

**BOARD OF TRUSTEES
ST. MARY'S COLLEGE OF MARYLAND
CAMPUS LIFE COMMITTEE
MEETING OF FEBRUARY 5, 2021**

**VICE PRESIDENT FOR STUDENT AFFAIRS and the
CHIEF DIVERSITY OFFICER REPORT**

Chief Diversity Officer

As Inclusive Diversity, Equity, Access, and Accountability (IDEA2) continues to establish itself as a leading resource on campus, we have focused on developing our presence in the community, building relationships, identifying policy needs, and offering responsive programming to address current issues. We have developed the IDEA2 website, which includes information about current programming, an open comment box, and expanded definitions of the principles behind the acronym. Additional efforts include:

Implementation of the Bias Prevention and Support Team Policy. This process provides the College's community members a way to report incidents of bias to support affected individuals, educate the community, and record these actions. Tracking these incidents allows for IDEA2 staff to develop training to address specific areas. It also alerts our division about any patterns of behavior that may need to be addressed with additional training. Community members have already begun utilizing this new resource.

Initiatives with Community Partners. We have partnered with Center for the Study of Democracy (CSD) and the College of Southern Maryland to host a series of community conversations around current issues, the 2020 elections, and the results of a far-reaching survey by CSD in fall 2020. The community conversations, which will draw participants from the entire southern Maryland region, will focus on questions of race, policing, and immigration. The community conversations will create an opportunity for community members to work together and open lines of dialogue, and to find ways that these diverse communities can continue to collaborate.

In addition, IDEA2 is developing a community photography program for local high school students, in collaboration with the Educational Studies Program, the Art Department, and the St. Mary's County Art Council; building partnerships with campus stakeholders including student organizations and affinity groups, the Office of Accessibility Services, and the Faculty Senate; and exploring collaborations with governmental agencies such as the Maryland Department of Rehabilitation Services.

Offering Responsive Programming. In light of the events of the presidential transition period, including the attack on the Capitol on January 6, 2021, the IDEA2 team brought together faculty and staff to facilitate a campus-wide town hall called "Finding Our Way." This was a time and space for community members to reflect and discuss the ongoing issues in the country, to learn about coping and self-care skills, and to explore resources available to them on campus. This event

also led into a discussion the following week, hosted by the Center for the Study of Democracy, that focused on how multiple academic disciplines interpreted the events of January 6, 2021.

In addition, IDEA2 hosts a monthly film series. This series, in partnership with the Hilda C. Landers Archive, Library, and Media Center, is to highlight the different heritage month celebrations on campus. In addition to the film, there is a panel discussion and a facilitated question and answer period to discuss the film, the themes, and how it is relevant to our campus community.

Identifying Needs. IDEA2 continues to work to identify campus needs relating to retention, recruitment, and wellness. This involves building relationships across campus, exploring data relating to equity gaps, serving on search committees, and learning from best practices in the field.

Vice President for Student Affairs

Emergency Response Team (ERT). The ERT worked to ensure campus preparedness for Inauguration Day. Townhalls, campus safety protocols, communication, and safe spaces were provided to ensure our faculty, staff, and students were informed and would be prepared and aware in case of emergency. The ERT is also drafting Continuity of Operations Planning (COOP) to make sure campus services can continue in case of emergency, most specifically for an administrative, faculty, or staff outbreak of COVID-19.

Martin Luther King Jr. Day of Prayer. In its 17th year, the Martin Luther King Jr. Day Celebration transitioned to a virtual format, with over 280 participants on the day of the event. We were honored to host speakers President Jordan, Congressman Steny Hoyer, the Reverend Dante Eubanks, Board Chair Lex Birney, Black Student Union (BSU) President Ruby Turner, keynote speaker Dr. Crystal Fleming, and BJ Hall, President of NAACP St. Mary's County. In addition, there were pre-recorded videos by the St. Peter Claver Catholic Church Gospel choir, Spring Ridge Middle School Rhythm Club, and the St. Mary's Ryken Arts Department B. Hance Memorial Program. The day concluded with an invitation to service by Denise Barnes, President of Alpha Kappa Alpha Sorority, Inc.®, Nu Zeta Omega Chapter.

Office of Public Safety

In response to the recommendations provided by consultant Margolis Healy:

Operational Strategy. Moving in the direction of community policing, the Office of Public Safety has worked with Kelsey Bush '94, Interim Chief Diversity Officer, and Ruby Turner '21, President of the Black Student Union (BSU), to broaden the scope of the Public Safety Advisory Council. The wider role includes working with the Council to establish community programs and opening public safety policies and procedures for the Council's input.

Training & Written Directives. The Office of Public Safety has successfully held one class for Fair & Unbiased Policing, with a goal to train the entire Public Safety staff in the next year. Public Safety is working in cooperation with Mr. Bush to prepare a presentation for the community to make everyone aware of the scope of the training.

One Public Safety Officer is attending the Field Training Officer certification class through the Maryland Police and Corrections Training Commission (MPCTC). This officer will then update the Office of Public Safety's current field training manual to current best practices standards.

The Office of Public Safety has contracted with Power DMS in order to more effectively manage training and written directives. Power DMS allows for implementation and review of documents, as well as, create training and testing. The software maintains a clear audit trail to ensure clear documentation. Public Safety staff have been attending training sessions and will begin actively using the new system this semester.

Student Activities and Residence Life

Engagement. Campus-wide, an additional 153 programs were held (compared to 208 in fall of 2019), including standard events like Sunday Mass, Monday Night Yoga, Weekly SGA Meeting. Most of these events were held virtually or synchronously, with members social distanced together and via Zoom. Some of the more notable programs that were held include: Tigerland Escape Room, Double Feature Drive-In Movie, How to Request Your Absentee Ballot, Twain Lecture, Halloween at The JLR Stadium, and STARS Scavenger Hunt.

In addition to meetings and events, students were encouraged to find community by joining student clubs, organizations, and departments via the Engage app. All students have access to the app; thus far, 429 students have taken advantage of these opportunities.

Nineteen in-person students attended New Student Orientation and 16 attended virtually. As part of their orientation to campus, students participated in a two-hour community service project, collecting and organizing donations from the community.

Residence Life. The fall semester concluded with a total of 140 residence hall programs, both virtually and in-person. For the spring semester, 868 students are living on campus. This is a lower occupancy than normal, but is helpful in maintaining social distancing and space for isolation and quarantine rooms. Move-in was staggered over three days to ensure a safe environment. All students were required to provide a negative COVID test prior to returning to campus. By move-in day, 97% of residential students had provided their tests. The remaining students quarantined or participated in classes remotely until their negative test results arrived.

Wellness Center

Counseling. The Wellness Center's focus continues to be on safety and providing student services in creative and supportive ways. Transitioning to counseling services via a HIPAA-compliant zoom platform was challenging and took time to fully implement. Early in the pandemic, while transitioning to remote work and learning, the focus was on setting up the remote services infrastructure and connecting with students. As services continued to be offered remotely, updated technology and best practices for video counseling were incorporated. Students now have access to ongoing, traditional counseling, short term or urgent same day/next day appointments and medication management appointments with the Psychiatric Nurse Practitioner. Counseling

services continue to be well-attended and both on-campus and fully remote student learners utilize counseling services.

Currently, about 25% of our student population is regularly seen by the Wellness Center (health and counseling). Key mental health issues are: anxiety, depression, adjustment to college, and trauma. The Wellness Center has taken the following steps to meet the growing need for mental health services to the greatest extent possible:

- Continued to offer several points of access for counseling services including traditional intake and ongoing therapy, same-day urgent appointments any time the Wellness Center is open, and a 24/7 confidential helpline staffed by professional counselors.
- Consulted with faculty members, staff members, and parents when concerned about student mental health and created plans for immediate intervention and/or long-term support as needed.
- Hosted Mental Health First Aid training for faculty and other members of the campus community.
- Supported two student groups contributing education and support to the community. Peer Health Educators (PHEs) provided ongoing programming about mental health, reducing stigma, smoking cessation, and other issues, and the Sexual Misconduct Advocacy and Resource Team (SMART) provided a 24/7 student staffed phone line and provided programming to increase knowledge of sexual misconduct and healthy relationships.

COVID-19. One of the main tasks of the Wellness Center during this past year has been managing COVID-19 related concerns on campus. The College contracted with a medical personnel company to provide two full time Registered Nurses (RNs) who were trained in COVID-19 testing procedures. They provide on-demand testing and oversee the campus surveillance testing of randomly chosen participants.

A new visual data bar has been created alongside the COVID-19 Dashboard. This data bar includes daily numbers in a graph that illustrates numbers at any given date. Graphs for the number of cases, number of tests, those in isolation, those in quarantine, and campus positivity are included.

The Wellness Center has maintained close contact with the SMCHD to share information about COVID-19 cases on campus, and to coordinate COVID vaccinations to eligible faculty and staff at our local vaccination site. SMCHD has additionally provided testing supplies and processed campus tests.

When a student on campus is ill or receives a positive test for COVID-19, the Wellness Center and the Office of Residence Life provides quarantine or isolation housing and identifies services the student requires. The nurses check in daily with the students in quarantine and isolation and track their symptoms. The nurses also provide contact tracing so we can identify possible avenues of transmission.

Health. Health services on campus changed during the pandemic. Our contracted healthcare providers, MedStar Medical Group (MMG) opted to provide telehealth and off campus services only. The Wellness Center staff schedules appointments for students and maintains electronic health records at the Wellness Center. The number of students seeking healthcare appointments is greatly reduced because students learning remotely can utilize their home providers and home resources.

In addition to the steps outlined above, the Wellness Center has put in place the following measures to ensure that students are able to receive continued health care during this period of transition.

- Partnered with a local pharmacy to deliver prescription medications to students on campus.
- Facilitated transportation to off-campus appointments and medical services by utilizing the student drivers on call through Public Safety.
- Created a partnership with a local allergist to continue allergy shots for students.
- Provided two days of sports physicals for students participating in club sports. Provided 56 physicals at no cost to students (in the past they have gone off campus and incurred costs in transportation and copays).
- Partnered with the St. Mary's County Health Department to provide smoking cessation classes on campus for students after a state law raised the age to purchase tobacco and e-cigarette/vaping products to 21 years of age.
- Partnered with SGA and Health Connections to offer two Flu Shot clinics; 52 flu shots were administered (50 paid for by SGA).