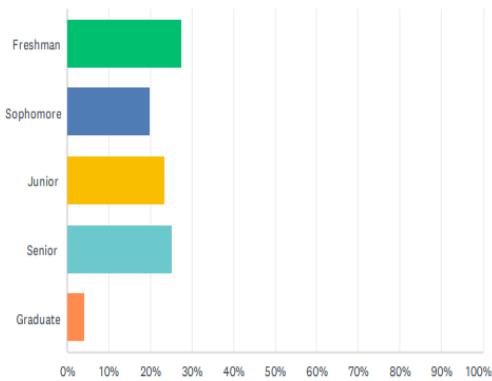
**Mentorship of Campus Life work-study and interns** have impacted their personal and professional development. All of the work-study students strongly agreed or agreed that this position has given them the opportunity to further develop their communication skills through office work and communicating with building guests. They also all strongly agreed or agreed that the training provided assisted me in feeling confident in their role. Overall thoughts and comments from the work-study assessment showed students enjoyed working for Campus Life/Williams Center.

**Value the foundation and role that collaborative leadership and relationships play as a part of individual success and worth. (P.D., P.S., I.C., I.G.)**

Strategy/Tactic - Collaborated with the Student Association leadership (Executives) to assess the student body's interest in a game room and work through the General Assembly for approval and funding. 951 students took the survey. Assessment results are below. The funding was approved by the General Assembly for \$24,422 for gaming, furniture and equipment. The Space Management Committee formally approved the proposal which converted the club room to a game room.

**Q1 What is your current class standing?**

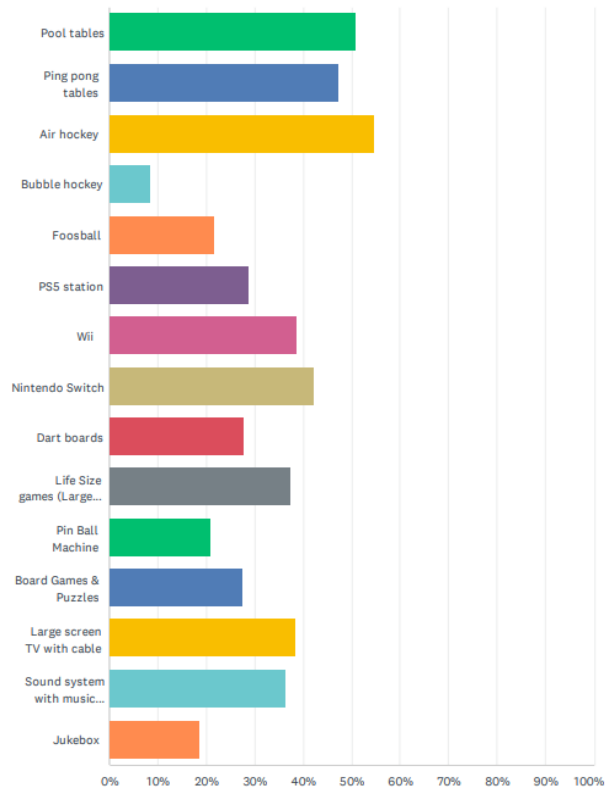
Answered: 951 Skipped: 0



ANSWER CHOICES	RESPONSES	Count
Freshman	27.55%	262
Sophomore	19.77%	188
Junior	23.45%	223
Senior	25.24%	240
Graduate	4.00%	38
TOTAL		951

**Q2 Here are some of the game ideas we have researched. Please select your top 5 choices:**

Answered: 951 Skipped: 0



**Identify how the content of their learning connects to their persistence, success, university engagement and future life goals. (P.D., I.C., I.G.)**

- Engage students in Campus Life opportunities through social media and FREDconnect.
- Through regular posting, Campus Life continues to build followers for the Campus Life Instagram. See metrics below from 2/10/2022 - May 10, 2022

Total number of followers for both Campus Life social media accounts is 1,336.

**FREDconnect** data shows 152 organizations renewed (registered) and 227 made changes to their organization during the 21-22 Academic year. In addition, 84 fundraiser submissions were also submitted for review. This data points to club life rebounding after COVID-19.



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**Greek Life support** structures include Greek Life President’s meetings, NPC/IFC meetings, national support/advisor visits and conferences designed to foster academic success and campus/community service and programming/collaboration.



- Sorority Grades for end of fall 2021
  - Sigma Kappa 3.32
  - Delta Phi Epsilon 3.14
  - Sigma Gamma Phi 3.12
  - Sorority Overall GPA 3.19
- Average sorority chapter size: 57 students
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- The community Egg Hunt was sponsored by Kappa Sigma and the FREDwell lounge. 181 participants attended on April 10, 2022.

#### **Williams Center reservations and space management:**

Contributions from staff, work-study and the Odd Jobs crew allowed the Williams Center to support 1,381 reservations. To compare, 2,546 reservations for the Williams Center were recorded in 2017-2018. Rebuilding after COVID-19 and enrollment are likely factors in decreased building usage. Enhancing the Williams Center space by adding a new Game room and the FREDwell lounge are initiatives designed to increase visitors and build a sense of community along with consistent social media posts.

#### **Assessment and Program Evaluation Expectations for 2022-2023:**

**Strategy: Increase collaboration with clubs to enhance the student experience.**

Tactic 1: Invite clubs to hold programs during Welcome Week.

Tactic 2: Enhance Family Weekend through club offerings and collaboration.

Tactic 3: Continue to promote the new FREDweekends programming.

**Strategy: Partner with faculty and staff to support Campus Life’s mission.**

Tactic 1: Hold a club advisor training and gathering.

Tactic 2: Continue to reach out to First-Year seminar instructors for Campus Life presentation opportunities.

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**Strategy: Explore opportunities to assist with student wellbeing and engagement.**

Tactic 1: Explore regular/consistent programming such as walks, football catch - free play, outdoor games/yard games through Campus Connections and FREDweekends to assist with stress relief and interaction with Campus Life staff.

Tactic 2: Continue to work with Athletics/Recreation (Angela Puciarelli-Rice) on creating an Oncourse shell for club sports and a President's council where Campus Life, Athletics/Recreation and Student Association work to support club sport life.

Tactic 3: Market the Williams Center spaces including the new Game Room and FREDwell Lounge as inviting, relaxing spaces for students to interact.

**Strategy: Continue to build Campus Life traditions such as Family Weekend, Fredonia's Got talent Pep Rally, and FREDweekends events by collaborating with campus constituents.**

Tactic 1: Communication and promotion with Residence Life, Student Association, Intercultural Center, and campus departments.

Tactic 2: Promotions on FREDconnect, social media, and the Fredonia EVENTS calendar, SEI monthly communication newsletter.



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# Multicultural Support Services

## Overview and Scope of Service:

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).

## Points of Pride (up to 5):

1. Kings' Corner, Fredonia's male student of color support group, was created to provide 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 33rd 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 2021 was well attended and included arts, crafts, student performances, an amazing performance by Jose "Dr. Drum" Ortiz, and ethnic menu items.
5. The Intercultural Center collaborated with several of the IC Groups to facilitate a number of outstanding programs: African Student Union (ASU Gala), Black Student Union (Dr. Nyle Fort Presentation), Brother 2 Brother (MCW Poetry Slam), Caribbean Student Association (CSA Gala), Fredonia Feminists (Women's History Month Speaker: Dr. Tracy Johnson), Hillel (Holocaust Survivor Speaker), and Latinos Unidos (MCW Carnival).

## Student Learning Outcomes & Assessment:

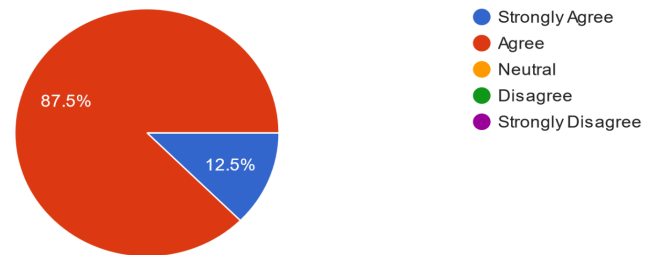
The SLO's for the Office of Multicultural Support Services are as follows:

1. Acquire knowledge of best practices in order to progress through their college careers, while minimizing obstacles. (P.D., P.S.)
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. (I.C., I.G.)
3. Gain a greater understanding of their personal and peer identities, practices, customs, struggles and cultures. (I.C., I.G.)
4. Articulate and apply the tools and skills necessary to constructively communicate and collaborate with others. (I.C.)
5. Articulate the role of civic engagement, service learning, and volunteerism in building an inclusive global society. (P.D., I.C., I.G.)

The strategies/tactics of MSS are intentionally aligned with all of the listed SLO's:

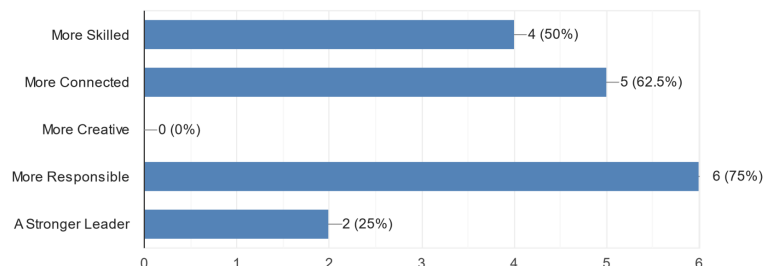
1. The IC Summer and Winter Leadership Retreats and the IC President's meetings are designed to strengthen leadership skills, discuss SA policies, and engage in event and program planning. These meetings provided IC student leaders with leadership development with emphasis placed on health, wellness, and diversity, equity, and inclusion, as well as best practices for transitioning back to in person event planning.

The retreat was informative.  
8 responses



- a. MSS conducted leadership retreats at the start of each semester. 100% of the IC student leaders' responses indicate that the retreats were informative and consistent with the campus mission.

The IC Winter 2022 Leadership Retreat gave me the sense of being (check all the apply):  
8 responses



- b. The bi-weekly IC Presidents' Meetings were essential to Leadership Development within the IC. These meetings 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

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supported, and significantly benefited from the bi-weekly meetings.

2. The New Student Cultural Awareness & Inclusion lesson in the FREDReady Mini Course, remained a component of the New Student Orientation Program (NSOP). Students completed the lesson with the goal of increasing one's knowledge about cultural diversity, cultural awareness, and opportunities for positive engagement on campus.
  - a. According to data obtained from NSO Office, a number of those students indicated that of the several FredReady lessons, the Cultural Awareness module was found to be most valuable to them. Additionally, several presentations were delivered during Admissions Group visits. Visiting high schoolers indicated and expressed an appreciation for the resources provided by the Office of Multicultural Support Services.
  - b. Qualitative data gathered from the Office of Admissions indicated that Multicultural Weekend (MCW) attendees found the IC Student Panel discussion extremely beneficial and played an integral part in their college selection process.
3. Crown Rubies and Kings' Corner groups provided students with mentoring and opportunities to discuss issues pertaining to their cultural, social, and personal development, and acclimation to Fredonia.

- a. Kings' Corner continues to establish a baseline for assessment for retention and graduation rates, it has created an increased sense of belonging within the group. Bi-weekly meetings (virtual and in-person) were held and guest speakers addressed the group. Data gathered from the Kings' Corner Satisfaction Survey indicates that 100% of attendees strongly agreed or agreed that Kings' Corner met their expectations. One respondent added, "What I like most about KC is the sense of community and support amongst the Kings."



4. MSS provided leadership opportunities and training.

- a. The Keeper of the Dream Scholarship and Leadership Program (KOD) welcomed four additional scholars and continues to meet and exceed the program's objectives of leadership development, cultural pluralism, and cross-cultural dialogue. KOD's success stems from its ability to offer the scholars mentoring, leadership training, multicultural awareness, and career development. Each of the scholars has



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expressed a sincere appreciation for KOD and the positive impact it has made on their Fredonia experience. One scholar stated, “ KOD strongly supported me during one of the worst times in my life. I really do not think I would have remained at Fredonia had it not been for my KOD Family.”

- b. MSS offered (2) year-long internship opportunities. These high impact experiences assisted students in strengthening their leadership, communication, problem solving, and critical thinking skills. Each of the MSS interns expressed a high level of satisfaction and indicated that the internship experience exceeded their expectations. Interns also indicated that a stronger sense of preparedness and confidence was developed as a result of completing their MSS internship.
  - c. In collaboration with the Office of Diversity, Equity, and Inclusion, MSS offered two sessions of DEI training: Imposter Syndrome Training and Implicit Bias Training. Attendees expressed an increased sense of awareness and achievement having attended the sessions. Many indicated the need for additional training and confirmed their commitment to attend any additional offerings.
5. MSS offered enrichment programs that engaged and exposed the campus to diverse cultures, customs, and social justice issues.
- a. The IC Street Festival was tremendously successful. There were 151 that swiped and a number of others that also attended. Students enjoyed items prepared by the food trucks, played games, expressed their creativity by customizing totes, and danced to the sounds of DJ PapaTrini.
  - b. The in person relaunch of Culture Fest proved to be a huge success. Much of Culture Fest's success lies in the student interactions and the opportunity for students, faculty, staff, and those from the local community to visit campus and enjoy the cultural diversity and inclusiveness that Fredonia's campus offers. Forty-five persons signed in but there were a number of others that attended. Most of the IC groups participated by offering interactive cultural activities and performances. Qualitative data gathered from attendees indicated that a large percentage of the students strongly agreed that the cultural activities and performances were engaging, and the ethnic menu was greatly appreciated.
  - c. Several factors contributed to the success of the 33rd Annual Rosa Parks Scholarship Competition. Entries addressed issues of social injustice, cultural identity, police reform, and discrimination. Qualitative



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data collected indicate that students and other members of the campus community appreciate the opportunity and the platform that the Rosa Parks Competition offers.

- d. 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.
- e. The Intercultural Center's **Success Week** took place April 4 - 9, 2022. The purpose of Success Week was to introduce tools and resources that will assist in academic achievement and success. Presentations included Financial Literacy, Mental Health Awareness, Meet the Divine 9 Greek Organizations, and an Implicit Bias Training. The E-Sports and 3 vs 3 Basketball tournaments were also included in the five days of programming. Attendees indicated an appreciation for the programs and felt that they benefited tremendously from the workshops. Those tournament participants found the events to be well organized and enjoyable. One gamer stated, "This was a great tournament! When is the next one?"

### **Assessment and Program Evaluation Expectations for 2022-2023:**

Multicultural Support Services program assessment and evaluation plans will remain consistent with the 2021-22 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.



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# Veteran Support Services

## Overview and Scope of Service:

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

The responsibilities of the Veterans Office are split between Financial aid and the Veterans Administrator. Financial aid manages all of the certifications and the Veteran Administrator focuses on supporting students.

## Points of Pride:

- **Veterans Remembrance Ceremony** - The 14th annual Veterans Remembrance Ceremony took place Friday, November 12, 2021 in the Multipurpose Room of the Williams Center. This meaningful ceremony acknowledged, honored, and showed gratitude to the countless men and women who have served the United States through the Armed Forces. In addition to the \$2,900.00 in Veteran Scholarships that were awarded to seven Fredonia Veteran and Military Affiliated Students, other highlights included the display of the Fallen Stars Memorial Mural, and the presentation of colors by Fredonia's local veterans.
- **Military Friendly Recognition** - SUNY Fredonia earned **2022-2023 Military Friendly® School Designation**. Institutions earning the Military Friendly® School designation were evaluated using both public data sources and responses from a proprietary survey. More than 1,800 schools participated in the 2022-2023 survey with 665 earning special awards for going above the standard. Fredonia is one of only 282 schools to receive the Gold recognition.
- **Veteran Honor Cords** - The Veteran Affairs Office was excited to begin the new tradition of offering red, white, and blue honor cords to those graduating Veterans. Each of the four graduates expressed appreciation for the honor cords and a sense of gratitude for the support that the Office of Veteran Affairs has provided.





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## Student Learning Outcomes & Assessment:

The SLO's for the Office of Veteran Support Services (VA) are as follows:

1. Acquire knowledge of best practices in order to progress through their college careers, while minimizing obstacles. (P.D., P.S.)
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. (I.C., I.G.)
3. Gain a greater understanding of their personal and peer identities, practices, customs, struggles and cultures. (I.C., I.G.)
4. Articulate and apply the tools and skills necessary to constructively communicate and collaborate with others. (I.C.)
5. Articulate the role of civic engagement, service learning, and volunteerism in building an inclusive global society. (P.D., I.C., I.G.)

The strategies/tactics of the VA are intentionally aligned with all of the listed SLO's:

- A. The VA offered in-person welcoming receptions at the beginning of each semester to which all of the veteran and military affiliated students were invited. Although attendance was modest, each of the attendees expressed a sincere appreciation for the event, the opportunity to meet the VA Team, and the information provided.
- B. 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.
- C. The VA Office and VA Lounge are important resources for Fredonia's veterans and military affiliated students. Offering open door advisement to discuss issues of culture, social, personal development, veteran benefits, and acclimating to Fredonia is essential to the success of these students. Lines of communication have been established with information routinely being disseminated. The office addresses a number of issues via phone calls and emails but had little in-person or zoom requests for dialogue. The three VA work study students (2 veterans, 1 military affiliated) had meaningful weekly meetings with the VA Administrator. Feedback from these students was extremely positive. Students indicated that although the VA served as a workplace, it also provided mentoring and a safe space where (during off hours) they could also complete assignments and relax.
- D. The VA annually participates in the VA work study program and offers three work study positions. Although the purpose of the VA Work Study is to provide part-time employment to students receiving VA educational benefits, the program also provides a platform to engage students in leadership and training. Each of the VA work study students strongly agree that the

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experience has contributed significantly to their success and look forward to continuing in Fall 2022.

**Assessment and Program Evaluation Expectations for 2022-2023:**

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.