# TABLE OF CONTENTS

- **Introductory message from the Dean** .......................................................... Page 3
- **Organizational Chart** ...................................................................................... Pages 4-6
- **Access** .............................................................................................................. Page 7-11
  - Mental Health and the Coordinated Care Approach ........................................ Page 7-8
  - Engagement During Remote Operations ......................................................... Page 9-11
- **Enhancing Community Engagement** .......................................................... Page 12-14
  - Student Employment ....................................................................................... Page 12
  - Social Activities & Student Leadership .......................................................... Page 13
  - Celebrating Student & Staff Success ............................................................. Page 14
- **Strengthening Diversity & Equity** .............................................................. Page 15-17
  - Staff Sponsored Programming Efforts .......................................................... Page 15
  - Student Facilitated Programming .................................................................. Page 16
  - Student Services ............................................................................................ Page 17
- **Thrive** ............................................................................................................. Page 18-20
  - Services .......................................................................................................... Page 18-19
  - Programming .................................................................................................. Page 20
- **Stewardship & Risk Management** ............................................................. Page 21
  - Budget & Fiscal Operations ............................................................................ Page 21
- **Looking Forward** ........................................................................................ Page 22-25
  - Expanded PAC Coaching Program ................................................................ Page 22
  - Enhanced Mental Health Services ................................................................ Page 23
  - Divisional Standing Committees ................................................................... Page 24
  - New Husky Village ......................................................................................... Page 25
December 2020

It’s hard to believe, but year 2 has come and gone as quickly as year 1! I am pleased to say that it continues to be my honor to serve as the Dean of Student Affairs here at the University of Washington Bothell. It goes without saying that the 2019-20 academic year has been unlike any other during my career.

The Fall was normal enough with the arrival of new students, but the Winter and Spring found us in the grip of multiple challenges forcing us to rethink how and why we educate students within the Division of Student Affairs. I am proud to say that our Divisional educators rose to and met the challenges before them in creative, courageous, professional, and empathetic ways.

This report presents the most recent chapter in our ongoing story—the triumphs and challenges. I continue to be inspired by and proud of the staff in our Division and am honored to present this narrative to you.

Sincerely,

Tim Wilson, Ph.D.
Dean of Student Affairs
University of Washington Bothell

“GO DAWGS!”
ORGANIZATIONAL CHART

COUNSELING, HEALTH & WELLNESS

Rosemary Simmons - Director
Wendi Maze - Case Manager for Student Success

Counseling

Lillian Chen - Psychologist
Summer Garcia - Psychologist
Ann Ellis - Mental Health Therapist

Health and Wellness Resource Center

Jo Blue - Health & Wellness Resource Center Manager
Vacant - United Way Benefits Hub Associate
Terry Hughes - United Way Benefits Hub
Alicia Christian - United Way AmeriCorps VISTA

Student Positions
Health Educators Reaching Out

Violence Prevention & Advocacy Program

Elizabeth Wilmerding - Violence Prevention & Advocacy Program Manager

ORIENTATION & TRANSITION PROGRAMS

Terry Hill - Director
Carrie Newman - Assistant Director
Emily Leonard - Program Manager
Jerry Chan - Staff Support Supervisor
Alex Hager - Intern

Student Positions
Student Assistants
Orientation Leaders
Peer Advisor Coaches

RESIDENTIAL LIFE & STUDENT CONDUCT

Katie Horowitz - Director
Mary Toll - Assistant Director
Karan Sandhu - Resident Director
Afton Lopez - Resident Director
Brenda Đào - SEA Program Manager (live-in)

Student Positions
Community Assistants
LLC Peer Instructors
Advisory Board
Summer Conference Assistants
Resident Advisors

Residence Hall Association
ORGANIZATIONAL CHART

STUDENT ENGAGEMENT & ACTIVITIES

Sam Al-Khoury - Director
Carla Christensen - Assistant Director
Ben Lopez - Program Manager
Billy DeMyer - Program Manager
Brenda Đào - SEA Program Manager (live-in)
Pauline Tolentino - Program Manager

Student Positions
Student Media
Campus Events Board
Social Justice Organizers
Club Council
Project Assistants
Clubs

ASUWB (support from Student Affairs)

VETERANS SERVICES & DISABILITY SERVICES

Rosa Liu - Manager
Alice LeFlore - Program Coordinator

Student Positions
DRS Student Assistants
Vet Corp Navigators
Veterans Assistants
As an institution, we pride ourselves on being an accessible vehicle for students to pursue their higher education goals. In the Division of Student Affairs, we conceptualize access as providing and facilitating programs and services to support student success. As we navigated the pandemic, we used a variety of tools to ensure access for UWB students.

**MENTAL HEALTH AND THE COORDINATED CARE APPROACH**

We continued to use the coordinated care model as a framework to address a variety of student issues. Helping students successfully navigate these issues is often the factor in their deciding to continue their studies at UWB. The Counseling Center continued to play a significant role in this effort. For example, the number of first year students seeking counseling increased significantly in the past year. This was likely due to referrals coming from the Personal and Academic Coaching (PAC) program sponsored by Orientation and Transition Programs (OTP).

While students living on campus comprised 5% of the overall student population, they represented 10% of the Counseling Center’s clients in 2019-20.

Students registered with Veterans and Disability Resource Services are less than 5% of the UWB student population, but they comprised 12.1% of the Counseling Center’s clients during the past academic year.
The CARE Team (comprised of staff from the Counseling Center, Orientation and Transition Programs, Residence Life, the HaWRC, and Violence Prevention and Advocacy) worked through a high volume of referrals with colleagues from across the University to address issues faced by students of concern. The team’s work was supported by the CARE Team Case Manager for Student Success. This new position worked closely with the CARE Team as well as the Associate Vice Chancellor for Student Success to streamline coordinated care processes between Student Affairs and Academic Affairs. By working across administrative lines, the CARE Team was able to develop more comprehensive understanding of the issues students were facing, decipher areas where they were experiencing trouble, and develop coordinated strategies to help students access the resources they needed.

Due to COVID-19, the use of student emergency funds increased exponentially in 2020. Read more about emergency funds.

Director of Counseling & Health and Wellness Rosemary Simmons worked on a multi-disciplinary team dedicated to student behavioral health. Read more about the learning community.

In 2020, 149 students received $99,616 in Student Emergency awards. This is a 186.5% increase in students served and an increase of 155% in the amount of funds awarded in comparison to 2019 in which 52 students received $39,011. The COVID19 global pandemic was a key factor for this increased need.
When the University moved to remote operations toward the end of the Winter 2020 quarter, online platforms became the primary vehicles for students, faculty, staff, and administrators to complete their work. It is important to note that some campus units maintained a physical presence on campus when the University transitioned to remote operations. Residential Life was one of these entities and made substantial changes to their operations to ensure the safety of the 90 students who continued living on campus during the Spring quarter.

In addition to developing a contact-free move-out process for 200 students at the end of the Winter quarter, the department reduced Community Center desk hours, revised RA duty processes and desk operations, limited the number of guests in Husky Village, and revamped incident response protocols to comply with physical distancing and other health guidelines.

As the ability to meet and interact in person was no longer an option, units within the Division utilized a variety of platforms to facilitate programs and services for students. For example, Student Engagement and Activities (SEA) used the Zoom platform to facilitate virtual drop-in hours for student leaders and staff, used Instagram to host its annual awards celebration, and created a landing page for students to find out where and how virtual programming was taking place on campus. Outdoor Wellness used Instagram to host a series of training sessions for students interested in outdoor activities. Intramurals facilitated a variety of E-Sports and other gaming activities for students. The Counseling Center conducted its counseling sessions via Zoom and telephone, and Career Services used Zoom to conduct mock interviews. Additionally, career fairs were hosted via Handshake. OTP converted the entire student orientation program to be an online experience for the Summer and Fall. Read more about Career Services efforts online. The Violence Prevention and Advocacy program utilized phone calls, online chats, and video chats to facilitate support services. Students were empowered to choose the form of communication that felt most effective and safe for their individual situation. The HaWRC/United Way Benefits Hub's Financial Coaches and the Husky Pantry shifted their focus to support online learning by utilizing Zoom to deliver workshops and coaching sessions.

Across the Division, staff were creative in arranging options to continue serving students and working with internal and external partners. Career Services Empower Relations Manager Susan Vinson was interviewed about her work from home set-up.
The **Activities and Recreation Center** 1st and 2nd floors plus amenities served approximately **15,000 students** on the 1st and 2nd floor spaces during the autumn 2019 quarter.

The ARC spaces hosted over **350 events** for the year.

**Activities & Recreation Center + Recreation & Wellness**

<table>
<thead>
<tr>
<th>Student Staff Count By University/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students</td>
</tr>
<tr>
<td>UW Bothell</td>
</tr>
<tr>
<td>Cascadia College</td>
</tr>
<tr>
<td>44 total student employees</td>
</tr>
<tr>
<td>37 students</td>
</tr>
<tr>
<td>7 students</td>
</tr>
</tbody>
</table>

There were **11,704 visits** to the Fitness Center during fall quarter, 2019.

There were **4,240 visits** to the Sports Complex during fall quarter, 2019.

The ARC staff worked with different resources and departments to offer student employees additional professional development opportunities. Some of these opportunities include:

- Worked with Career Services on resume building and interview materials
- Worked with EH&S to be trained on bloodborne pathogens protocols
- Campus Safety collaboration in regards to risk management including active shooter training

The ARC is part of the ACUI, Association of College Unions International.
Access

As the Division found its balance, entities were able to advise student organizations on the ways they could deliver programming in new and innovative ways. The campus radio station, U-WAVE, used their Instagram and Spotify accounts to host their shows online and create podcasts. Read more about U-Wave. Two music events showcasing the musical talents of UWB students were hosted on Instagram Live by Student Media.

While the campus literary journal, Clamor, hosted its launch event virtually, the campus newspaper, the Husky Herald, made the transition from a printed to a digital version of its publication.

When classes transitioned to remote instruction in the spring, concern grew over students having the technology needed to successfully complete coursework at home. A proposal was presented to the Student Technology Fee (STF)—a group advised by Divisional staff—to purchase laptops to be lent to students in need. Realizing they did not have a process allowing them to spend outside of their funding cycles, the committee quickly created an emergency funding process and partnered with the UW Bothell’s student government to ratify the bylaws. The committee supported the laptop request and approved the purchase of wireless hotspots for students.
ENHANCING COMMUNITY ENGAGEMENT

Helping students develop a sense of connection to and/or belonging on campus lies at the core of our efforts to enhance community engagement. These efforts manifested themselves in three ways during the 2019-2020 academic year: student employment, social activities and student leadership, and celebrating student and staff success.

STUDENT EMPLOYMENT

Researchers have long noted the benefits of on-campus employment for students. In addition to providing a source of income, such activities help students establish mentoring relationships with faculty and staff, promote professional development, enhance retention, and promote a deeper sense of connection to campus. After reflecting on her experience as a graphic designer for the Division, Class of 2019 alumnae Madison Nickfard noted that her supervisor and mentor Gina Christian had a profound impact on her growth and development:

“Whether it's for different opportunities or encouraging me to volunteer in different spaces on and off campus, she's the one that's pushed me to work hard. . . . If it wasn't for her, I'm not sure if I would've been exposed to the resources and opportunities that I had. . . . She's put a lot of confidence into the work I am doing and makes me feel very appreciated as a student on campus.”

In many cases, the training these students receive is extensive and helps them to become more effective leaders. For example, staff in SEA facilitated training in the areas of media literacy for their student staff. Topics for this training included differentiating between accurate and fake news, the roles power and privilege play in bias, and engaging in critical dialogues.
ENHANCING COMMUNITY ENGAGEMENT

SOCIAL ACTIVITIES AND STUDENT LEADERSHIP

Social engagement is also critical in helping students develop a sense of belonging and community on campus. The Campus Events Board (CEB) facilitated a number of campus-wide programs over the course of the year including the ARC Carnival during Welcome Week and Spring Fest. The latter program was facilitated online, featured a number of clubs and campus departments, and culminated with a musical performance by local artist Paris Alexa. Students can also participate in many clubs to further their academic engagement and personal interests.

As the campus pivoted from in-person to remote operations, staff and students engaged in a variety of innovative efforts to continue offering programming to the campus. The Social Justice Organizers (SJOs) created and released a number of podcasts to the UWB community. Read more about SJOs online. Students in many departments including Student Engagement & Activities, Residential Life, and ASUWB worked collectively to ensure the United States Census had information and outreach in an effort to increase participation. Read more about the student census committee.

The Associated Students of the University of Washington Bothell (ASUWB) conducted all of its Spring election activities online and saw a record number of students run for office and vote in the election cycle. Both of these organizations are advised by SEA. In addition to facilitating its election activities online, ASUWB remotely participated in the Huskies on the Hill program.
If there was a year to ensure that success was celebrated on campus, 2019-2020 was definitely it.

**ASUWB** relaunched its “Student of the Month” program recognizing outstanding UWB students.

**SEA** distributed more than 100 stoles to graduating seniors who were involved with campus clubs and other organizations.

Departments and the Division also held their end of year celebrations online.

The Division of Student Affairs was fortunate to have many Husky 100 recipients work with and for different departments in the Division:

- **Ellie Boone** (SEA - Club Council)
- **Kaelynne Nelson** (ASUWB - SA support)
- **Madison Nikfard** (MMGD)
- **John Kim** (ASUWB - SA support)
- **Bee Elliot** (OWL)

Alumni Samantha Penjarenwatana is also a Division alum having worked in Student Affairs, OTP, and Student Engagement and Activities. Read more about Samantha Penjarenwatana.

Vet Corps Navigator Vivian Wei supports our veteran students during their time at UW Bothell. Read more about Vivian Wei.

Career Services ACA Cat Viallejo also worked within Student Affairs. Read more about Cat Viallejo.
As a core institutional value, strengthening diversity and equity is something we attempt to weave into the fabric of our daily work. During the 2019-20 academic year, departments—as well as student organizations advised by our staff—worked to educate the UWB community, as well as expand access to campus programming and service resources.

STRENGTHENING DIVERSITY & EQUITY

STAFF SPONSORED PROGRAMMING EFFORTS

As part of the UW Bothell Welcome Week programming, SEA facilitated “That’s What I Should Have Said”, an interactive event where participants learned and modeled supportive behaviors for their peers in what could be distressing or problematic situations.

Additionally, cognizant of the political issues impacting the ways in which students and colleagues interact with each other, staff collaborated on a Divisional training on free speech in the Spring.

OTP added two student networks for new UWB students

As part of their ongoing outreach efforts, Career Services facilitated resume workshops for military veterans

Scott Shirley is a proud Navy Veteran majoring in Computer Science and Software Engineering that is set to graduate in 2021 and start a new career. Read more about Scott Shirley.

On November 22, sixteen UW Bothell students caught a glimpse of their future through networking trek. Read more about this career mentorship experience.

as well as the “Be the Boss: Women of Color Career” workshop series for students.

The department also facilitated the “How to Recruit, Advance, and Retain Diverse Talent” for more than 60-employers, as well as a three-part series for Google on supporting a diverse workforce.

At the start of the Winter 2020 quarter, the Dean of Student Affairs charged the Standing Committee on Equity and Inclusion with providing guidance and leadership to the Division of Student Affairs’ equity and inclusion efforts, creating an equity and inclusion curriculum for Divisional staff, developing and distributing tools to help Divisional staff comply with equity and inclusion policies, procedures, and best practices, creating programmatic initiatives, and working collaboratively with Divisional and institutional committees and other entities to further the Division’s diversity and inclusion work. This committee is co-chaired by Sam Al-Khoury and Rafael Delgado and will begin its public facing work in Winter 2021.
In an effort to expand access to programming resources, Club Council restructured its meetings and funding requests processes to be more accessible for, and supportive of, student clubs.

The campus newspaper, the Husky Herald, and the Social Justice Organizers (SJO’s)—both advised by SEA staff—facilitated a number of programs to educate the UWB student body. Utilizing intergroup dialogue, the SJO’s sponsored programming and created podcasts addressing a number of social justice issues (e.g., The criminal justice system, the history of Thanksgiving).

The Husky Herald curated a number of articles focused on Black History Month, Womxn’s History Month, and a number of other social justice topics.
STRENGTHENING DIVERSITY & EQUITY

STUDENT SERVICES

The Counseling Center continued serving BIPOC and Queer students at rates consistent with their enrollment at the University. ASUWB, the Health and Wellness Resource Center HEROs, and staff and faculty worked hard to normalize and destigmatize help-seeking on campus.

### UWB STUDENT POPULATION IN COMPARISON TO STUDENTS WHO RECEIVED COUNSELING

<table>
<thead>
<tr>
<th>Race/Ethnic Identity of Clients</th>
<th>Student Population</th>
<th>Counseling Center Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Native/Alaska Native</td>
<td>&lt; 1.0%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>30.0%</td>
<td>37.3%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>7.0%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>10.0%</td>
<td>8.8%</td>
</tr>
<tr>
<td>International</td>
<td>9.0%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>1.0%</td>
<td>-</td>
</tr>
<tr>
<td>Two or More</td>
<td>6.0%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Not Indicated</td>
<td>2.0%</td>
<td>3.4%</td>
</tr>
<tr>
<td>White</td>
<td>36.0%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Self-Describe</td>
<td>-</td>
<td>5.4%</td>
</tr>
</tbody>
</table>

Veterans and Disabilities Resource Services (DRS) facilitates the provision of services for students with disabilities on campus, often in the form of accommodations. Each accommodation request represents a unique combination of one student, one instructor, and one class, and requires an interactive process considering individualized student needs, faculty preferences, and specific class objectives and format. Accommodations were offered in three broad areas: Testing, in-class, and out of class participation.

Alternative testing is a grouping of accommodations that may include:
- Extended time for exams,
- Private testing space,
- Specific equipment, software or exam formats
- Individual staff assistance
- Scheduling adjustments

Two-thirds of these accommodations were implemented directly between student and instructor with staff consultation.

### DISABILITY RESOURCES FOR STUDENTS

**Academic Accommodations**

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Students served</th>
<th>Faculty served</th>
<th>Classes supported</th>
<th>Requests received</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017 to 2018</td>
<td>244</td>
<td>350</td>
<td>1022</td>
<td>1563</td>
</tr>
<tr>
<td>2018 to 2019</td>
<td>255</td>
<td>332</td>
<td>993</td>
<td>1569</td>
</tr>
<tr>
<td>2019 to 2020</td>
<td>286</td>
<td>342</td>
<td>1071</td>
<td>1776</td>
</tr>
</tbody>
</table>

**Veterans and Disabilities Resource Services (DRS)** facilitates the provision of services for students with disabilities on campus, often in the form of accommodations. Each accommodation request represents a unique combination of one student, one instructor, and one class, and requires an interactive process considering individualized student needs, faculty preferences, and specific class objectives and format. Accommodations were offered in three broad areas: Testing, in-class, and out of class participation.

- **34.2%** have accommodations related to registration, housing, and other areas
- **90%** have academic accommodations
At UWB, we want students to go beyond merely existing on campus. We want students to believe the campus environment allows them to be at the very best. In short, we want students to thrive while they are here with us. Programs and services focused on wellness and connection—especially during remote operations—helped students and Divisional staff alike.

**SERVICES**

The **Counseling Center** continued to see an elevated number of students seeking mental health counseling.

![Graph showing student utilization rates for counseling center](image)
THRIVE

FIRST-YEAR PEER COACHING PROGRAM

In 2019, Orientation & Transition Program (read more about OTP) revamped their first-year peer mentoring program. As in years past all incoming students were assigned a peer mentor for fall quarter. This year the peer mentors were called Personal, Academic, Community (PAC) Coaches. Career Services has also employed student peer coaches. Read more about co-learning.

PAC Coaches were trained to follow THE GROW COACHING MODEL:

- Goal identification
- Reality of their current situation
- Options and resources available to them
- Ways to move toward accomplishing their goals

Each PAC coaching session was aligned with monthly Programmatic Priorities.

IN FALL 2019

- 850 first year students
- 63% used the program
- 15 PAC Coaches
- 860 themed coaching appointments

I feel supported academically by my PAC Coach

- Agree: 29.63%
- Strongly Agree: 62.96%
- Neutral: 7.41%

My PAC coach helped me identify my academic goals

- Agree: 29.63%
- Strongly Agree: 50%
- Neutral: 20.37%

I learned about resources, strategies, & opportunities to succeed academically at UWB

- Agree: 27.78%
- Strongly Agree: 62.96%
- Neutral: 9.26%

I now can find a community that aligns with my interests, goals, and/or values on campus

- Agree: 28.26%
- Strongly Agree: 57.39%
- Neutral: 4.35%

I feel like I am supported on campus because of my Coach

- Agree: 26.09%
- Strongly Agree: 65.22%
- Neutral: 8.7%
Utilizing theme weeks and a variety of other programs, the Fitness Center saw a 440% increase in participation during the 2019-20 academic year. Even though the Center was closed, UWB community members were able to access fitness classes that were broadcasted on social media platforms such as Instagram and Instagram TV.

The “Stay Well Challenge”, co-sponsored by SEA, HaWRC (learn more about the HaWRC on page 14), and Recreation and Wellness, created an opportunity for students to focus on important wellness practices during the Governor’s Stay Healthy/Stay Safe quarantine orders in the Spring quarter. Students formed teams and tracked participation minutes in events promoting mental, social, and physical wellness. Forty-three students participated in the Challenge and logged more than 2,300 activity hours. Prizes were awarded to the Challenge’s top four teams.

Google focused its recruiting efforts at the University of Washington Bothell this fall through three educational workshops. They aimed to make students more aware of what they could do at the company and, more broadly, in the technology industry. Read more about Google’s recruiting efforts.

Welcome Week helped about 1,600 first-year and transfer students start the new school year off right. Read more about welcome week.
While not the most popular aspects of our work, the ways in which we safeguard the wellbeing of our students and our resources is incredibly important to the Division of Student Affairs.

**BUDGET AND FISCAL OPERATIONS**

The Student Affairs Operations (SAO) team provided outstanding service to the Division during the academic year. By facilitating more than 900 transactions valued at $215,000, the team continued supporting ProCard reviews during remote operations and developed a ProCard compliance process for staff and their managers. This process provided the back-end support needed for staff to complete essential front-end work for student success.

96% of the budget is spent on people. 30% of Division of Student Affairs budgets are spent on student hourly employment.
In the coming year, the Division of Student Affairs is looking forward to pursuing a variety of new opportunities:

EXPANDED PAC COACHING PROGRAM

In the summer of 2020, the peer coaching program received institutional investment funds to expand its duration from the Fall quarter to the entire academic year. These funds are providing resources for the coaches and a graduate intern to support the program in the following ways.

PAC coaches are working on a new text messaging platform called Cadence.

Appointments are available over Zoom.

Discord is used to facilitate communication and community building with students, as we continue operating remotely.
LOOKING FORWARD

ENHANCED MENTAL HEALTH SERVICES

The Counseling Center also received investment funding to support a Mental Health Counselor for a term and a Counseling Psychologist for a term. The latter will be embedded with the Student Diversity Center to more directly support the mental health needs of BIPOC students. Additionally, these funds support the delivery of a student success course aimed at first-year students.
LOOKING FORWARD

DIVISIONAL STANDING COMMITTEES

While our standing committees on assessment and equity and inclusion were charged during the 2019-20 academic year, the COVID pandemic forced us to place the important work of these groups on hold. We look forward to the public facing work of these groups to start in Winter 2021.
LOOKING FORWARD

NEW HUSKY VILLAGE

For some time, the University has needed new residence facilities to replace Husky Village and Campus View apartments. We look forward to receiving final authorization from the Board of Regents in Winter 2021 to start construction on a new, **1000-bed facility** which will include office space, and a dining hall. Construction will take place in phases so that we will be able to provide on-campus housing throughout the duration of the project which will be completed in Summer 2024.