Baruch COLLEGE
The City University of New York

Division of Student Affairs
Spring 2016 General Faculty Report

The Division of Student Affairs (DSA) exists to complement and support the academic mission of Baruch College. To that end, Student Affairs provides innovative and engaging programs that connect students to real world experiences. The division is made up of more than 200 full- and part-time student-centered practitioners and student employees committed to student advocacy, building of respectful and inclusive communities, promoting responsible citizenship, and advancing student learning and holistic development. The following departments and services are part of the support structure aimed to enhance the student experience: Athletics & Recreation; Counseling Center; Early Learning Center; Starr Career Development Center; Office of the Dean of Students (Student Conduct and Academic Integrity); Services for Students with Disabilities; and Student Life (including Greek Life, Student Health Center, Health & Wellness, Veteran Affairs, Residence Life, and New Student Programs). Below are highlights of the out-of-class initiatives produced this period by the following departments:

Athletics & Recreation

The Baruch College athletics program has continued to be one of the most successful departments from among the nine senior college that compete in the City of New York Athletic Conference (CUNYAC). During the Fall 2015 semester, the Bearcats fielded 5 varsity sports teams. The women's tennis team claimed its first CUNYAC championship since 1997 earning the team a berth in the NCAA tournament. The team's coach was named Coach of the Year along with three players named CUNYAC All Stars. The women's volleyball team finished its regular season on top of the CUNYAC standings and placed second in the CUNYAC championship. The team's head coach was named Coach of the Year along with the entire starting lineup (6 players) being named CUNYAC All Stars. Among the remaining varsity sports, 9 players were named CUNYAC All Stars, 6 from men's soccer, 2 from women's cross country, and one from men's cross country; he was named Rookie of the Year. Baruch College also placed a member of each fall team's sport onto the Sportsmanship team – with the women's volleyball player winning Sportsman of the Year.

During the fall 2015 semester, 65 student athletes participated in the five sports mentioned above. Thirty seven were male and 28 were female; 47% of the fall student athletes were recognized as CUNYAC Scholar Athletes (with cumulative GPA of 3.2 or higher). Of the sixty five (65) student athletes, 19 have exhausted their 4-year eligibility and have applied for graduation. For the entire 2015-16 academic year, the department is anticipating over 200 student athletes.

Outside of varsity sports, Athletics & Recreation has offered numerous intramural offerings with a focus not only on competitive sports, but also on fun and competitive activities that included indoor soccer, FIFA soccer on computer consoles, dodgeball, chess and many more future league and tournaments planned for spring 2016 semester. Additionally, the Student Athlete Advisory

Committee (SAAC), made up of two (2) or more team leaders from each of the 13 varsity sports teams, has worked on numerous collaborative community-related projects. The committee raised over $4,000 for the Annual Breast Cancer Walk in Central Park, collected over 200 pounds of food and over $400 for City Harvest, and has collected and sent letters to troops in a *February Feels 4 Troops* campaign through the American Red Cross. The president of Baruch's SAAC, Justin Starrantino, who also serves as CUNYAC SAAC president, has been selected to participate in the Goodwill tour traveling to Cuba in Spring 2016.

Counseling Center

The Counseling Center's mission continues to focus on promoting mental health and wellness among the student population. With the advent of three positions created and filled in the fall 2014, the department has seen significant improvements in the following areas:

- Increased traffic at the Center, measured by number of appointments provided, and number of unique students served;
- Increased number of workshops, trainings, and supportive groups offered;
- Enhanced ability to respond to individuals and the community in crisis situations;
- Enhanced technology and scheduling system.

Increase traffic: The Counseling Center experienced an increase in students seeking counseling services during the fall 2015 semester. Counselors conducted 355 triages, 87 intake appointments, provided individual psychotherapy appointments to 340 patients, assisted 16 students in crisis (including four resulting in hospitalizations), and provided psychiatric services to 47 patients. Data reflects an increase of 20%, 9%, 23% 18%, and 13%, respectively, from the same period last year.

Increased groups and workshops: Since the summer 2014, a long-term process group has met to discuss coping strategies for depression, anxiety, and uncertainty regarding graduation. There are currently four group members who actively participate in weekly sessions. Some of the verbal feedback suggests that group members have felt less isolated, have been better able to express their emotions, and have developed interpersonal skills that they have used to improve interpersonal and professional relationships.

Additionally, the Center has successfully expanded its Dialectical Behavior Therapy (DBT) group counseling program. Group sessions in the spring 2015 DBT group have a total of nine (9) active participants. This number reflects 33% increase in students who participated in the DBT skills group in spring 2014. Currently, all of the members who participated in the spring 2014 DBT group have remained actively engaged in individual therapy sessions with counselors at the Center. Their continued interest in ongoing treatment and maintenance of the help-seeking skills developed in DBT speaks to the success of the first group and the Center's commitment to providing long-term care to patients in need. The Center has also increased the number of outreach activities from 5 events in 2014 to 8 events in fall 2015; an increase of 37%. In addition to our participation in Honor's and International Student Services orientations as well as Team Baruch peer mentorship training, the Center has also added workshops in suicide prevention,

self-care techniques and peer/support leadership training for members of the Advising Alliance. The Center continues to work with internal partners in raising mental health awareness, coordinating crisis intervention efforts, and developing emergency protocols among various student service oriented units.

Crisis Intervention: With the additional funding provided by the van Amerigen Foundation, the Center has been able to provide emergency psychotherapy and consultation to students. In addition to providing psychotherapy to many vulnerable students, the Counseling Center is now able to provide additional services to some of its most vulnerable students; this has been added to the department's outreach efforts to the Baruch community at large that includes Residence Life, Student Affairs, Student Disability Services, LEADS, and International Student Services (which are in high demand due to the large percentage of international students at the College). The Center has also conducted mental health seminars for honors students and provides outreach to classrooms on a regular basis and during special circumstances. There has been a consistent increase of predominantly at-risk students presenting with more severe pathology and crisis situations, most of whom are referred to the Center by the Crisis Intervention Team (CIT) and other university departments. Preliminary analysis of data from the pilot period revealed that approximately 85% of patients met the criteria for being a member of a vulnerable population, and that approximately 20% are on the CIT list. We are working collaboratively with these students to connect them with other resources on and off campus and consults with campus officials and regional mental health providers on a regular basis. Our involvement in these cases has resulted in an upsurge of collaboration with a number of school officials outside of the Center, expanding our outreach to at-risk students during times of crisis. We are also in the process of designing and implementing a pilot study that will allow the Center and its staff to collect data on vulnerable populations during triage screening and throughout treatment.

Technology: Over the fall semester, the Counseling Center negotiated the purchase of Titanium, new software which links the Student Health Center and the Counseling Center at Baruch. The initiative to link medical records will result in a more formal forum for the two departments to collaborate and refine students' treatment plans. This software has also enhanced the Counseling Center's data collection and analysis capabilities.

Early Learning Center

The fall semester at the Early Learning Center (ELC) presented challenges the unit had not addressed in many years – primarily, staff turnover and budget shortfalls. After the retirement of the unit's long-time director, Anne Austin, the then administrative assistant of almost 8 years resigned to take up another position on campus. The ELC Board and the Division of Student Affairs re-structured the Center to meet emerging trends, decreasing enrollment, and the immediate needs of student-parents. A major change was made to have the two lead teachers split the responsibilities of the ELC, one taking on the administrative duties and the other taking responsibility for more educational and curriculum-oriented matters. The ELC then proceeded through two temporary administrative assistants until December 2015 when it was able to appoint a permanent replacement.

As the ELC navigated these changes, the unit continued to serve 19 families with two children under the age of 3 years old. The ELC has been impacted by the rise in Universal Pre-K

programs, and as such lost 2 families because this program is free and was in close proximity to their homes. Of interest is that one of the aforementioned families returned to the Center this spring due to dissatisfaction with the Pre-K program. In an effort to curb declining enrollment concerns, the ELC partnered with the Center for Academic Advisement and New Student Orientation and visited each orientation session to market its services to prospects. This resulted in several prospects for fall 2016. The ELC is participating, with the Student Affairs Website Task Force, to re-work its website and make it more user-friendly. More advertising and publicity about ELC services will be placed in the online weekly Baruch College Newsletter and other strategic locations on campus. The aim is to boost enrollment growth back to its original capacity of up to 40 pupils.

With regards to programming, the ELC continues to have its music and woodworking specialists once a week and visits from The Alley Pond Nature Center. The ELC family counselor visits twice a month at club hours to meet with parents discussing the stresses of attending school and managing a family, and many student-parents work as well, so that is factored into the discussions. Additionally, the ELC held its *Annual Fall Ice Cream Social* and the *December Breakfast before Finals* events during this period. Both of these events were set up so that student-parents and their families can share some down time amidst their very busy schedules. The ELC staff developed a science and technology workshop, *Investigating Pulleys and Suspension Bridges*, that was presented at the January 2016 CUNY Childcare Council Conference held at the Bronx Community College. In addition to the abovementioned, the ELC continues to address facility issues and is in the process of getting a new front door with proper security features as per the Department of Health (DOH) guidelines. The department, accredited by the National Association for Education of Young Children (NAEYC), is awaiting its DOH permit renewal due shortly.

On December 15, 2015, the department bid farewell to one of its lead teachers, Sophia Solomon. Sophia resigned to seek other professional opportunities elsewhere. She was a great asset to the department and will be missed.

Services for Students with Disabilities

During this period, the Office of Services for Students with Disabilities (OSSD) served 169 students; 95 were first-time appointments. Many of these students required services and accommodation that span a myriad of accommodations the office provides – from mobility, visual, hearing, learning, speech, and psychological impairments to substance abuse, traumatic brain injury, general medical conditions, and multiple disabilities. Of the 95 newly registered students, 34 were diagnosed with ADHD, which continues to be the greatest need to date, followed by Psychological Impairments, with 19 newly registered students. The office has had an increase in unique and complex issues where collaboration with multiple offices, such as Academic Advising, Registrar, Financial Aid, Counseling Center, is necessary to ensure students' academic success at the College. OSSD continues to determine and provide reasonable 504/ADA accommodations for all new appointments.

Another focus of OSSD is the CUNY LEADS program, which currently serves approximately 43 active students. During this period, students obtained internships or employment through Northwestern Mutual, Moody's, CohnReznick, LLP (accounting firm), NYC Department of

Citywide Administrative Services, NYC Office of Labor Relations, Apple, and JustEnergy. Of the 43 active student participants, two (2) enrolled in graduate programs at Baruch College and Fordham University in an effort to advance their education.

In October 2015, the office celebrated Disability Employment Awareness Month. As such, students participated in *Disability Mentoring Day* events with JetBlue, MetLife, Goldman Sachs and BNP Paribas. Disability Mentoring Day (DMD) provides individuals with disabilities with opportunities to evaluate their personal and career goals, attain practical advice about pursuing a career, participate in career development workshops, and create the basis for a long lasting mentoring relationship. Another aspect of the aforementioned initiative is the Workforce Recruitment Program (WRP) – a recruitment and referral program that connects federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities, who are eager to prove their abilities in the workplace through summer or permanent jobs. Five Baruch students interviewed and were accepted into the program and are now eligible to search the database of positions. CUNY LEADS continues to provide ongoing career development support and guidance to students through career counseling, resume and interview preparation, and internship and job seeking assistance.

Also noteworthy this period is the increase in student demand for assistive technology. During the summer and fall semesters, 39 students were accommodated with assistive technology training, with the majority of students utilizing equipment, such as the Livescribe Pen and Kurzweil 3000 Software. 118 pieces of assistive technology equipment were also loaned out. The Student Disability Services Manager and the Assistive Technology Specialist continue to research and implement best practices related to making digital and online content accessible to all students. This also includes utilizing the student technology fee to research and purchase innovative technology to accommodate students with disabilities. The abovementioned staff members are collaborating more closely with other departments that include the Center for Teaching and Learning, Counseling Center, and BCTC to ensure that electronic systems and digital content are accessible. In addition, the Student Disability Services Manager was asked by the President's Office to represent the College as Campus Accessibility Liaison on the CUNY Technology Accessibility Taskforce. The liaison will act as the College's point person with responsibilities that include reviewing the accessibility of technologies, reporting accessibility progress made by the College, and updating key stakeholders on the work and requirements of the task force. Furthermore, OSSD administered and proctored 516 exams this period through the provision of appropriate accommodations; these accommodations included auxiliary aids, such as readers, writers, and assistive technology. The increase in the number of exams administered by the department demonstrates faculty demand for these services.

On November 2, 2015, the *As We Are: Portraits of a Community* photo project was presented. This collection of portraits, taken in 2013 and accompanied by personal narratives, empowered eighteen (18) members of the CUNY disability community to depict themselves as they see themselves: in their "natural state," in their own words, and on their own terms. The group, drawn from cross-disability backgrounds, acquired their individual disabilities in different ways, at different times, and each person has incorporated these disabilities into his/her own personal narrative in distinctive, holistic, and very powerful ways. Over 160 guests attended the photo project's opening reception and were introduced to many of the individuals whose photographs

and stories were on display. Among the invited guests were Roger Sherman, the photographer; Baruch College President, Mitchel B. Wallerstein; Commissioner of the Mayor's Office for People with Disabilities, Victor Valise; University Assistant Dean for Student Affairs, Chris Rosa; and former NY mayor, David Patterson. The photo project remains on display in the Library on the 3rd floor until June 2016. OSSD director, Barbara Sirois, created the project and hosted the event.

STARR Career Development Center

Employer Relations and On-Campus Recruiting Activities: Prior to the start of the fall semester, STARR staff conducted training for new staff, counseling interns, and student staff. When the semester started, STARR was immediately busy with programs, workshops, and student appointments. Since Fall Career Day fell early in September, hundreds of students started to show up for Career Fair preparation workshops and counseling; 174 students attended Senior Start-Up on the first day of the semester and over 200 students showed up to have their resumes reviewed during the first week of classes. This was constant for several weeks since September is the beginning of STARR's On-Campus Recruiting (OCR) program – when employers post jobs and show up to provide information sessions and set up interviewing schedules. Eighty-one companies registered for the fall 2015 Career Fair and over 1,000 students were in attendance. The CPA Fair followed with 33 accounting firms, which included most of the large and mid-size firms in New York, and 474 students in attendance. A Diversity Pipeline Panel and Networking Event in partnership with SEEK, UMLA, ALPFA, NABA, and Student Life drew six (6) organizations and 250 attendees.

During the fall On-campus Recruiting season, 62 unique companies posted 195 jobs, made 47 employer presentations, and conducted 1,182 on-campus interviews. The job market is improving and a variety of companies posted almost 5,000 jobs into STARR Search, the department's online career service management system, from July through December. There were also 1,000 new employers who were vetted and added into the system. The collection of post-graduate outcomes for the class of 2014/2015 took place beginning just prior to graduation in May, 2015 and continuing through December 31. Results are currently being tabulated and will be reported shortly.

Career Counseling and Vocational Assessment: During the fall, 1,035 students came in to meet with a counselor about choosing a major, obtaining an internship, getting advice about graduate or law school, or to ask about other career related issues. In addition, there were 857 resume reviews and 88 recorded mock interviews. 395 users logged into Focus 2, the online vocational assessment program, and another 65 took either the Strong Interest Inventory (SII) or the Myers-Briggs Type Inventory (MBTI). Another 1,254 students walked in for a brief consultation about resumes, job search, or recruiting questions during walk-in hours from 3-5PM on Tuesdays, Wednesdays, and Thursdays. This represents a 25% increase over the number of student walk-in visits in 2014/15 during the same time period.

Special Programs in STARR: During the summer and fall, STARR recruited students into its five special programs which provided intense job search preparation for small groups of students. Students participated in STARR's special pre-professional programs including Peers for Careers, the Financial Leadership Program, the Rising Starr Sophomore Program, which includes a

second track exclusively for accounting students called the Passport to Partnership, and the Max Berger Pre-law Program. The intense training they receive in these programs contributes to making them competitive candidates for employment or acceptance into graduate or law school.

Eleven Peers were available to work in STARR during the fall and they provided 642 resume reviews, made presentations at 15 events including the Parent Orientation, College for a Day, and Dining Etiquette, and facilitated two workshops on resume writing and career fair strategies. They launched a new initiative to obtain book donations which were given to the public library; they are currently planning for their spring Suit Up event.

The Financial Leadership Program (FLP) is a two-semester training program for finance majors to prepare them for competitive careers in finance. The 2015/16 Financial Leadership Program Cohort participated in a variety of workshops, campus events and company field visits. There were a total of 20 guest speakers, who presented on diverse topics such as Equity Research, Asset Management, Compliance and Regulatory Issues, Fixed Income, among others. Students benefited from alumni who came and conducted intensive mock interviews and case studies. They were also taught to create a professional LinkedIn profile. Included in the overall program were two intensive days of training in Corporate Valuation and Financial Modeling by Training The Street and a workshop on Communication/Power Point development and presentation. During this period, of 22 student participants, 17 have secured internships with JP Morgan, Blackrock, Credit Suisse, Morgan Stanley, Macquarie, the New York Federal Reserve, Standard & Poor's and Whitehall Investment Bank.

The Rising Starr Sophomore Program (RSSP) is a pre-professional preparation program mainly focused on sophomore students. P2P is a second track in RSSP and is focused on soft skill preparation for accounting majors. There are a total of 32 students in these programs and they are mentored by EOC mentors or advanced accounting students. The program included a time management workshop, resume preparation, personal pitch presentations, a speech competition, excel training conducted by former FLP students, and case competitions with Target and UHY.

The Max Berger Pre-law adviser met with the Pre-law Society and assisted with the planning for 11 student events. Three students who completed unpaid legal internships received stipends in the amount of $2,000 each. Internships included one at the Brooklyn District Attorney's Office and another with the Legal Empowerment and Assistance Program in Queens. Fifteen students applied and were accepted to the 2016 Winter Pre-law Institute which took place from Jan. 4-8, 2016 and included LSAT Prep courses; a tour of the NYC Bar; Brooklyn Law School; a law school fair and panel with presentations by current law students, as well as recent graduates and a full-day diagnostic LSAT exam sponsored by Kaplan. Attorney mentors were provided to 10 Pre-law Fellows. During the fall, there were private law school visits to New York University Law School, Columbia Law School, Cardozo Law School, and CUNY Law School.

Marketing and Social Media: The new Marketing and Social Media Manager in STARR chaired a multi-university Technology Conference at Baruch. New and existing applications and technology were presented to over 100 higher education professionals. A new SCDC Facebook page was created and doubled STARR's subscription rate to 859 followers, strengthened the unit's Twitter following from 1,325 to 1,615 followers, launched the #BaruchAtWork Summer

Photo Contest, and the Career Fair tips campaign. The manager has taken responsibility for production of The STARR Weekly, the online newsletter for STARR which includes information about current events, job opportunities, scholarships, and much more. The Weekly is sent online to all Deans, Directors, Chairs, and registered students.

Alumni: The Professional Volunteer Program consists of a group of professional alumni who volunteer to provide brief consultations with Baruch students. In the fall, a total of 10 professionals provided 208 consultations with undergraduates during the Center's Thursday evening hours from 5-7pm. Four Alumni Career Seminars took place in the fall including LinkedIn Job Search, Personal Branding for Career Success, Career Assessment for Career Change, and Crafting an Effective Resume with 37 alumni in attendance.

Professional Development: The in-house STARR Professional Development Committee provided training sessions for the staff members on the following topics: Vocational Assessment, Accounting 101, Finance 101, and Microcounseling Skills. Moreover, the Campus Career Consortium, which consists of staff from STARR, the Graduate Career Management Center, the Weissman Graduate Career Center, and the School of Public Affairs Graduate Career Services Center, the Alumni Office, EOC, the Weissman Center for International Business, hosted a Presentation by the authors of *Grit to Great*. Three graduate counseling interns from Teachers College, New York University, and Fordham University provided counseling to Baruch students and received supervision and training at STARR.

Personnel: Clemente Diaz and Katherine Bedoya resigned and Ricki Weitzen, Kaitlyn Riley and Nieves Garcia were hired to fill unfilled positions in STARR.

Office of the Dean of Students

The Dean of Students Office continues to focus on addressing student requests, adjudicating disciplinary matters through the student conduct process, and responding to reports submitted to the Campus Intervention Team (CIT). The office has been working to implement federally mandated training for students on Title IX compliance in collaboration with CUNY Central and Baruch's Office of Diversity, Compliance, and Equity Initiatives. In the fall 2015 semester, approximately 1,500 students completed the online mandatory Haven training program. The department is on track to have another 1,500 complete the training this spring.

The Residence Life program was moved from the Office of Student Life to the Dean's Office during the month of December, and the office is focusing now on selecting the RA staff for the 2016-2017 academic year. Other issues being dealt with include responding to students facing medical and other challenges, distributing emergency funds, and enacting the college's disciplinary procedures. In looking ahead, the office is preparing for the annual Student Affairs Awards Ceremony and contributing to Baruch's Commencement Exercises through the selection of valedictorian and salutatorian.

Office of Student Life

During the fall 2015 semester, the Office of Student Life re-affirmed its commitment to the co-curricular development of Baruch's students through programming in student leadership development, health and wellness, residence life, student activities and new student programs.

With 3,675 office visits in Fall 2015, the unit played an integral role in students connecting to the campus.

In the area of New Student Programs, *Baruch Beginnings-Convocation Day* featured a keynote speech by Karen Joy Fowler, author of the freshman text – *We Are All Completely Besides Ourselves*. During Convocation, the department hosted the 61 sections of Freshman Seminar that served approximately 1,227 students throughout the fall semester. As part of Baruch's comprehensive Title IX education and training, all freshman students were required to complete the *Haven-Understanding Sexual Assault* course in Freshman Seminar. In addition, the *Bearcat Commitment* was introduced to all incoming freshmen at Convocation; during that time, students collectively agreed to uphold the values of *Integrity***,** *Excellence***,** *Respect*, and *Engagement* as part of the College's goal to promote a cohesive community and assure civility on campus.

Fall semester's leadership workshops were successfully implemented with 311 students participating in *Baruch Officer Leader Training* (BOLT), a mandatory training for all clubs and organizations. The department also attracted 98 students who attended the 33rd Annual *Leadership Weekend Training* held in Dingmans Ferry, PA. President Wallerstein; his wife, Susan; and Dean of Students, Art King stopped by the camp to meet with the students. There was also an increase in student interests in the *TEAM Baruch* leadership program with 411 students attending information sessions, which yielded an applicant pool of 264 students, a 30% increase in applicants over the same period last year.

Student Life also increased its campus-wide programming by reintroducing Homecoming to boost campus involvement; these events included activities and games featuring student organizations and athletic teams during club hours with a movie on the Plaza and a fall festival during the evening. In October, the department held an *Adventure Day* hiking and apple picking field trip. The office now includes Regal and AMC movie tickets in its popular movie ticket programs so that students have more options to choose from within the general New York area. The department's civic engagement initiatives included a community-wide blood drive in October, *Feed Five Thousand* in November, which raises funds toward providing food for the impoverished in Africa. Robust and diverse programming was also executed to celebrate Baruch's rich multicultural heritage – Latino Heritage Month celebrated in September and Lesbian, Gay, Bi-sexual, and Transgender (LGBT) History Month held in October. Further, Student Life worked with the Undergraduate Student Government (USG) to amend the free legal services hours to accommodate evening students and students who are on a Monday/Wednesday schedule.

In fall 2015, the department appointed Amanda Pryor as the full-time Residence Life Coordinator (RLC). Her duties include selecting, training, and supervising Resident Assistants (RAs) and managing the growing demands of the residence life program. At the opening of the fall semester, live-in residence life staff members were on hand to welcome 276 Baruch residents to the housing facility located at 97th Street. This facility currently houses students from Baruch College and other institutions such as Hunter, LIM, John Jay, and Marymount Manhattan. The residence life staff serve as active resources and guides for Baruch students. Besides implementing a peaceful and respectful standard of living, they also develop engaging programs and workshops to foster community building and engagement.

Finally, the Baruch College Health Center provided a range of free and highly subsidized services to enrolled Baruch students during this period. These services were administered by Mount Sinai Beth Israel Medical Center and Continuum Health Partners Inc. via an annual renewable contract. During this period, the Baruch College Health Center served approximately 1,632 students. Also during this period, Health and Wellness programs produced its weekly activities of meditation and yoga, semester blood drive, Freshman Orientation enrichment workshops, a domestic-violence awareness workshop, smoking cessation workshops, Safe Zone trainings, and finals week activities. Several of these events were co-sponsored by Peers Advocating for Wellness Services (P.A.W.S) – a peer health group program that works to develop health and wellness initiatives on campus.

Submitted by Art King, Vice President for Student Affairs & Dean of Students