

# 2022-2023 ANNUAL REPORT



Residence Life | *Division of Student Affairs*



# FOUNDATION & STRUCTURE

## Mission

We develop living environments to enhance the academic mission of UWL through creating inclusive communities, supporting experiential learning and building meaningful relationships. We are student-centered, we care, and we have fun!

## Human Resource Highlights

### Operations Staffing

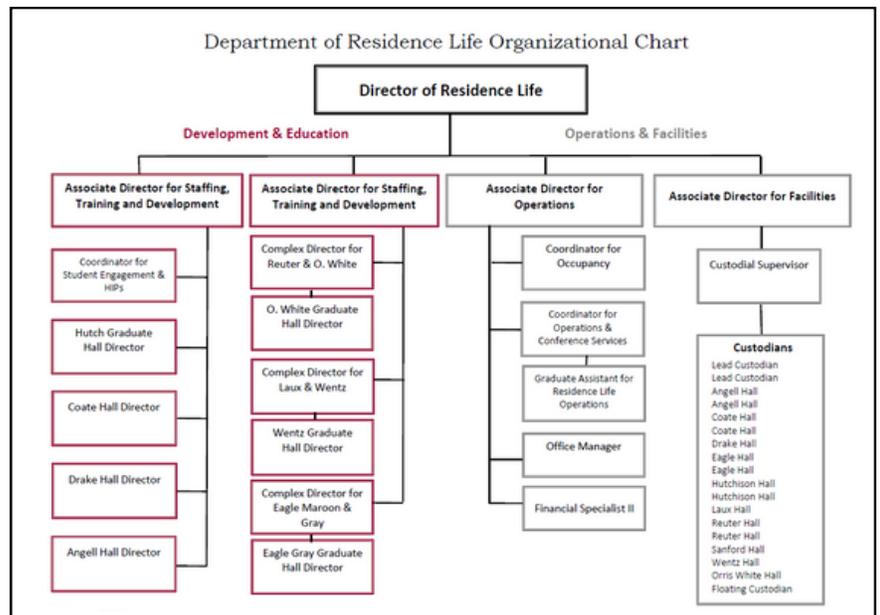
As Residence Life performs as a self-support entity, it is important that the management of our business is sound and efficiencies are improved. As such, in Spring 2023, we assessed the position functions of our Administrative Assistant II position and reclassified it to a Financial Specialist II. This position supports the financial and purchasing functions within the department.

### Facilities Staffing

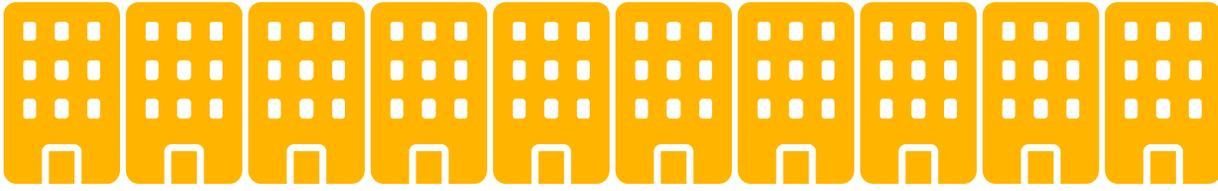
Residence Life is committed to ensuring our students have the best living facilities possible. This work is supported by many campus and external partners, but is carried mostly by a committed custodial and facilities staff team within the department. For the last several years, the leader of this area within Residence Life has been vacant. However, in April 2023, we welcomed an Associate Director for (Residential) Facilities back to our team. This position oversees daily facilities management, capital planning, and construction projects.

### Engagement Staffing

Residence Life seeks to enhance the academic mission of UWL. This year, in partnership with the Provost's Council and the College of Business, Residence Life launched a *Scholar in Residence* program. Beyond their appointment within the college, the scholar offered opportunities for meaningful interactions with students within the residential communities to foster intellectual curiosities and academic persistence.



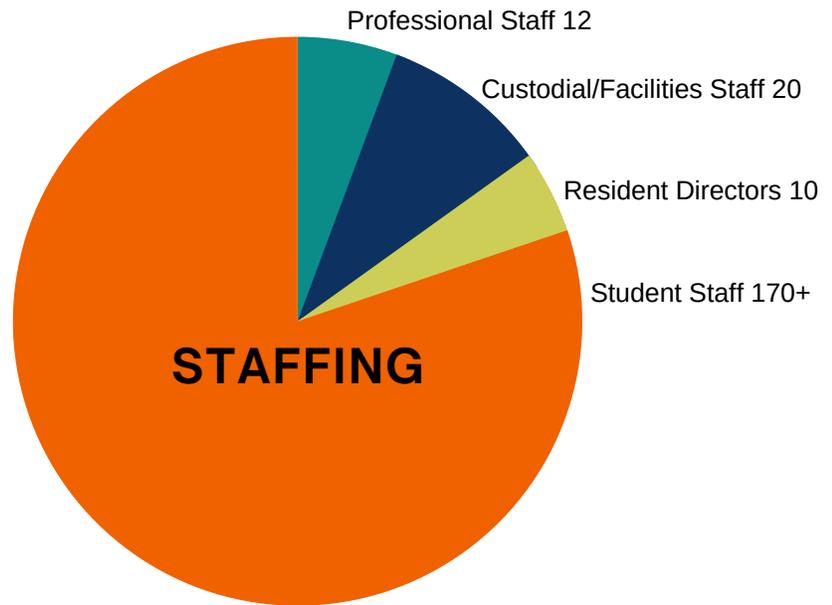
# RESIDENCE LIFE BY THE NUMBERS



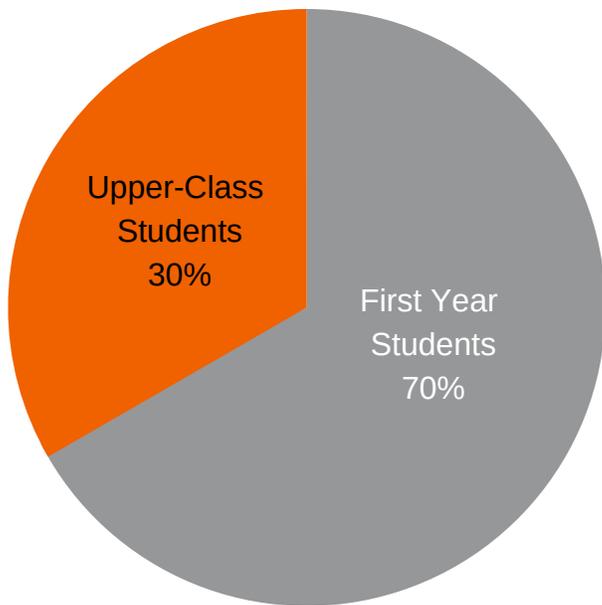
10 RESIDENCE HALLS

3201

RESIDENTIAL STUDENTS



STAFFING



1:28

RA TO RESIDENT RATIO



15,000+ SIGNIFICANT  
RESIDENT  
CONVERSATIONS

## TOP 3 REASONS STUDENTS LOVE LIVING ON CAMPUS

- 1** Convenient location! You are near everything on campus.
- 2** Building strong connections and relationships with students in their halls.
- 3** Additional support and access to campus resources and activities.

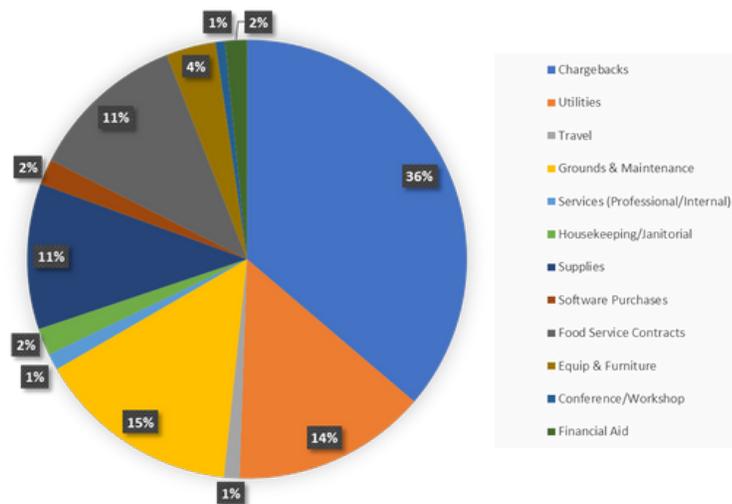
# OPERATIONS AND BUSINESS SERVICES

## Occupancy Management

- In partnership with the ACCESS Center, UW System Legal, and Affirmative Action, much of the year was spent updating and creating procedures for accommodating students who have approved Emotional Support Animals.
- To support ongoing renovations, Residence Life staff consolidated and moved 183 students from Sanford Hall to other halls on campus in December 2022.
- Due to our continued record-breaking incoming student class and renovations, we started and ended the academic year utilizing our extended housing spaces.

## Purchasing

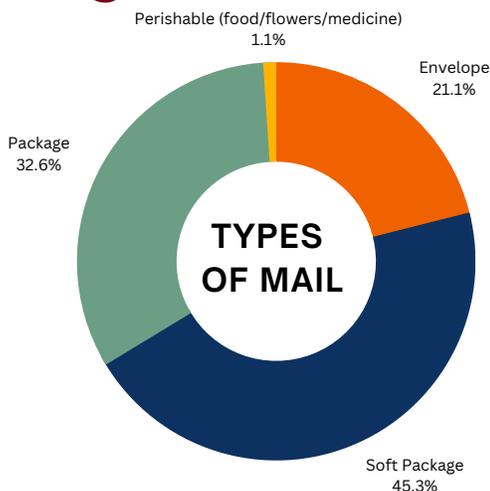
A large percentage of our spending is allocated for maintaining the physical spaces within our residential campus.



## Camps & Conferences

- During Summer 2022, Residence Life hosted 13 conference groups totaling approximately 700 guests staying on campus.
- Summer 2022 was a return to our pre-covid conference operation. We were able to hire a larger conference staff team than the previous year and better utilize the Complex Directors to train and supervise our summer staff.

## Eagle Mail Center



The mail center continues to be a highly utilized service on campus. Mail Center staff receive, track, and communicate mail arrival to all residential students throughout the year. Surprisingly, mail/package numbers are consistent all year, with slight increases in early August and December.

# 58,385

TOTAL PACKAGES/LETTERS RECEIVED DURING THE YEAR

# FACILITIES

## Renovations

## ACCOMPLISHMENT

Residence Life continued the planned 2-phase renovation schedule for our 4 "small" traditional halls. Phase 1 renovations include fire/safety and electrical upgrades, upgrades to floor bathrooms including adding a gender inclusive bathroom to each floor. Phase 2 renovations are aesthetic improvements including furniture, paint, flooring, and lighting. Additionally, common use spaces are being configured and returned to student use (rather than extended housing). In each project the basement layout is being opened to provide malleable use options for residents on a daily basis.

- August 2022 marked the completion of Laux Hall.
- January 2023 marked the start of Phase 1 of Sanford Hall.



## Overall Improvement Projects

Providing students with the best living experience possible, Residence Life allocates a large percentage of time and financial resources to improving the physical facilities as much as possible. Beyond routine and preventative maintenance, we identified and implemented the following improvement projects this year:

- Security camera installation in all halls
- Moisture mitigation (Damp Rid) within all halls
- Cable TV migration and replacement TVs in all halls
- Steam Traps in Sanford
- Bottle filling stations in Coate
- Smoke detector device changes in Reuter and Eagle



**2307 WORK ORDERS + 600  
"FIX-IT" REQUESTS  
SUBMITTED**

# DIVERSITY & INCLUSION

## Anti-Defamation League Partnership

Residence Life joined with the Center for Transformative Justice, Diversity & Inclusion, and Title IX to facilitate a partnership with ADL to bring the **Hate/Uncycled** curriculum and initiatives to campus. ADL is a leading anti-hate organization. Founded in 1913 in response to an escalating climate of antisemitism and bigotry, ADL is today a global leader in exposing extremism, delivering anti-bias education, and fighting hate online. ADL's ultimate goal is a world in which no group or individual suffers from bias, discrimination, or hate.

WELCOME TO

# HATE / UNCYCLED

A Program for Inclusive Communities Challenging Bias and Hate

Key Initiatives of the program included:

- Prior to arrival on campus, all incoming students participated in an online "New Student Orientation" training module which creates shared understanding of language, expectations, and awareness about hate and bias. Upon arrival (and continuing throughout the year), Residence Life staff facilitated group process sessions and activities, as outlined by ADL and supplemented by on-campus experts, to further engage and challenge students to explore their identities, role, and place within the campus and world.
- 20 Full-time staff participated in "Introduction to Hate Crimes" and "Inclusive Policing" training.
- 20 Full-time and 100 student staff participated in an "Identifying and Challenging Bias Course."
- Several staff participated in trainings: "Understanding White Supremacist Recruitment Tactics", "Crisis Readiness and Response Planning", "Free Speech in Policy and Practice", "Free Speech in Campus Discourse", and "Understanding and Responding to Online Hate and Harassment".

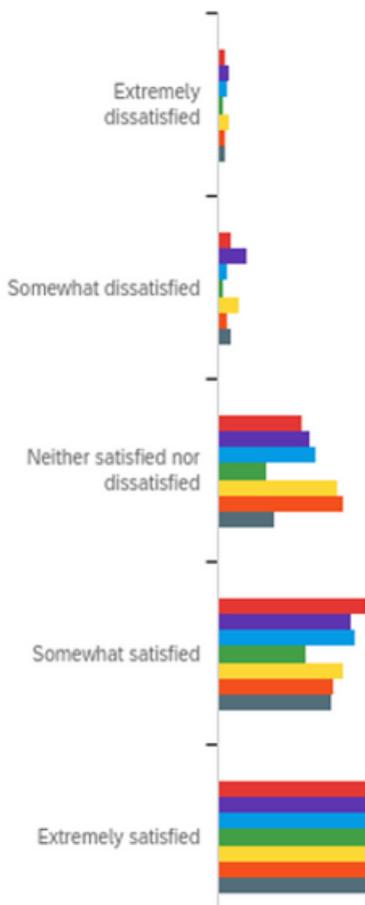
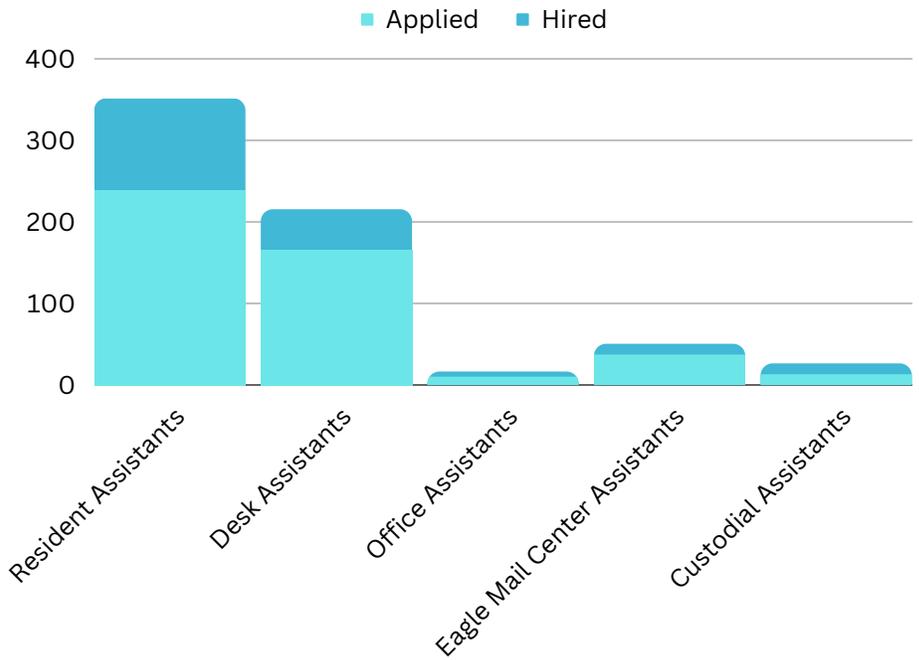


# STAFF DEVELOPMENT

The ongoing development of staff is a priority for our department. This includes recruitment, selection, onboarding and ongoing training. Our in-hall team is vital to our success as a department as they work most directly with students.

## Student Staff

Application numbers for RAs and DAs increased while other positions did not see an increase, but were staffed well throughout the year. Residence Life hires students for various positions throughout the summer, as well, to provide guest housing services and assist with deep cleaning for the upcoming academic year.



Gaining feedback from our residents is one of the ways that we measure how to train and provide support to our RAs and how we can further support the community. This year, overwhelmingly, the communities expressed extreme satisfaction for the RAs!

### How satisfied are you with your RA's:

- Availability
- Efforts to get to know you
- Ability to help you with a problem
- Treating you with respect
- Assistance in addressing noise issues in your hall
- Assistance in addressing behavioral issues (besides noise) in your hall
- Overall performance

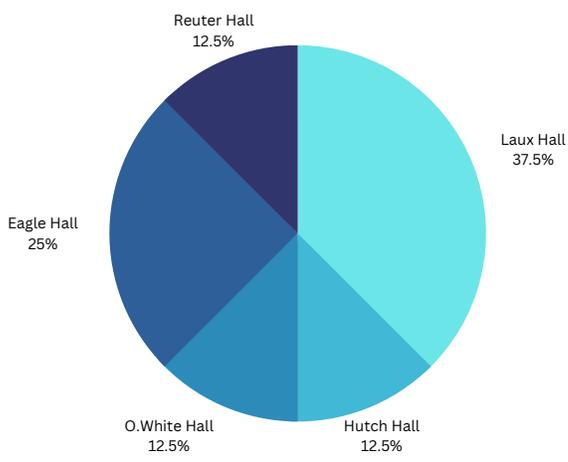
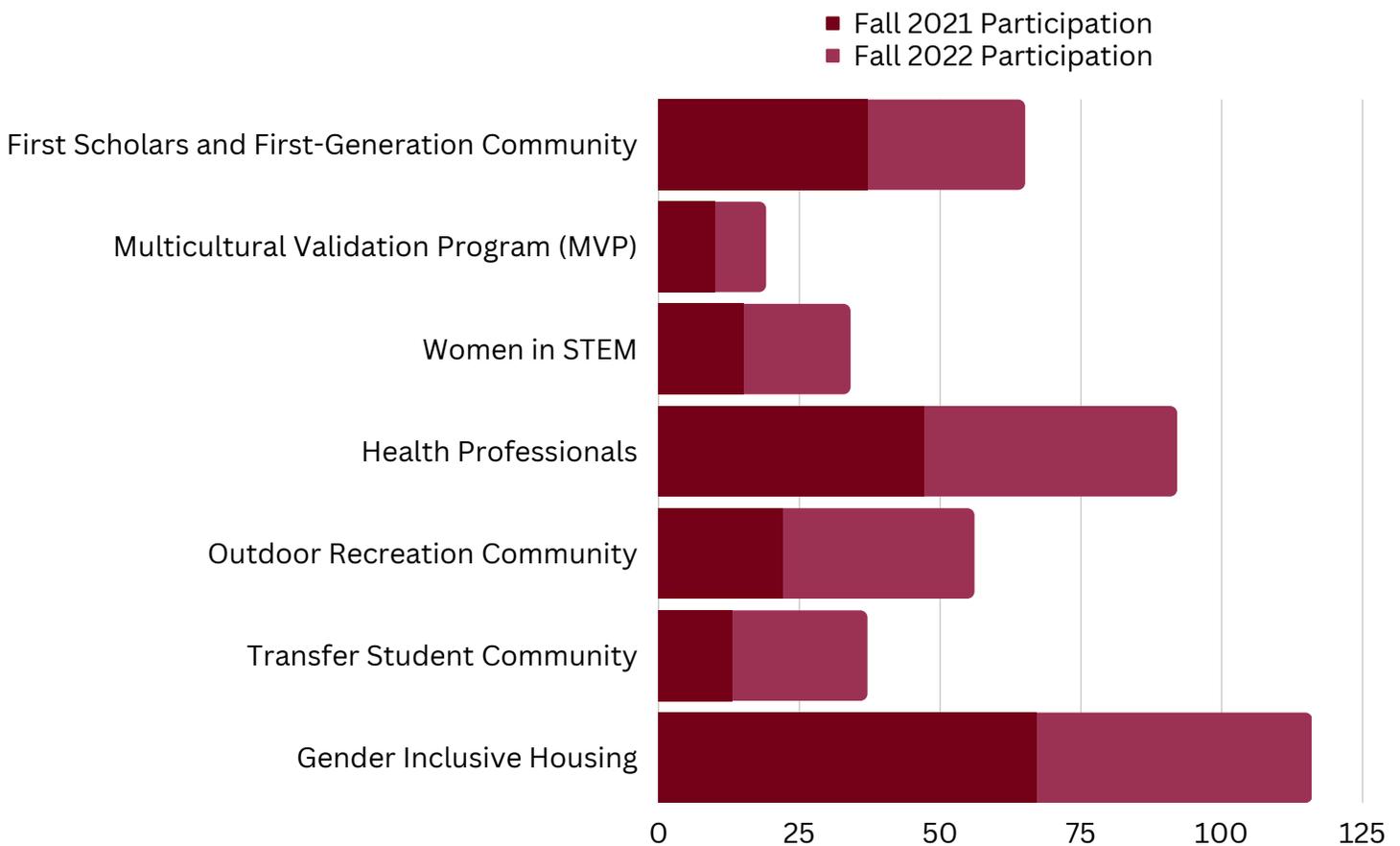
## Professional Staff

Professional staff took full advantage of regional opportunities after a Covid-hiatus, bringing 16 (of 20) staff to the annual conference. Additionally, UWL received the bid to host the annual new professionals institute (to be hosted in June 2023).

# STUDENT ENGAGEMENT & ASSESSMENT

Community is at the core of how we create engaged communities for students that foster development and success. Residence Life staff is committed to developing intentional and individualized experiences for students.

## Living Learning Communities



Distribution of LLCs within Halls

Living Learning Communities (LLCs) are a high impact practice that is proven nationally in increasing student success. Students who participate in LLCs report higher GPAs overall than students who live in traditional residence hall communities. Benefits include:

- Participation in special events and activities built around common interests.
- More access to faculty and staff that can help students network for future opportunities.
- Gain a community with similar academic interests that helps with academic success.

# Academic Engagement

This year we embarked on two new initiatives to increase academic engagement in the residence halls.

## Scholar in Residence

We were honored to partner with International Education and the Department of Management to host Fulbright Scholar Katarina Prochazkova, from Slovakia, in our residence halls. Katarina not only taught management classes, she also worked with us as a Scholar in Residence to provide programming for our residence hall students. She resided in Hutch Hall and worked with hall staff to do many different programs for residents. These programs included office hours to get to know Katarina, Slovakian cooking classes, and professional development sessions for our student staff. She also partnered with our Women in Stem LLC to attend some of their events. Katarina has far exceeded our expectations of what a Scholar in Residence could look like with her enthusiasm to interact with our students and we are excited to be able to continue the program for next year.



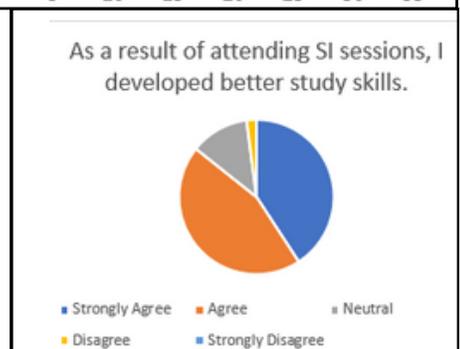
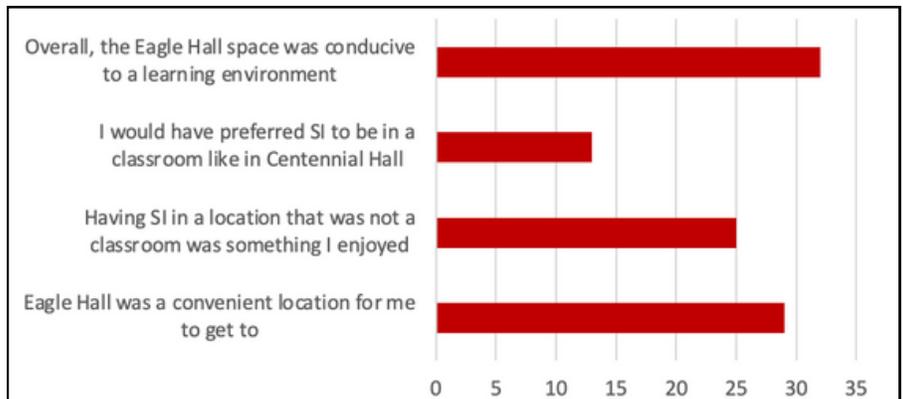
## Supplemental Instruction

Residence Life (in partnership with Dr. Ju Kim (CSH) and Lee Baines (Murphy Learning Center)) hosted Supplemental Instruction (SI) classes in the residence halls. These sessions are held in addition to class sessions and are student-led by someone who has recently completed and excelled in the class. SI sessions are taught twice a week and focus on course content and building skills that are transferable to other classes. The instructors focus on group-based and hands on activities to improve comprehension, retention, problem solving and overall class performance. Hosting SI in the residence halls provide a more relaxed and friendly atmosphere that is not in a classroom and allows students who already live in those halls the convenience of just walking downstairs to join the session.

### Courses Offered:

Fall of 2022: BIO 105 and CHM 103

Spring of 2023: BIO 105, CHM 103, STAT 145, MTH 150, MTH 160, PHY 103



# Student Satisfaction

In November 2022 the Student Satisfaction Survey was sent out to all of our students living on campus to learn about their on campus living experience. Just over 2,000 students took the survey (66% completion rate). Angell Hall was the only hall to have 100% of its students complete the survey and there were 19 RA's whose entire communities took the survey.

Students were asked various questions about their living environment, the physical building, and the sense of connection and belonging they feel. Additionally, various campus partners submitted up to 5 questions from their area to the survey.

Students were also asked about what we could do to help improve the residence hall for future years. While some of the answers were things that are outside of the control of Residence Life, a lot of the answers were things such as upgrading bathrooms, common spaces, and more study spaces which are accounted for in our current and future renovations.

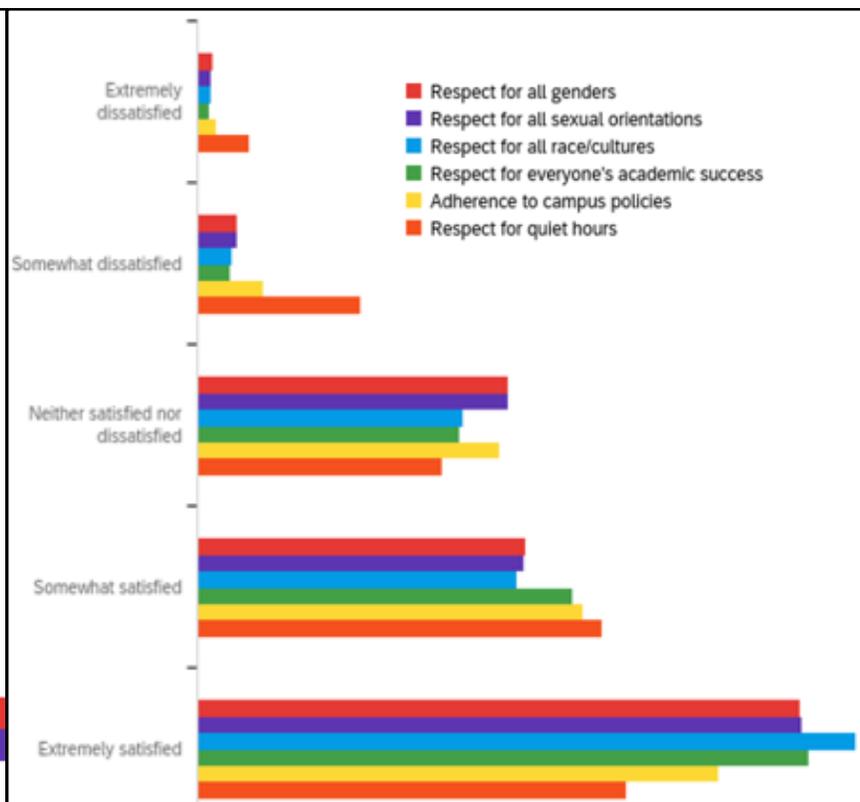
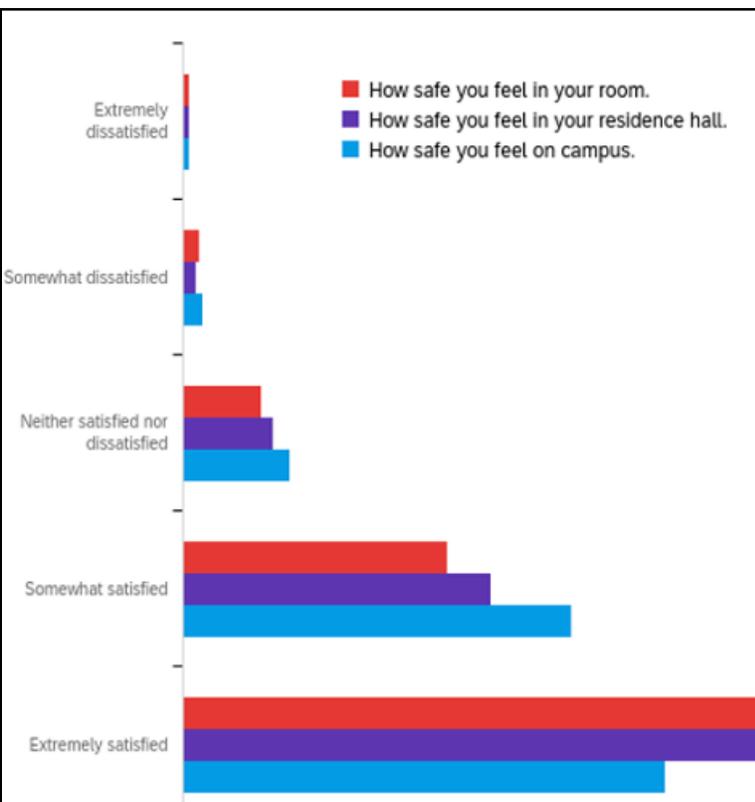
## "WHAT DO YOU LIKE MOST ABOUT LIVING ON CAMPUS?"



Proximity to classrooms, REC and Dining



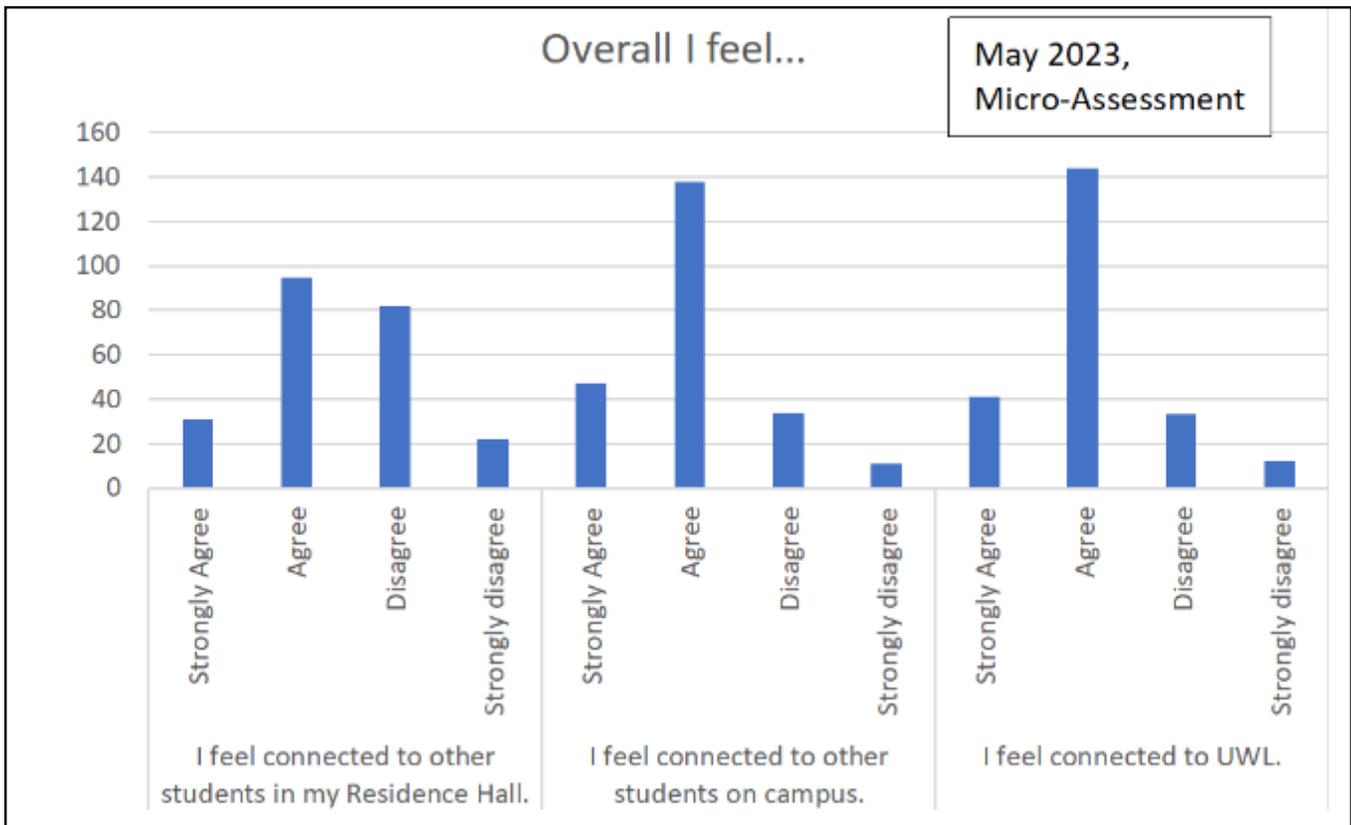
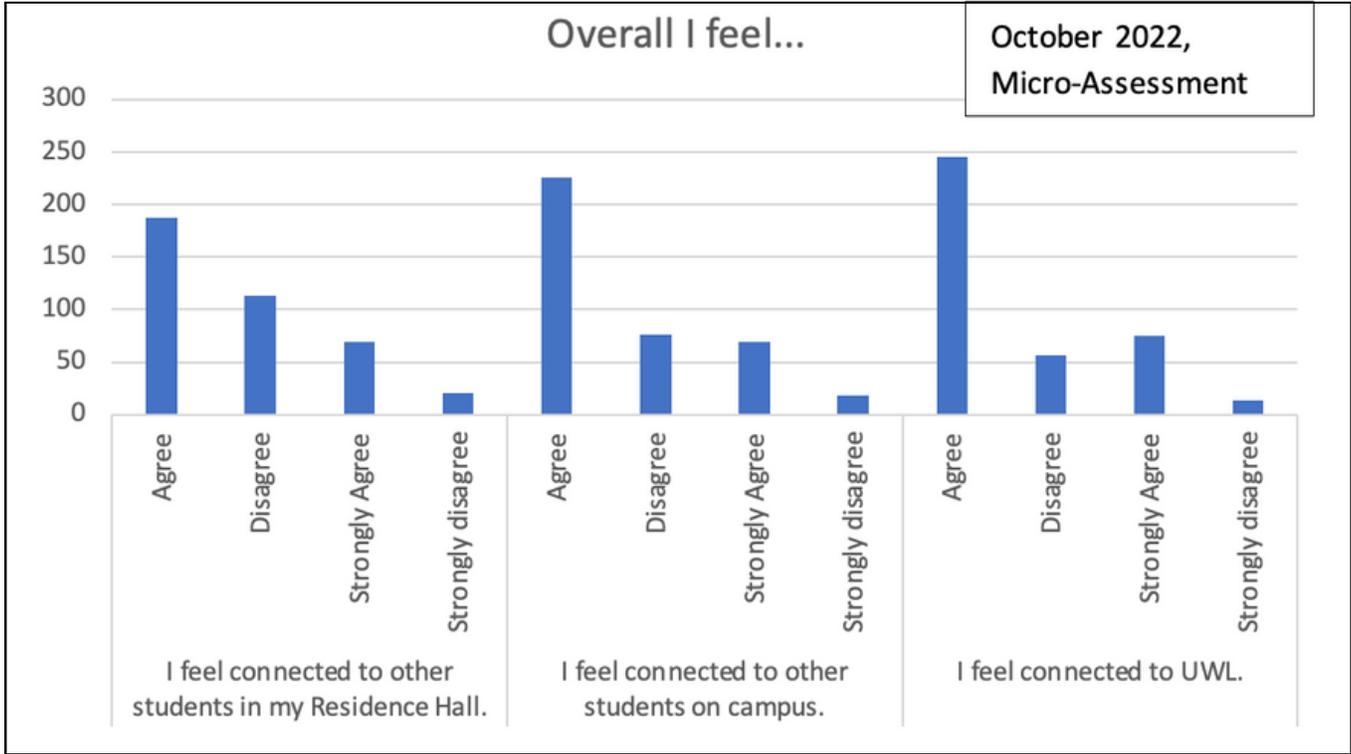
Connections to building/floormates



## Micro Assessments

Micro-assessments through Navigate were utilized 1-2 times per month. These were short (3-5 questions) surveys that were sent to only on campus students about various areas in our department. Some topic areas included: connection to UWL, housing plans for next year, respect for identities, campus resources, facilities, faculty/staff that have positively impacted students, and employment. Participation in these surveys varied from month to month but averaged about 300 students each survey.

## Sense of Belonging On-Going Assessment



# SCHOLARSHIPS & FUNDING

Residence Life contributes annual funding towards the following positions at UWL:

- Assistant Dean of Students
- 2 Maintenance positions
- Wellness Coordinator
- ITS Desktop Technical Support
- ITS Enterprise Application Support
- Res Life Police Services

Residence Life annually funds a number of scholarships for UWL students:

- \$70,000 annually for Multicultural Validation Program Scholarships
- \$17,500 Admissions Housing Scholarships
- \$40,000 Eagle Diversity Scholarship

## UWL FOUNDATION SUPPORT

- Residence Life participated in One Day for UWL (Annual Giving Day) to raise funds to install water-bottle filling stations on each floor of the residence halls. Thanks to several donors we were able to install 2 more machines this year. A crowd-funding campaign was initiated in Spring 2023 to continue the project.
- Residence Life was gifted \$500 from the former Residence Life Alumni Network.
- Annually, former Residence Life Leadership Team members generously support student involvement and leadership through scholarships and awards.

