ANNUAL REPORT



STUDENTLIFE 2022-2023

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Dear Reed Community,

What an extraordinary year it has been, brimming with moments of triumph and challenges that tested our resilience. As I reflect on the past year, it's evident that the Division of Student Life has embarked on a journey that's truly transformative. Just as I shared with you last year, we've fervently worked to nurture a community guided by our principles of practice. These principles continue to serve as a robust framework guiding our endeavors and collaborations with colleagues across the institution.

As the landscape of higher education undergoes constant evolution and regulatory standards shape our trajectory, our division staff must remain well-informed and adaptive to the standards and issues influencing our students' experiences. Amidst the growing professionalization of our roles, we have remained steadfast in our commitment to approach our responsibilities with a student-centric approach. Concurrently, we are attuned to the imperative of addressing student needs through the lenses of diversity, equity, inclusion, and anti-racism.

The feedback we received from students this year has been resounding: the call for a more cohesive sense of community and connection is pronounced. This is intrinsically linked to fostering a sense of academic and social belonging. Our persistent efforts to bridge the gaps in student retention and graduation are resolute. We affirm our dedication to dismantling institutional barriers, ensuring students' optimal utilization of the academic and social opportunities that Reed offers.

Within this annual report lies a tapestry of narratives, each thread weaving a story of impact and promise across more than 15 functional areas within Student Life. These tales are not just accounts of our efforts; they are stories that carve pathways, dissolving barriers so that Reed students can journey toward their dreams with unwavering determination. My hope is that this report becomes more than just a collection of accomplishments - that it ignites a new spark within our colleagues, a spark that fuels their own aspirations for excellence.

Furthermore, I hope the broader Reed community can see the waves of change we've set in motion, the ripples of positivity that our students and staff create in the world beyond these campus walls. It's in those moments when we stand shoulder to shoulder with our students and the campus community that the true magic happens: an enchantment that transforms the Reed experience into something unparalleled, something that resonates far beyond academia.

With heartfelt dedication,

-Dr. K Karnell McConnell-Black, Ed.D. Vice President for Student Life



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Spotlight on Student Life 2022-2023

over 500

students received support from DAR which included appointments, assessments, and coordination of services.

over 95%

of first year students indicated they benefited from the Orientation online modules



increase in counseling appointments this year (total of 1405 appointments)



of students indicated that living on campus contributed to their overall experience at Reed College

over 300

academic coaching appointments this year

Over 900

reservations by faculty, staff, or students of Backpack Co-Op equipment



of Reed Student Body accessed medical services at the HCC



cases of support, assistance ,or appointments have been provided by all Student Life offices to assist and manage various processes, academics, mental health, general health, and more.



Health & Well-Being

The offices at Reed focused on health and well-being with the goal of supporting students' holistic development are: Athletics, Fitness, and Outdoor Programs, Sexual Health, Advocacy & Relationship Education (SHARE), and the Health & Counseling Center (HCC).





over 75%

Indicated through their PE evaluations that fitness & wellness classes helped them physically move more



Student & Campus Life

Student and Campus Life offices - including Residence Life, Student Engagement, and Student Support - focus on supporting students' co-curricular experiences at Reed, foster a sense of belonging, and nurture connection between and among community members.



students attended Grey Fund events



Students indicate that living on campus contributes to their learning and feeling part of the community as well as an overall positive experience at Reed.



Safety & Support

To ensure students can be fully engaged in their journeys, a collaborative network of Reed offices - Title IX & 504, Student Rights & Responsibilities, and Community Safety are focused on support and advocacy.

134

Care Report cases regarding students were received and support provided.





Academic Life

The administrative offices at Reed focuses on academic life, academic challenges, opportunities, and decisions include: Office of Academic Support, Disability & Accessibility Resources (DAR), and International Student Services (ISS).



OVET 8% of our students come from beyond the United States

enrollment Fall 2022

5,141 hours of tutoring provided

Community Safety

PURPOSE:

The Office of Community Safety operates 24-hours a day, every day of the year. Core essential services include the following:

- Emergency response on campus and coordination with external emergency responders
- College switchboard, including an emergency number and the primary college information line
- After-hours urgent response for facility and grounds
- Student Life on-call response coordination
- Emergency preparedness and response coordination
- Alarm system monitoring, response, and coordination
- Clery Act Compliance

Number of Staff : 21

Key Projects/Programs

Promoted Mental Health First Aid (MHFA) training for student facing staff.

Customized a "Mindfulness in Motion" program for CS staff.

Co-facilitated Fentanyl Awareness posters and information with Health & WellBeing and maintained emergency boxes for Narcan program.

Led Emergency Preparedness review, response processes, and drills.

Continued Trading card program to facilitate engagement with first-year students.

Goals & Priorities for 2023-2024

Applying recommendations from external review of emergency preparedness, including drills, response plan, and Emergency Preparedness Planning Group.

Collaborate on parking lot gate entry project.

Partner with Office of Institutional Diversity on connecting mindfulness and personal development training to subvert unconscious bis and set an example of anti-racist team development.

2022-2023 Outcomes

Community Safety continues to strive to provide student services that address safety and community support needs. Student survey response to CS services indicating "meets or exceeds" expectations: AY 2021-2022: 95%, AY 2022-2023: 93%.



Diversity, Equity & Inclusion

Community Safety staff completed "Get Inclusive" DEI training.

Review and updates were made to directives and reports to incorporate inclusive language.

Number of Activities Supporting Students by Community Safety

2021-2022 2022-2023

500





2022-2023 Outcomes

Co-hosted monthly Restorative Justice Coalition events and student community circles.

Facilitated the process for academic misconduct and policy violations.

Diversity, Equity, & Inclusion

Collaborated with the Judicial Board and Administration Committee to draft policy proposals to address issues of equity related to sanctions.



Student Rights & Responsibilities

PURPOSE

The Office of Student Rights and Responsibilities (OSRR) is charged with the broad oversight of the college's student adjudication process. OSRR collaborates closely with Reed community members to address and respond to student conduct in ways that are educational, equitable, and efficient. OSRR promotes mutual respect, accountability, and honorable behavior throughout the Reed community, and works to cultivate an educational process that is restorative rather than punitive to promote a safe, caring and responsive climate while facilitating avenues for healing between community members. OSRR serves as a resource to students, staff, and faculty regarding restorative and resolution processes.

Number of Staff: 1

Goals & Priorities for 2023-2024

Establish a meeting space for accountability groups.

Provide clarity on role, process, and function of restorative practices group.



Title IX

PURPOSE:

The Title IX & 504 Office is responsible for the college's maintenance of educational spaces that are free from discrimination on the basis of sex and gender, as well as disability. In compliance with evolving state and federal regulations, the office works proactively to address issues of equity and access, and responds to reports of discrimination. The office:

- provides supportive measures to those who are reported to have experienced discriminatory harassment
- coordinates formal complaint processes of alleged harassment on the basis of sex and gender
- manages the student disability accommodations grievance process
- is responsible for proactive assessment, outreach, and collaboration to further compliance efforts and establish supportive practices as related to sex and gender, and disability across campus

Number of Staff: 2





Continue efforts to develop the Title IX/504 Office as a resource on antidiscrimination issues related to sex/gender and disability.

Update changes to our process and procedures in response to shifts in Federal regulations.



Diversity, Equity, & Inclusion

Participated in intentional training activities that focused on bias mitigation for investigation and hearing processes.

Prepared materials to support changes with upcoming Title IX regulations and discrimination policies and procedures.



*Please note that Title IX statistics do not match Clery statistics as Clery is based on a calendar year versus an academic year, and Title IX statistics include reports that fall outside of Clery categories.

ni 🔁 2022-2023 Outcomes

Preparing education and outreach plan to address Department of Education's Title IX regulations (delayed by Department of Education).

Conducted investigations and resolution in a manner that was prompt, fair, and impartial. Process, case management, and communications were improved upon this year.

Academic Support

Diversity, Equity, & Inclusion

Continued efforts to consult with OID on hiring process for tutors.

Continued training for tutors to focus on inclusivity.

Data on Academic Support Services



Chart above reflects appointments and data for visits to OAS for coaching, tutoring, and general academic support. A slight increase in tutoring hours and drop-in visits was noted this year.

> 2022-2023 Outcomes

Continued support services for student success while reviewing opportunities for improvements to tutoring, coaching, advising.



Goals & Priorities for 2023-2024

Improve assessment tools for tutoring program and related academic support activities.

Redesign Spring Symposium program.

Replace workshops with videobased resources on website for easier student access.



PURPOSE:

The Office of Academic Support (OAS) serves as a central pillar of support for students experiencing challenges as they relate to academics, students on academic probation, and around academic decision-making. Our key areas of work include coaching, workshops, and tutoring for students in support of student success.

Number of Staff: 2.5



Key Projects/Programs

Continued work on training program for tutors to focus on inclusive practices.

Collaborated with academic departments to increase engagement with tutoring across all student populations.

Continued to facilitate the Spring Symposium to assist students with learning strategies.

Continued to provide academic coaching and support appointments with staff.

Disability & Accessibility Resources

PURPOSE:

DAR is responsible for determining students' eligibility for disability accommodations, in compliance with local, state, and federal laws pertaining to disability and accommodations in higher education. We work closely with faculty and Student Life partners to coordinate and implement academic, housing, physical education, and other accommodations. DAR also works closely with Reed's 504 coordinator to review campus policies and procedures related to accessibility, and collaborates with campus partners to proactively identify and address potential access barriers.



Number of Staff: 3



Faculty trainings and relationship building, which included new faculty orientation, sessions with Center for Teaching and Learning, and meetings with various academic departments.

Created new reference materials to assist in providing accommodations that support student success.

Diversity, Equity, & Inclusion

As part of reflective and continual improvements, DAR worked on many projects to address access and promote inclusion including:

- Wheelchair loan program for students with unexpected changes in mobility.
- Collaboration with Libraries and the Dean of Faculty to improve alternative material formats.
- Collaboration with Residence Life and Facilities on new housing accommodation improvements.



Goals & Priorities 2022-2023

Expand DAR-specific reference materials for students and faculty to provide greater guidance and clarity around nuanced accommodations.

Provide faculty training opportunities for academic departments, divisions, and faculty meetings.



2022-2023 Outcomes

Collaboration with the Registrar's Office and Center for Life Beyond Reed to implement the Experiential Learning (EXEL) Credit which allows F-1 students to utilize Curricular Practical Training (CPT). Seventeen international students participated in the first academic year of implementation.

Initiated the Host-a-Meal program to connect international students and scholars with hosts in the College community to share a meal together during the winter holiday season. Eighteen students and scholars signed up to join a hosted meal.

Reintroduction of the International Friendship Program (previously called Host Family Program). Twenty-nine families signed up to participate in the 2023-2024 academic year.

Diversity, Equity, & Inclusion

Collaborated on a number of campus events, such as World Cup watch parties, Ramadan programming, Day of the Dead in collaboration with the Library, and local Winter Break programming.

The International Student Advisory Board hosted multiday International Festival celebration in April .

Continue programs with a cross-cultural and anti-racist lens in an effort to support engagement in a multicultural Portland experience, and offer opportunities for international students to learn about issues of social and racial justice in Oregon and the US.



International Student Services

The Office of International Student Services (ISS) supports the academic and personal well-being of more than 150 international students from 25 countries and territories at Reed College. One of our primary and key functions is to help students with immigration advising and maintaining their visa status in the Student and Exchange Visitor Information System (SEVIS) while at Reed College as well as after graduation for students utilizing their post-completion Optional Practical Training work benefit.

Number of Staff: 2

200

Key Projects/Programs

Implemented with the Registrar's Office the experiential learning (EXCEL) credit for practical training opportunities.

Initiated a Host-a-Meal program over winter break.

Reintroduced International Friendship Program.

Goals & Priorities for 2023-2024

Reintroduce and implement the International Friendship program (formerly Host Family Program).

Increase collaboration with Peer Mentor Program and pre-orientation.

Continue building resources for students related to various authorizations to maintain status.

Athletics, Fitness & Outdoor Programs

PURPOSE:

The Athletics, Fitness and Outdoor Programs (AFOP) department oversees the programming for physical education classes, sports teams and clubs, and all outdoor programming including the backpack co-op, the ski cabin, and climbing wall. In addition, the department manages a full-service fitness facility including a pool, workout rooms, sports fields, and a future, large multi-use gymnasium. AFOP supervisory staff manage over one hundred instructors and staff who ensure the overall health, safety, and risk management of our facility and programming.

Number of Staff: 3



Key Projects/Programs

Outdoor programs held more than 70 on-campus events and more than 80 wellness classes.

Reed Ski Cabin had over 950 overnight visitors (faculty, staff, and students).

Backpack Co-Op had over 900 reservations of equipment (faculty, staff, and students).



Goals & Priorities for 2023-2024

Locate and implement alternate venues for wellness classes during reconstruction of Sports Center.



Survey of students about their various Fitness/Wellness courses

Taking this class made me more physically active than I otherwise would have been

Fall 2022 Spring 2023



Diversity, Equity, & Inclusion

Paideia event: Outdoor Center worked with students to offer multiple trans/queer-centered climbing sessions.

Incorporated into the design of the Sports Center (in progress) renovations that address inclusivity within the space: from gender neutral changing rooms to features that incorporate universal design principles extending access to the Center to all, regardless of ability.

Diversity, Equity, & Inclusion

Bi-monthly meetings of HCC Equity Team for discussions on making the HCC a safe place for staff and students.

Co-sponsored education/training on Reframing the LGBT Experience.

> 1,496 students participated in HCC

sponsored wellness events

(such programs listed in bottom right column)

Counseling, crisis counseling and case management increased this year by 45%.



2022-2023 Outcomes

Identified via the Center for Collegiate Mental Health (CCMH), which compiles data from over 600 institutions, that students are less likely to withdraw ("drop out") while engaged in counseling services.

Of students in the study (Reed College included) 29.4% of students "drop out" between first and second year. However only 2.8% of students voluntarily withdrew if they were engaged in counseling services.



Goals & Priorities for 2023-2024

Increase the number of counseling sessions available to students.

Continue to provide relevant trainings to the Reed community.



Counseling Services

PURPOSE:

The Counseling Services department of the Reed College Health and Counseling Center(HCC) promotes students' well-being within a safe and confidential environment through a range of psychological support services. Counseling Services provides solution-focused brief individual counseling for students struggling with stress, anxiety, depression, social isolation, and other personal concerns; skills-building workshops; identity-based group forums; crisis intervention; alcohol and other drug assessment; and case management services.

Number of Staff: 8



Key Projects/Programs

Counseling Services offered a number of events including:

> Play Break, Body Doubling, Psychodynamic Psychotherapy Group, Radical Embodiment, Nature-Based Mindfulness Practice, Ecotherapy Workshop Series, What It Means To Be Black Forum, Insurance 101, AOD Obstacle Course, Wellness Tabling, and Sleep Tabling.

Medical Services

PURPOSE:

The HCC Medical Services team provides a multitude of student-centered medical and mental health services for the students at Reed College. Our medical staff is a diverse group of professionals including certified nurse practitioners, a psychiatric/mental medication provider, registered nurses, certified medical assistants, and a registered health information technician. We actively work to provide comprehensive and compassionate care and ensure that the services we provide are both equitable and inclusive. Services are provided both in-person and via Telehealth based on each student's preference.

Number of Staff : 9

Key Projects/Programs

Increased harm reduction services and education.

The nursing staff trained all HCC staff on naloxone and harm reduction services available to students.

Implemented a new process in collaboration with the business office and PacificSource to the Student Health Insurance (SHP) Waiver system. Work in this area will ensure that every student asking to waive SHP is aware if their outside insurance provides comparable coverage in the Portland area.

🔁 2022-2023 Outcomes

Provided ongoing COVID-19 vaccinations and testing. Administered 458 vaccines and 317 tests.

Increased harm reduction services with a goal to reach more students. Tabling events reached over 300 students.

Partnered with Safeway for annual Student Flu/COVID-19 Clinic and administered over 300 flu vaccines at the event. Additionally Medical Services vaccinated another 189 students for flu.



🔁 Diversity, Equity, & Inclusion

HCC's Equity Team with new membership and a new structure for this year held trainings on microaggressions and LGBTQ+ issues in higher educations.

Collaboration with the Business Office to address students who may be under- or uninsured in Portland area.

HCC created and updated medical policies and protocols for provision of gender-affirming care.

Medical Services Appointment Data



Goals & Priorities for 2023-2024

Continuing to develop and improve the newly instituted health insurance waiver process.

Continue to utilize Medicat reporting as a tool to measure student success.

Collaborate across departments to develop shared protocols for commonly occurring issues, such as concussion protocol.

Prioritizing harm reduction services and continued learning regarding GAHT and DEI priorities.



Student Engagement

PURPOSE:

The Office for Student Engagement (OSE) strives to nurture cross-campus involvement and to foster the intentional development of the whole student through programming and student support. Our office provides experiences that nurture students' discovery and development, build community and connection, facilitate transition, complement the academic program, and strengthen belonging at Reed.

Number of Staff: 4

2022-2023 Outcomes

Increased participant capacity at events and welcomed a total of approximately 6800 participants across events, an engagement increase of approximately 47% from the previous year.

Expanded the Student Engagement Program Board by doubling student program staff and increasing program offerings by 30% to host 3 to 4 campus events per month.

Implemented the second pilot year of the programs, updating the program infrastructure, curriculum, and facilitation guides based on the pilot year learnings and feedback.

Diversity, Equity, & Inclusion

Student Engagement focused on developing programming that is inclusive, accessible, cultivates a sense of belonging, and celebrates different identities. Some examples include:

- A Gothic Fairy Prom featuring a gender-inclusive prom court
- A student-led mochi making workshop highlighting the rich Japanese culinary tradition
- A drag brunch and bingo with local queen Peachy Springs
- Food events and partnerships with Portland food trucks, such as Tamale Boy and Churros Locos

OSE administered pre- and post- type surveys to assess outcomes through the Orientation modules addressing learning strategies, policies, and resources.

Chart below shows the % difference in responses before and after the learning modules. It notes that <u>positive responses grew</u> and <u>negative</u> <u>responses declined</u> after Orientation modules were complete. This helps our team understand that students are gaining valuable knowledge from this program.

% Difference - Before & After completing Orientation modules



Key Projects/Programs

OSE organizes the New Student Orientation which includes goals for learning outcomes.

Hosts and collaborates on over 50 Student Engagement and Gray Fund events and programs.

Goals & Priorities for 2023-2024

Continue to enhance Gray Fund events.

Provide more support and training for student club leaders in recruitment, organization, delegation, and continuity of institutional knowledge.

Develop instructional workshops on student engagement and resources.

Residence Life

PURPOSE:

Residence Life fosters a residential experience aimed at supporting students in their academic pursuits, personal growth, and participation in an interdependent community. With individual well-being, interpersonal connections with a diverse community of peers, and access to resources as central themes, residence halls are grouped into neighborhood configurations which provide a foundation for intentional community building and increased access to resources.

Number of Staff: 7



Key Projects/Programs

Began implementing and aligning practices with new cluster goals including: institutional structure, policies and procedures, resource allocation, student success, and programming with an anti-racist lens.

Residence Life worked in conjunction with Facilities to provide eco-friendly opportunities for residents to recycle, donate, or properly dispose of items at the end of the academic year. -19-





Diversity, Equity, & Inclusion

Residence Life has opened the Language Houses, the Black Indigenous and People of Color (BIPOC) Community, and the Queer Collective after an extended hiatus due to the pandemic, with the addition of a Sustainability Focused House.

Initiated a process to evaluate policies and procedures as well as resource allocation with a focus on equity and inclusion within the residence halls.

Goals & Priorities for 2023-2024

Include learning outcomes for next academic year as part of the Housing Advisers programming for students.

Continue to assess current practices within Student & Campus Life.

Include assessment tools and data to understand benefits of programming toward student success and review areas for improvement.



Diversity, Equity, & Inclusion

We continue to review how to best serve our students through the On-Call process using DEI strategies, cultural context, and trauma-informed best practices in student affairs.







Key Projects

Organized Care Stations throughout the school year to promote meaningful connections between students and staff.

Provided individualized student support.

Managed referrals for student concerns and assisted in connecting students to campuswide resources.

Student Support

PURPOSE:

The Office for Student Support is a central location for coordinating efforts with campus partners to assist students in overcoming hardships and obstacles to personal well-being and academic success. Student Support staff assist students with connections to campus partners, community resources, and support systems, encouraging and supporting success through individualized planning. Office for Student Support also uses individualized cultural context and other considerations to best serve students.

Number of Staff: 1



Goals & Priorities for 2023-2024

Continue to develop the Care Team system and communication strategies to support student success.

Collaborate with Residential Life team to develop more student spaces to build community.

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STORE DECEMBER

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