# Table of Contents

**Division of Student Affairs Strategic Plan**...4

**From the Vice President for Student Affairs/Dean of Students**...5
J. Andrew Shepardson, PhD

**Athletics**...10
Robert DeFelice, Director

**Center for Health, Wellness, and Counseling**...19
Gerri Taylor, Associate Dean

  - **Health**...21
  - **Counseling**...26
  - **Wellness**...29

**Student Life**...34
Doreen Floyd, Associate Dean

  - **Center for International Students and Scholars**...36
    Titiola Adewale, PhD, Director
  - **Conduct and Development/Office of the Dean of Student Affairs**...40
    Erin Kelley, Director
  - **Multicultural Center**...51
    Doreen Floyd, Associate Dean
  - **Spiritual Life**...54
    Robin Olson, PhD, Director
  - **Student Activities**...58
    Nicole Chabot-Wieferich, Director

**Residential Center**...65
John Piga, Assistant Dean

**Student Systems**...75
Ron Ardizzone, Director

**University Police**...80
Ernie Leffler, Chief
Division of Student Affairs Strategic Plan

VISION: As a key component of a Bentley education, the Division of Student Affairs will be known for creating a distinctive student experience.

MISSION: We create a distinctive learning environment with strong values intended to foster student development beyond the classroom by maximizing opportunities to live what is learned.

PREPARATION FOR LIFE AND WORK
Work is only a part of life and Bentley students are being educated for both. Success in a career cannot come at the expense of a fulfilling life.

- Strong connections to the academic experience are intentionally created
- Commitment to diverse interactions at every level
- Environments are designed to make student learning part of student living
- Autonomy, interdependence, leadership, and integrity are realized by all students

BALANCE IN CLASS AND LIFE
The complexity of life requires that those who are to be successful will master many skills. Depth and breadth of experience is the path to the future.

- A community is created that values health and wellness
- Students are provided strong opportunities for fitness, intramurals, and club sports
- Ethics and socially responsible decision-making are promoted throughout campus life
- Fostering commitment to programs, activities, and organizations while achieving high academic standards

PRIDE IN THE CAMPUS AND SELF
Full appreciation of the environment that shapes personal growth and education is vital to continuing the success of students and the University.

- Varsity athletics are academically and athletically competitive
- Events, programs, and traditions are designed to solidify the Bentley community
- Community spirit is built through a student-centered philosophy
- Investment in quality facilities, our mission, and our community is essential for success
From the Vice President for Student Affairs/Dean of Students

Thank you for reading the annual report of the Division of Student Affairs at Bentley University for the 2014-2015 academic year. This report serves to document the rewarding and sometimes challenging initiatives led by the departments within the Division.

We have a great deal to be proud of in the Division this year. Surviving the winter (and many school closings and cabin fever in the residence halls) was a success in and of itself. However, with new programs, new staff, and most especially a newly renovated Student Center, we can say that this was a great year. We continue to foster a culture of accountability, assessment, and excellence, and this annual report will share with the community our progress on those goals.

The Division is committed to self and external reflection on the programs and services that it provides as a basis for creating a culture of assessment and accountability. We strive to provide students with the very best possible experience, while ensuring we do so in a fiscally responsible manner. In 2014-2015, we conducted external survey reviews for the Orientation program, residence hall system, health providers, and conduct system (see individual department reports for more details). Our assessment shows that we outpace our national peers in many, if not all, of the areas measured. Additionally, I am thrilled to report that in satisfaction with our staff in the residence halls, we ranked number 1 of the 262 schools who used the EBI survey satisfaction and number 3 in overall program effectiveness.

Student Center Renovation
The renovated and expanded Student Center continues to be the highlight of the year. Harry’s Pub has created an innovative schedule of programs resulting in consistently strong attendance Monday through Sunday. Russo’s Market and Deli, complete with gourmet sandwiches and a popular Take 5 option for students on a meal plan, continues to receive positive feedback from students. In April, the entire building was returned to students and the reaction has been outstanding. Gathering student feedback to create a space that can be used for meeting, studying, and socializing while deliberately incorporating branding elements has resulted in an innovative, collaborative, and transformative space for the Bentley community. The grand opening had 950 students in attendance and all were effusive in their praise of the new space. The night also featured the dedication ceremony of the Bentley Bubble (the home for student organizations), which is a space that students have not had since 2012. The ceremonial lighting of the fire pit was a popular event, drawing students outside to show off the new outdoor patio space.
The summer will see the completion of the second phase of the Student Center renovations with a refresh and new name for the dining hall, and a transition to an open office concept for the Multicultural Center, Center for International Students and Scholars, the Residential Center, Student Systems, Student Activities, and the Office of the Dean of Student Affairs. In an effort to create a more modern, collaborative, and efficient office environment, staff (30 total ranging from administrative assistants and program coordinator to directors and deans) will occupy a space that formerly held 16 offices. While certainly a more efficient use of space (and hopefully a model for other areas of the University), the main focus is to create an open atmosphere of greater integration and cooperation between departments. Flexibility in the space will allow for private meetings as well as working meetings in the open space.

The Gallup Initiative
This year, the Gallup organization studied our students and alumni to see how we are doing with respect to our goals.
The full report from Gallup on our alumni survey as well as slides from the student survey can be found in the Appendix. The alumni report has some great insight into our students’ experiences over the past 45 years. Some top line results are as follows:

- Amongst employed graduates, Bentley University graduates are more likely to be engaged in the workforce (48%) than the Gallup-Purdue Index’s national average (39%) over the same time period (1960-2014).
- Graduates from Bentley University have a greater feeling of preparedness for life outside of college as compared to the national average (43% vs. 28%).
- With the above in mind, it is not surprising that students have a greater feeling that the University is passionate about their long-term success as compared to the national average (30% vs. 24%).
- When it comes to Gallup’s measures of well-being (community, financial, physical, social, and purpose), Bentley graduates are thriving in each area at rates higher than the national average, with 30% thriving in four or five areas as compared to the national average of 25%.

Unlike the alumni data, we do not have school comparisons for our student survey results, but we have been able to identify strong areas as well as areas that need improvement. Involvement in co-curricular activities—whether attending events such as athletic events or lectures or involvement in student organizations or service-learning—has positive correlations with hope, engagement, and well-being.

**Staffing Update**

The heart and soul of the Division is the staff. The Division grows stronger each year with “veteran” staff taking on more responsibilities (five promotions in the Division), greater opportunities for staff development on and off campus (see Appendix for our monthly staff development programs), and a commitment to recruiting the most qualified, diverse pool of candidates for open positions.

A significant accomplishment was the stabilization of our University Police force. During the AY14-15, there was only one resignation as compared to 10 and five during the previous two years respectively. The chief and the entire department have worked diligently in bringing the department to full staff (from at times only having half-staff). The new members of the Department are at the top of their field, and the Department has renewed commitment (and financial investment for FY16) in developing and retaining the staff.

Two departments, the Counseling Center and Student Activities, had significant staffing turnover from the last academic year into this year (for a variety of reasons including market conditions and changes in organizational structure), and consequently the addition of new staff. While a difficult transition, both departments have come through the experience stronger and more aligned with student needs and expectations.

We strive to be a division that provides professional development opportunities to its members, so they move upward in their career—preferably at Bentley but often when those opportunities are not available, at other institutions.
Several staff members had significant accomplishments:

On the national level, Gerri Taylor was the national program planner for the 2015 American College Health Association Annual Meeting, and Jessica Greher Traue serves on the national level for ACPA on the coalition of higher education associations for substance abuse prevention. Sandy Hoffman, former Volleyball coach, was inducted into the American Volleyball Coaches Association Hall of Fame (she will be inducted into Bentley’s Hall of Fame this fall).

Regionally, Gerri Taylor received the Louise Garara Award from the New England College Health Association; Jessica Greher Traue serves on the NECHA board as a member at large; Bobbi Lynn Kekic was a member of the NASPA mid-level institute; Melissa Mayard serves on the NACA Northeast Regional Conference Committee; and Tony Martin won the NASPA Region I Equity, Diversity, and Inclusion Award. In addition, the Massachusetts Association of Campus Law Enforcement Administrators (MACLEA) recognized eight members of the Bentley University Police Department for their outstanding professionalism: Sergeant Robert Lynn, Jr, Sergeant David Wade, Police Officers Alexander Allen, Bethany Bonczar, Floyd Johns, Robert Wayne, Dispatcher Michael Amrock, and Security Officer James Ardizzoni. Detective Sergeant Lenny Imbracisco became a member of the Northeastern Massachusetts Law Enforcement Council (NEMLEC).

On the education front, Melissa Diglio, Card Program Administrator, received her Associates Degree in Business Administration from Bentley, and Titi Adewale, Director of the Center for International Students and Scholars, completed her doctoral program in Educational Leadership from the University of North Carolina, Charlotte. Her dissertation topic was: *Integration and Persistence of International Students in a U.S. Private Four-Year Institution: A Qualitative Case Study.*

**Looking Forward**

A summary cannot possibly encapsulate the many achievements of such a strong division. We initiated several new programs including spirited football tailgates, revamped opening to include two large scale events, and created a new end of the year event for seniors. We furthered our diversity goals through programs around gender equity and new programs in Spiritual Life. Our Intergroup Dialogue proved to be a remarkable program that will be further expanded this fall. We are proud of our collaboration with many campus departments on the two week Bentley Voices program. We continued to enhance the services provided for students by ensuring that we assess what we do and remain student-centered.

We remind ourselves (almost daily) of the key themes that guide our work—our goals to be collaborative, innovative, and spirited in our approach to the complex and difficult work that we do each day. We continue to monitor not only the breadth in the array of programs, services, and events that we provide, but also the depth in the interactions with each other and with the Division as a whole (as well as the entire community). As we look to the future, we continue our push to move from a student experience that is transactional to one that is transformational. We do this through our strategic priorities: preparation, balance, and pride.
Our successes this year point to a strong foundation on which to grow—whether that is building pride and spirit through athletic events, creating a stronger campus through diversity and inclusion, and/or providing opportunities for students to learn and grow.
Athletics

Academic Highlights

Every team had at least a 3.0 grade point average during the fall semester, 19 of 21 did the same during the spring (with the two exceptions missing by a total of .04 points), and 20 of 21 finished the academic year with a cumulative GPA of 3.0 or better. Overall, Bentley student-athletes achieved a 3.26 GPA during the spring and have a cumulative GPA of 3.24.

51% of the University’s student-athletes were named to either the President’s or Dean’s List following the fall semester and 49% did the same for their work during the spring.

The NCAA released the latest Division II graduation rate data, including the division’s Academic Success Rate, and once again, Bentley was near the top of the list. Bentley, with a 97% ASR, tied for sixth amongst all Division II institutions nationally and was second amongst Division II institutions with football. It is Bentley’s highest score in the nine years that the NCAA has been compiling the data. Of the 19 Bentley sports that were evaluated, 14 had a perfect 100% Academic Success Rate, including every women’s sport and all were at 90% or better. As a result of this success, Bentley was again presented with a “President’s Award for Academic Excellence” from the NCAA. Bentley has been recognized in each of the program’s four years of existence.

Bentley placed 360 student-athletes, a conference-high by a wide margin, on the fall 2014 Northeast-10 Commissioner’s Honor Roll, which honors those who achieved a 3.0 GPA or better. Bentley also had the highest percentage of fall sport student-athletes awarded, with 74% of Falcons achieving the honor.

The spring 2015 Northeast-10 Commissioner’s Honor Roll included 348 Bentley student-athletes, with a conference-high 76% earning the honor after posting a GPA of 3.0 or better. Of the 348, 162 achieved GPAs of at least 3.5, including seven who recorded perfect 4.0’s: Andrew Bertini (men’s track and cross country), Andrew Bitto (men’s track), Jacqueline Carlson (women’s track and field), Nicholas Cilia (men’s swimming and diving), Amy Ernst (women’s lacrosse), Keegan Hyland (men’s basketball), and Gina Lirange (field hockey).

A record 10 Bentley athletic teams received 2014-15 Team Academic Excellence Awards from the Northeast-10 Conference, an award presented to the program in each of the conference’s 24 sports who achieved the highest GPA. Among those earning the honor were the men’s indoor track and men’s outdoor track teams, both with 3.45 GPAs. Both of those teams have received the recognition all six years since the award program debuted in 2010.

Football (3.08) and men’s lacrosse (3.23) were both recognized for the fifth time in six years while baseball (3.19), women’s cross country (3.49), women’s indoor track (3.48), women’s outdoor track (3.48), women’s lacrosse (3.46), and men’s tennis (3.38) were first-time honorees.
Men’s basketball standout Keegan Hyland and women’s field hockey All-America Gina Lirange became the latest Bentley student-athletes to earn selection to the prestigious Capital One Academic All-America teams from the College Sports Information Directors of America (CoSIDA). Hyland, who was also the Northeast-10’s Scholar-Athlete Sport Excellence award winner for men’s basketball, was selected to the five-man first team and Lirange was a second-team selection in the Women’s At-Large category.

All-time, Bentley ranks 10th in Division II history with 67 Academic All-America selections (24 of those coming since 2010).

98 Bentley student-athletes will receive Academic Achievement Awards from the Division II Athletic Directors Association. Requirements include a GPA of 3.5 higher on a 4.0 scale and at least two years of college level work.

16 Bentley student-athletes qualified for the 2014-15 Atlantic Hockey All-Academic team after posting 3.0 GPAs during both the fall and spring semesters. Included on the list was Brett Switzer, who was honored for the fourth consecutive year. Four others – Andrew Gladiuk, Tyler Krause, Matt Blomquist and Gabe Antoni – were recognized for the third time and each will have a chance to make it four in a row during the 2015-16 academic year.

Four members of the men’s basketball team, including Hyland, were named to the NABC Honors Court by the National Association of Basketball Coaches for having attained a cumulative GPA of 3.2 or higher. The others were Tyler McFarland, Vince Mancini and Kevin Carpenter. In addition, Coach Jay Lawson’s club was also recognized as a team with the Falcons receiving an NABC Team Academic Excellence Award for maintaining a cumulative GPA of 3.0 or better for the 2014-15 season. It is the second straight year that the Falcons have been honored.

Six members of the Bentley University men’s and women’s cross country teams received All-Academic honors for the 2014 season from the United States Track & Field and Cross Country Coaches Association (USTFCCCA). In addition, both the Bentley men’s and women’s teams received All-Academic honors for their success in the classroom during the fall 2014 semester. The men achieved the nation’s eighth best grade point average, 3.53, and the women recorded a 3.39. Honorees for the USTFCCCA must have compiled a cumulative GPA of 3.25 or greater and must have finished among the top 30% of total eligible runners in the regional championship.

The men’s and women’s track teams also received All-Academic honors from the USTFCCCA with the 3.43 GPA achieved by the men second best in Division II nationally. Individually, Tara Dooley was selected for All-Academic honors for the fourth time in her career with the previous three coming in cross country.

Recent graduate Gina Lirange topped a list of ten Bentley University student-athletes who were named to the 2014 Gladiator by SGA/NFHCA Division II National Academic Squad by the National Field Hockey Coaches Association. Lirange received the honor for the fourth consecutive year while five of her
teammates – Kelsey Howard, Sally James, Katie Kelley, Becca Moore and Meghan Talerman – were recognized for the third time.

The women’s volleyball team was one of a record 113 Division I programs from across the country to earn an AVCA Team Academic Award from the American Volleyball Coaches Association for the 2014-15 season. It was the second straight year that the Falcons were recognized.

The men’s and women’s swim teams received Scholar All-America team recognition following the spring semester after both teams posted GPAs exceeding 3.0.

**Athletic Highlights**

During a nationally-televised (CBS Sports Network) broadcast from Los Angeles on June 30, 2014, Lauren Battista ’14 (women’s basketball) was recognized with the Honda Award as the premier women’s student-athlete in Division II during the 2013-14 academic year.

A month later, Battista was selected by the nation’s sports information directors as the 2013-14 Capital One Academic All-America of the Year for Division II. Over the course of the year, nearly 3,400 student-athletes from Division II were nominated for Academic All-America consideration and 410 of those, in 12 separate programs, were selected by the College Sports Information Directors of America (CoSIDA) for Academic All-America honors. In each of those programs (football, volleyball, men’s basketball, women’s basketball, baseball, softball, men’s soccer, women’s soccer, men’s track, women’s track, men’s at-large, women’s at-large), an Academic All-America of the Year was selected. Last summer, those 12 amazing student-athletes were placed on a ballot, and Battista was chosen as the best of the best.

Perhaps the ultimate honor was presented on January 16 during the NCAA Honors Celebration at the NCAA Convention in Washington, D.C. when she was recognized as one of the NCAA Today’s Top 10. 10 student-athletes who completed their eligibility during 2013-14, from across all three divisions, were recognized with the other honorees coming from Alabama, Calvin, Dartmouth, Emory, Georgia, Grand Valley State, Livingstone, Loyola (Maryland), and Oklahoma.

Quarterback Danny Guadagnoli, a graduate student, was honored on May 3 when the Grinold Chapter of the National Football Foundation presented him with the Jack Daly Award for Academics, Citizenship and Football. It was the fourth major award that he has received since the end of the 2014 season. He was the Offensive Player of the Year in the Northeast-10, the recipient of the Agganis award from the New England Football Writers and the Swede Nelson Award (Division II) from the Gridiron Club of Greater Boston. The Agganis is given to the outstanding senior football player in New England, with Guadagnoli only the fourth non-Division I recipient, and the Swede Nelson is given for exceptional achievement in sportsmanship, academics, and athletics.

Field hockey’s Gina Lirange, a standout in the classroom with a 3.86 GPA, was honored as a second-team Division II All-America by the National Field Hockey Coaches Association.
Senior hockey player Andrew Gladiuk was named to the New England Hockey Writers Division I all-star team, and senior defenseman Steve Weinstein signed with the Springfield Falcons to become the first Bentley player to play in the AHL. Weinstein was selected as the Best Defenseman in Atlantic Hockey.

Senior lacrosse player T.A. DeMoulas was drafted by the Boston Cannons in the Major Lacrosse League collegiate draft.

Senior Paige Wilde (Naugatuck, Conn.) was chosen as the Women’s Diving Athlete of the Year in the Northeast-10 Conference, and her coach, Rick Denehy, was chosen as the Women’s Diving Coach of the Year in the conference for the third time.

**Northeast-10 & NCAA Team Achievements (Division II)**

Bentley was represented in NCAA Division II tournament play by the men’s golf and women’s volleyball teams with both of those squads also claiming Northeast-10 Conference championships.

With all five players placing in the top ten, Bentley captured the 2014 Northeast-10 Conference Golf Championships at the Lake Sunapee Country Club in New Hampshire. The Falcons had a significant lead most of the day and finished with a 297-296-593 with their team score the best winning mark in the NE-10 since 2003. In addition, their winning margin of 13 strokes was the largest in a decade. The championship was Bentley's second in the last four years, their fourth since 2006, and their fifth overall.

The conference championship assured the Falcons of a fifth straight NCAA Division II tournament appearance and was the first of two titles for the team during the fall. About a month later, Bentley captured the Division II championship at the New England’s while placing third overall. Junior Malcolm Oliver became the first golfer in program history to earn medalist honors in the tournament, finishing with a one-under 143 for 36 holes.

During the NCAA East/Atlantic Regional in May, Bentley finished 13th among the 20 competing teams with Oliver again setting the pace for the Falcons. He tied for seventh in the NCAA Division II East/Atlantic Golf Regional, coming up two strokes shy in his bid to advance to the NCAA Championships.

Women’s volleyball finished in a three-way tie for first in the Northeast-10 Conference and reached the championship match of the conference championship tournament. That success led to a berth in the NCAA Division II East Regional, with the Falcons avenging the previous week’s loss to Adelphi before falling to the University of Bridgeport in the semifinals.

The coaches of both Northeast-10 championship teams, golf’s Mickey Herron and volleyball’s Joey Pacis, were both selected for NE-10 Coach of the Year accolades.
Both swim teams placed second in the Northeast-10 Conference championships and had a diver compete in the NCAA Division II pre-qualification meet, junior Colton Bridge for the men and senior Paige Wilde for the women.

Bentley University and the Dana Center were on full display nationally when the CBS Sports Network televised the Bentley-St. Michael’s women’s basketball game February 14 as part of the Division II Game of the Week package.

The two basketball teams feature three of the top scorers in the Northeast-10 with the men’s team led by senior Keegan Hyland and junior Tyler McFarland and the women by sophomore Jen Gemma. All three registered scoring averages over 18 points a game.

The 2014 national champion Bentley women’s basketball team was honored twice in March for their remarkable season of about a year earlier. The team was recognized at UConn during halftime of the Huskies’ first NCAA tournament game and was also saluted by Congresswoman Katherine Clark during a presentation in the Carleton Room.

In November, the 2014 national championship banner was raised in the Dana Center prior to the team’s game against Stonehill College.

Bentley tied for sixth in the Northeast-10 Conference Presidents’ Cup, trailing Stonehill, Adelphi, Assumption, Merrimack and Franklin Pierce. It ended a string of 28 consecutive top-three finishes for the Falcons.

**Atlantic Hockey Team Achievements (Division I)**

Hockey, Bentley’s only Division I sport, finished with a 17-15-5 overall record, including 14-9-5 in Atlantic Hockey, after dropping a difficult quarterfinal playoff series on home ice to Mercyhurst. The Falcons fell in overtime, 1-0, in the opening game and after bouncing back to win the second 5-3, were stunned in game three, 3-2, with the Lakers scoring three times in the final eight minutes, including the game-winner with five seconds left.

A trio of former Bentley hockey players, who graduated this past spring, forwards Alex Grieve (Calgary, Alberta), Brett Switzer (Calgary, Alberta), and defenseman Steve Weinstein, have each signed new professional deals.

Grieve, Bentley’s team captain this past season, signed with the Fort Wayne Komets of the ECHL after previously signing with Quad City in the ECHL after completing his Bentley career in March. The Komets are affiliated with the Colorado Avalanche in the NHL.

Weinstein, an assistant captain as a senior with Bentley, signed on with the ECHL's Cincinnati Cyclones. At the end of last season, the blue liner became the first player in program history to join a team in the AHL when he played for the Springfield Falcons. The Cyclones are affiliated with the Nashville Predators and Florida Panthers in the NHL.
Switzer, another assistant captain last season, inked a deal with the Dundee (Scotland) Stars of the Elite Ice Hockey League in the United Kingdom. He had previously joined the Hull Stingrays in the EIHL.

All three had decorated four-year careers at Bentley. Grieve finished his career with 128 points, good for second all-time in the school’s Division I history. Weinstein was twice named first team All-Conference and was voted as Atlantic Hockey's 2014-15 Best Defenseman. Switzer finished his career with 110 points, sixth most in Bentley's Division I history, and the school’s overall record for games played (146).

**Hall of Fame Inductions**

Former Bentley women’s volleyball coach, Sandy Hoffman, was inducted into the American Volleyball Coaches Association during the group’s annual convention in Oklahoma City in December. Hoffman, who headed the Bentley program from 1982-2014, finished her career with the fourth most wins in NCAA Division II volleyball history.

Hoffman will be among seven who’ll be inducted into the Bentley Athletic Hall of Fame on September 26 with the ceremonies to be held in the LaCava Campus Center. Joining Hoffman will be Kelly Barker ’01 (women’s basketball), Mark DeBrito ’00 (football), Nate Fritsch ’08 (men’s basketball), Jen (Bunce) Hogencamp ’00 (field hockey), Julie (Longo) Kelly ’04 (women’s soccer), and Steve Tobio ‘02 (hockey).

Hoffman led Bentley to 11 NCAA tournament appearances and the same number of Northeast-10 regular season championships. Tobio was a standout defenseman in the formative days of Bentley hockey at the Division I level, and the other five all earned All-America honors while wearing the Falcon uniform.

**Sports Information**

**Football Media Coverage**

- Coach Bill Kavanaugh in the *New Bedford Standard Times* and the *Waltham News Tribune*
- Assistant coach Leo Fanning in the *MetroWest Daily News*
- Quarterback Danny Guadagnoli in both the *Boston Herald* and the *MetroWest Daily News*
- Defensive back Nick McCarthy in the *Boston Globe North*
- Wide receiver Chris Calvanese in the *Boston Globe South*
- Assistant coach Keith Levan in the *Waltham News Tribune*
- Defensive back Junior Chery in the *Waltham News Tribune*
- Quarterback and Elon transfer C.J. Scarpa in the *Andover Townsman*
- Feature on Bentley’s large number of players from Attleboro area in the *Sun Chronicle*
- Football tight end Alex Farkes in the *Boston Herald*
- Football quarterback Danny Guadagnoli in the *MetroWest Daily News* and the *Waltham News Tribune*
- Football linebacker Blaine Hopwood in the *New Bedford Standard Times*
- Football running back Jet Kollie in the *Boston Herald*
The number of Attleboro area players on the football team in the *Attleboro Sun Chronicle*
*Q&A with football wide receiver Jeff Hill in the Boston Globe South*
*Profile of football wide receiver Chris Calvanese in the Boston Globe West*
*Feature on former Falcon wide receiver Anthony Seaforth in the Boston Globe North*

**Hockey Media Coverage**
*Season preview in the Boston Globe*
*Profile of scoring standout Andrew Gladiuk in the Boston Globe*
*First-half season recap in the Boston Herald*
*Season update, following a weekend sweep of RPI, on USCHO.com*
*Season preview on USCHO.com*
*Team of the Week on CollegeHockeyNews.com*
*Goalie Blake Dougherty in New England Hockey Journal*
*A look at Bentley players being high on the scoring list on CollegeHockeyNews.com*
*Depth, versatility allows Bentley to overcome injuries: US College Hockey Online*
*Bentley men are on a roll: Boston Globe*
*Gladiuk inspires Bentley: Boston Herald*
*Gabe Antoni, Bentley primed for playoff run: Norristown (PA) Times Herald*
*Billy Eiserman, a new lease on life: Newburyport Daily News*
*Bentley duo up for Hobey: New England Hockey Journal*
*Bentley evaluating sites for new, on-campus arena: US College Hockey Online*
*Heartbreak on ice for Falcons in Atlantic Hockey Quarterfinals: Waltham News Tribune*

**Basketball Media Coverage**
*Men’s basketball player in the Portland Press Herald (Maine)*
*Former Bentley women’s basketball player Lauren Battista on NCAA.org*
*A look back at the women’s basketball winning the national championship on a year-end recap on WBUR*
*Coach Stevens reflects on a national championship and the upcoming season in the Boston Globe West*
*A look at the women’s basketball team in the Waltham News Tribune*
*Q&A with women’s basketball player Jen Gemma in the Boston Globe South*
*Women’s basketball co-captain Jane White in the Nashua (N.H.) Telegraph*
*Women’s basketball captain Carlene Kluge in the Reading Chronicle*
*Men’s basketball player Keegan Hyland in the Boston Globe West*
*A look back at former men’s basketball player Bill Holden in the Boston Globe South*
Other Media Coverage

- Trustee Terry Carleton’s induction into the Academic All-America Hall of Fame in both Boston Globe South and Hometown Weekly.
- Volleyball player Lauren Colasanti and her sister (who plays at St. Michael’s) in the Northville Record (Mich.)
- Q&A with women’s volleyball and track athlete Tatiana Froehlich in the Boston Globe West
- Golfer Malcolm Oliver in the Portland Press Herald (Maine)
- A look back at former Bentley baseball player Steve Gath in the Boston Globe North
- Women’s diver Paige Wilde in the Citizens News (Naugatuck, Conn.)
- Women’s swimmer Emily Niemiec in the Danbury (Conn.) News-Times
- A look back at former track All-America Mark Ivanov in the Boston Globe West
- Women’s swimmer Kaitlin McGahie in the Boylston Banner
- A look back at former baseball player Kevin Lyons in the Boston Globe West
- A look back at former track sprinter Kristen (Godfrey) Brown in the Boston Globe West

For the sixth straight year, we worked with America One to provide video webcasts of home football, men’s basketball, women’s basketball, hockey, and volleyball contests. Live stats are also provided for all home football, volleyball, soccer, field hockey, basketball, hockey, lacrosse, baseball, and softball games. This allows fans who cannot be at the games to follow all the action from their computers or mobile devices.

### Athletics Data

<table>
<thead>
<tr>
<th>Sport</th>
<th>Overall Record</th>
<th>Conference Record</th>
<th>Conference Finish</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s Basketball</td>
<td>11-16</td>
<td>6-15</td>
<td>7/8 Northeast Div.</td>
</tr>
<tr>
<td>Men’s Cross Country</td>
<td>--</td>
<td>--</td>
<td>4/15</td>
</tr>
<tr>
<td>Women’s Cross Country</td>
<td>--</td>
<td>--</td>
<td>7/15</td>
</tr>
<tr>
<td>Field Hockey</td>
<td>10-9</td>
<td>6-5</td>
<td>6/12</td>
</tr>
<tr>
<td>Football</td>
<td>5-6</td>
<td>3-6</td>
<td>8/10</td>
</tr>
<tr>
<td>Golf</td>
<td>--</td>
<td>--</td>
<td>1/10</td>
</tr>
<tr>
<td>Hockey</td>
<td>17-15-5</td>
<td>14-9-5</td>
<td>t-3/11</td>
</tr>
<tr>
<td>Men’s Indoor Track</td>
<td>--</td>
<td>--</td>
<td>10/11</td>
</tr>
<tr>
<td>Women’s Indoor Track</td>
<td>--</td>
<td>--</td>
<td>9/11</td>
</tr>
<tr>
<td>Men’s Lacrosse</td>
<td>6-7</td>
<td>5-6</td>
<td>t-7/12</td>
</tr>
<tr>
<td>Women’s Lacrosse</td>
<td>10-6</td>
<td>9-4</td>
<td>5/14</td>
</tr>
<tr>
<td>Men’s Outdoor Track</td>
<td>--</td>
<td>--</td>
<td>10/11</td>
</tr>
<tr>
<td>Women’s Outdoor Track</td>
<td>--</td>
<td>--</td>
<td>9/11</td>
</tr>
<tr>
<td>Men’s Soccer</td>
<td>6-10-1</td>
<td>5-7-1</td>
<td>9/14</td>
</tr>
<tr>
<td>Sport</td>
<td>Record</td>
<td>Opponent</td>
<td>Notes</td>
</tr>
<tr>
<td>----------------------</td>
<td>--------</td>
<td>----------</td>
<td>----------------</td>
</tr>
<tr>
<td>Women’s Soccer</td>
<td>2-15</td>
<td>0-14</td>
<td>15/15</td>
</tr>
<tr>
<td>Softball</td>
<td>11-19</td>
<td>8-13</td>
<td>t-6/8 Northeast Div.</td>
</tr>
<tr>
<td>Men’s Swimming</td>
<td>7-4</td>
<td>--</td>
<td>2/7</td>
</tr>
<tr>
<td>Women’s Swimming</td>
<td>7-4</td>
<td>--</td>
<td>2/9</td>
</tr>
<tr>
<td>Men’s Tennis</td>
<td>13-8</td>
<td>7-3</td>
<td>4/11</td>
</tr>
<tr>
<td>Women’s Tennis</td>
<td>7-15</td>
<td>6-6</td>
<td>t-7/13</td>
</tr>
<tr>
<td>Women’s Volleyball</td>
<td><strong>19-12</strong></td>
<td><strong>11-3</strong></td>
<td>t-1st/15</td>
</tr>
</tbody>
</table>

**Bold indicates team qualified for NCAA championships**

See Appendix for a complete list of Athletics Honors from the past year.
**Center for Health, Counseling, and Wellness**

**Vision**
To become the model for a high quality, evidence-based, collaborative Wellness Center for students on a university campus.

**Mission**
To ensure a healthy Bentley community by promoting healthy lifestyle choices, reducing risky behaviors and bringing awareness of the mind-body connection utilizing a public health theoretical framework, state of the art technology, and health promotion principles.

To provide high quality, confidential, accessible, evidence-based clinical health care and counseling for students, enabling them to achieve optimum personal and academic performance.

To promote lifelong physical and emotional health by setting the foundation for work/life balance, personal and social accountability, and ethical decision-making.

**Executive Summary**

The overall primary goals for Health, Counseling, and Wellness this year were to provide strong leadership, full staffing, and comparable compensation for staff as well as to increase the linkages between the health, counseling, and wellness areas.

The major accomplishment for this quarter was bringing stable leadership to the Counseling Center. A multi-disciplinary search committee selected three finalists from a slate provided by the search firm of Spelman and Johnson. During the search process, Dr. Peter Forkner, a staff psychologist in the Counseling Center, was appointed Assistant Director and demonstrated very effective management ability. In March, after the national search, Dr. Peter Forkner was chosen to be the Director of the Counseling Center.

Dr. Forkner has been a counseling psychologist at Bentley since 2010. He has provided strong and steady leadership for the staff in the Counseling Center managing staff vacancies and guiding the office through a challenging year with respect to both the number of students requesting services and the severity of presenting mental health problems. Peter has already made notable adjustments in counseling center policy by increasing the efficiency and effectiveness of services provided at the center as well as by involving staff in local and national college counseling and health organizations.

In addition to providing leadership, another goal was to provide full staffing in the Counseling Center for the fall. A staff psychologist has just been hired and finalists have been selected for the Assistant Director position. The search has also begun for a part-time psychiatrist. We expect to have full staffing by September.

Research has supported that health is an essential factor related to personal and academic success and as such, has been incorporated into the strategic plans for the University and the Division of Student
Affairs. We have intentionally chosen to use the term “collaborative care” to represent our vision of health, counseling, and wellness each having specialized expertise yet working together with the goal of providing the best physical and mental health care, community health, and health education for our students. Branding efforts using the motto “strong roots for a healthy future” have begun.

Finally, the Counseling Center and the Center for Health and Wellness continue to advocate for a Wellness Center with a goal of providing students with an updated facility that will provide collaborative care that is more efficient, cost effective, and holistic.
Health Highlights

Staffing
Traci Doherty joined the Center for Health and Wellness (CHW) in September as a Nurse Practitioner. She has a master’s degree in nursing as well as a master’s degree in public health. She came from Suffolk University where she has been for the past 11 years as a nurse practitioner and also as acting director. She speaks four languages – Spanish, Creole, German, and Cape Verdiean. She worked in the Peace Corps in West Africa for three years and also provided medical care for college students on Semester at Sea. Her experience and language ability has been very valuable for our international student population. Sharon Donato also joined the front office staff with strong experience from Harvard Vanguard in the behavioral health, pediatrics, and internal medicine areas.

Ann Sherman, Nurse Practitioner and former Director of Student Health Services at Lasell College, joins the clinical staff this fall in the Center for Health and Wellness as a nurse practitioner. She brings excellent experience in the clinical and administrative areas.

Same Day Medical Care and Triage
The clinicians in the Center for Health and Wellness continue to provide high quality, same day medical care for students. A system was put in place this year that streamlined the process for triaging students and providing a “fast track”. This resulted in greater satisfaction for staff and students. The American College Health Association (ACHA) national satisfaction survey continues to be sent monthly to all students who visit the CHW and satisfaction rates remain high at 95% satisfied or very satisfied, which is well above the national average of 87% satisfied or very satisfied.

Clinical Expertise
The nurse practitioners, nurses, and physicians continue to demonstrate excellence in accurate clinical assessment and diagnoses. A few examples of conditions that they diagnosed or managed are as follows:

- Necrotizing pneumonia
- Appendicitis needing emergency appendectomies.
- Acute hyperthyroidism
- Intestinal volvulus
- Anorexia
- Severe asthma needing nebulizer treatments and steroids
- Ovarian cysts
- Kidney stones
- Relationship violence
- Hand injury with nerve impingement needing surgery
- Viral encephalitis

The Center for Health and Wellness also saw 54 cases of tonsillitis caused by strep, 19 cases of influenza, four cases of staph infections, 28 cases of mononucleosis, eight students with pneumonia, five students with staphylococcal skin infections, five students with coxsackie throat infections, 92 cases of flu or flu-
like illness, and 13 students with herpes skin or throat infections. The clinician also saw 22 students who had concussions. Our coordinator of immunizations also provided 226 vaccines for students to update their immunization status.

Influenza
The clinicians began to see influenza in January when a number of pre-season athletes were diagnosed with influenza. The season was a long and lasted until April. It began with students testing positive for Type A influenza and ended with positive testing for Type B influenza which appeared to cause several cases of pneumonia. Although, influenza did not respond well to the flu vaccine this year, the vaccine was found to decrease the severity of illness for some. We have developed a plan to provide flu vaccine clinics for pre-season athletes in December and January with the goal of prevention of early cases of influenza.

To prepare for flu season, four flu vaccine clinics were held on campus for students, faculty, and staff from September through December. 439 members of the Bentley community were immunized. 77 additional doses of flu vaccine were given to students in the Health Center.

Concussions
The Center for Health and Wellness worked with University General Counsel, the Office of Disability Services, and the Office of Academic Services to develop a “Concussion Return to Learn Policy” for the transition back to classes for students after they sustain a concussion. Further meetings will be held during the summer of 2015 with the above groups as well as the Athletic Department to discuss response to students with concussions.

Electronic Medical Record
The Medicat online electronic medical record system has been updated to allow incoming students to upload their pre-matriculation health forms, and as a result, the process is more efficient and phone calls with questions or issues have decreased dramatically. Medicat will be upgrading the electronic medical record system this year with a patient portal and an upgrade to ICD 10 diagnostic codes and also provide clinicians with the ability to print out new health information handouts for students. The Center plans to implement a more efficient method through Medicat for documentation of screening for depression, relationship violence, and drugs and alcohol to be done for each student who visits.

International Vaccine Issues
The international graduate and undergraduate students have faced challenges in obtaining vaccines and getting testing for tuberculosis in their respective countries. Tetanus, diphtheria, and acellular pertussis vaccine is required for all students, and these vaccines have been difficult for students from China to obtain. The Center for Health and Wellness held a separate vaccine clinic to immunize 130 international students in order to achieve compliance with state regulations before the start of classes. The Center for Health and Wellness has also seen a rise in the number of students requiring Tb (tuberculosis) screening. Tuberculosis screening is required by the state for those incoming students with specific risk factors. International students coming from countries that are considered high risk for Tb need to be
seen as soon as possible to mitigate the potential for any infected student to transmit the disease to other members of the Bentley community. Bentley University has not had a case of active TB on campus.

**Ebola Viral Disease**
Clinically, the staff received guidance on how to manage a potential case of Ebola Viral Disease from the Centers for Disease Control and Prevention (CDC) and the Massachusetts Department of Public Health. Health information about ebola was distributed to all employees and students in August. Staff members were trained in donning and doffing personal protective equipment, were fitted for N-95 masks, and a plan was developed for managing a possible case at Bentley. The Health Center and University Police joined the Waltham Board of Health, Waltham Fire Department, Waltham Police Department, and Cataldo Ambulance Emergency Response team in an Ebola Viral Disease Drill.

**Massachusetts’ Department of Public Health Point of Distribution Center**
The Center also has been working with the Massachusetts Department of Public Health as a designated “point of distribution” center for vaccine and medication dispensing to the Bentley community in the event of a natural or international public health emergency. The next steps in preparation are to formalize procedures with the local Waltham health department and develop a collaborative working group to create an internal plan at Bentley.

**Support Group for Students with Diabetes**
The Support Group for Students with Diabetes continued to meet throughout this academic year with Mary McCarthy BSN, RN as their advisor. The student group is a chapter of the College Diabetes Network (CDN). The Bentley group was asked to participate in a video last fall for the CDN website that would show new college students how students with Type I Diabetes adapt to college life. CDN posted the video on their website to assist prospective students with Type I Diabetes with their transition to college.

**Health Challenges**

**Staffing**
Staffing was an issue due to the extended illness of one Nurse Practitioner in the Center for Health and Wellness from March through May.

**Ebola**
Preparation for potential case of Ebola took a great deal of resources in the fall semester. We will continue to provide training to keep clinicians prepared in the event of a public health outbreak.

**Vaccines**
International students had difficulty obtaining vaccines in their countries. We will continue to provide vaccines for these students and will also be prepared for travel related illnesses such as MERS, measles, and tuberculosis when students return to campus this fall.
Space
Physical space continues to be a challenge. The separate space between Counseling and the Center for Health and Wellness is not conducive to easy and convenient collaboration and communication.

Health Staff Achievements

Gerri Taylor served as National Program Planner for the 2015 American College Health Association annual meeting held in Orlando, Florida in May 2015. As planner, she oversaw a national multidisciplinary committee, the selection of 150 speakers as well as a keynote speaker for a conference that had 1,800 attendees. In October, she received the coveted Louise Gazzara award from the New England College Health Association.

Health Assessment

2015 ACHA Satisfaction Survey Results
82% of students reported that they received information during their visit that would improve their health. This is higher than the national average of 77%, and the percentage of students feeling strongly was 63% versus the national average of 53%.

83% of students reported that the CHW was their usual source or primary source of health care while enrolled.

95% (76% very satisfied) of students reported being satisfied or very satisfied with their visit. We continue to have greater than 90% satisfaction from students with health visit. This satisfaction continues to be much higher than the national average of 87% (65% very satisfied) of students being satisfied with their visit.

92% of Bentley students reported that they would be likely or very likely to recommend the health service to another student.

The Center for Health and Wellness has worked very hard to make same-day appointments available to students when they request them. This has increased student satisfaction and also decreased risk and liability by immediately addressing a medical concern. In addition to same-day appointments, all students with urgent concerns are triaged right away by one of the clinicians in the Center. 94% of students reported being satisfied and 72% being very satisfied with the ease of scheduling an appointment that met their needs. This satisfaction has been consistent over the past few years since beginning this survey and continues to be higher than the national average of 85% (62% very satisfied).

International Student Orientation and Peer Tutor Program Assessments
Program Assessments done for international student orientation and the peer tutor program received excellent feedback from students. International students continue to rate the health information program as being very informative and helpful. The peer tutor program was also highly rated with 90% of the tutors having a better understanding of health issues that affect Bentley students as a result of
the program. All of the students believed the program was useful and could identify one thing they learned from the program.

**Health Data**

The Center has seen about 176 more students than were seen last year despite the fact that one Nurse Practitioner was out due to illness for the last two months of the academic year.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>August</td>
<td>54</td>
<td>27</td>
<td>46</td>
<td>86</td>
<td>63</td>
<td>44</td>
</tr>
<tr>
<td>September</td>
<td>808</td>
<td>821</td>
<td>787</td>
<td>800</td>
<td>817</td>
<td>887</td>
</tr>
<tr>
<td>October</td>
<td>924</td>
<td>739</td>
<td>762</td>
<td>757</td>
<td>849</td>
<td>882</td>
</tr>
<tr>
<td>November</td>
<td>823</td>
<td>812</td>
<td>844</td>
<td>746</td>
<td>724</td>
<td>741</td>
</tr>
<tr>
<td>December</td>
<td>590</td>
<td>521</td>
<td>500</td>
<td>443</td>
<td>399</td>
<td>400</td>
</tr>
<tr>
<td>January</td>
<td>377</td>
<td>199</td>
<td>289</td>
<td>311</td>
<td>306</td>
<td>310</td>
</tr>
<tr>
<td>February</td>
<td>738</td>
<td>688</td>
<td>759</td>
<td>711</td>
<td>699</td>
<td>730</td>
</tr>
<tr>
<td>March</td>
<td>639</td>
<td>705</td>
<td>607</td>
<td>611</td>
<td>548</td>
<td>619</td>
</tr>
<tr>
<td>April</td>
<td>871</td>
<td>888</td>
<td>739</td>
<td>912</td>
<td>844</td>
<td>833</td>
</tr>
<tr>
<td>May</td>
<td>220</td>
<td>418</td>
<td>314</td>
<td>300</td>
<td>245</td>
<td>215</td>
</tr>
<tr>
<td>June</td>
<td>7</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6,055</strong></td>
<td><strong>5,818</strong></td>
<td><strong>5,650</strong></td>
<td><strong>5,682</strong></td>
<td><strong>5,508</strong></td>
<td><strong>5,674</strong></td>
</tr>
</tbody>
</table>
Counseling Highlights

Training of Staff and Campus Community
Dr. Darleen Gracia, one of the staff psychologists not only saw many students clinically but also developed several programs for staff and the greater community. She attended a conference on suicide prevention and provided education to staff on suicide prevention, assessment and management of students in significant distress. She also provided trainings and workshops to the wider campus community on identifying and working with students in distress. In addition, she attended the American Counseling Center Association (ACCA) Northeast Regional Conference in West Point, New York. This was the first time a member of the staff has attended an ACCA conference and is in line with the goal to expose staff from the Center to the national conversations on student issues in college counseling centers. Darleen has also taken on the role of liaison to both the Multicultural Center and Center for International Students and Scholars to ensure that the Counseling Center is most effectively meeting the needs of the students served by these offices.

Group Therapy
Karen Cutting provided supervision for the doctoral interns and was a strong proponent of the newly developed group therapy services. Since taking on the role of group therapy coordinator, Karen has made significant improvements to the group therapy program allowing the Center, for the first time in history, to limit individual therapy services for selected students who were also in the therapy groups. The psychologists in the Counseling Center ran three groups. 12 students joined the “Worry Workshop,” a hybrid skills/interpersonal group based on the principles of Acceptance and Commitment Therapy to help students who struggle with anxiety. Nine students joined the “Adjustment Group”. Prior to leaving for the summer, Karen submitted a proposal for further adjustments to the therapy group policies, procedures, and assessment based upon her benchmarking of other successful college counseling center programs. We hope to implement her recommendations starting in the fall, a significant step towards the goal of more effectively and efficiently meeting the needs of our students.

Office of Disability Services Reporting Structure
Another significant highlight of the past year has been the smooth transfer of the reporting relationship of the Office of Disability Services (ODS) from the Counseling Center and Student Affairs to Academic Affairs and the Office of Academic Services. Since students were most often seeking services from the Office of Disability Services for academic issues, it made sense to move the area, operationally, to Academic Affairs. Despite this shift, the Office of Disability Services will continue to be housed, physically, within the Counseling Center until space becomes available closer to the Office of Academic Services.

Filled Positions
Garima Lamba Ph.D. has been selected as our new Assistant Director of the Counseling Center. She received her doctoral degree from the University of Memphis and is a psychologist, where spent the last nine years at Johns Hopkins University Counseling Center in Baltimore, Maryland as Associate Director of Outreach, Senior Staff Psychologist, and Coordinator of Services to International Students.
Andrew Dole, Psy.D. and Megan VanKeuran Psy.D. join the Counseling Center this fall as Staff Psychologists. Both received their doctorates from the Massachusetts School of Professional Psychology and both were interns at Bentley University during their doctoral programs. Andrew brings excellent experience with young adults and Meghan, who had prior experience as a master’s level clinician, brings excellent experience clinically as well as from her administrative role as Director of Counseling at the Integrated Center for Child Development in Canton and Woburn.

Counseling Challenges

Staffing Vacancies

Without question, the primary challenge of the past year was continuing to provide optimal levels of clinical, training, outreach, and consultative services following staffing vacancies. The staff psychologists and interns saw more clients than usual in order to meet the needs of the students despite having two vacant positions. There were a number of factors that led to the departure of staff over the past year. Known in the college counseling community for her experience and expertise, our Director, Dr. Hawks, left the Center in September after being offered the opportunity to rebuild the Counseling Center as Director at Emmanuel College. Shortly after, our Assistant Director, Dr. Stephanie Kendall, left the Center after being asked to take the position of Director of Health and Counseling at Merrimack College. To provide stability, Dr. Peter Forkner was promoted from staff psychologist to Assistant Director and a temporary psychologist was hired.

As a result of this challenge, the Counseling Center adapted in a number of ways to ensure its ability to serve its core function at the University: assisting students struggling with emotional and developmental issues and attending to students of concern presenting with more severe mental health issues.

Division and Delegation of Responsibilities

- Gerri Taylor and Peter Forkner met in October and divided up the director and assistant director responsibilities between them. Gerri Taylor took on a number of the administrative tasks to allow sufficient time for Dr. Forkner to help manage the clinical load and serve as the senior clinical advisor for Center staff and trainees.
- Dr. Darleen Gracia served in Dr. Forkner’s stead during those times when he was required to be out of the office at meetings.

Clinical Service Delivery Adjustments

- Moving away from a short term, open ended model for individual therapy, students were told during their first appointment that they would be allowed five weekly sessions and then would transition to biweekly therapy (exceptions were made for students with more severe presenting issues, students receiving medication, and some students seeing interns). This innovative approach led to more focused, goal oriented treatment and created space for other students in need of help.
- As discussed above, rules were established for students participating in group therapy which strongly encouraged limiting concurrent participation in individual therapy except in cases deemed clinically necessary. This step had a significant impact on the individual client load of all therapists.
During peak times during the spring semester, the office transitioned to a “priority waitlist” system, which assigned services to students based upon level of functioning and severity of presenting issue. As a result of this shift, the lack of therapist availability had a minimal impact on our ability assess and address to the most vulnerable students seeking services. The Counseling Center interns have also proven to be highly valuable. Each intern has become highly skilled in their positions and have “picked up the slack” allowing the Center to continue to meet the needs of the students and maintain its highly coveted status as a premier training site.

Restructuring of Priorities

- Decision to forego participation in the Interpersonal Process Therapy study (discussed above) to free up time and energy for more pressing matters.
- Deferral of implementation of a client satisfaction survey which was planned for fall of 2014 will now be introduced for fall of 2015.
- Reprioritization of workshop and outreach efforts to focus only on those programs that are deemed to be essential such as Resident Assistant training and Depression Screening Day.

Improved Compensation

- Human Resources also implemented a compensation study, which resulted in adjustment of salary ranges for the clinicians in the Counseling Center. It is hoped that this will ensure that Bentley will be able to attract and retain highly clinically skilled psychologists in the field.

Counseling Data

It is of note that the Counseling Center only had 20 appointments fewer than last year despite the fact that they were short two full time psychologists for a significant portion of the year. In addition, the numbers of students seen for group therapy continued to be high as they were last year – a dramatic increase since 2012-2013.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Clients</td>
<td>357</td>
<td>371</td>
<td>335</td>
<td>357</td>
<td>372</td>
<td>334</td>
</tr>
<tr>
<td>Total Appointments</td>
<td>2,656</td>
<td>2,676</td>
<td>2,319</td>
<td>2,346</td>
<td>2,447</td>
<td>2,053</td>
</tr>
<tr>
<td>Total Group Appointments</td>
<td>179</td>
<td>200</td>
<td>48</td>
<td>58</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Emergency Appointments</td>
<td>83</td>
<td>90</td>
<td>59</td>
<td>72</td>
<td>59</td>
<td>45</td>
</tr>
</tbody>
</table>
Wellness Highlights

Wellness and Prevention Programming
The Wellness staff has been active and visible across campus with many programs including the weekly Take a Paws therapy dog visits for stress reduction, the De-stress Day, Disconnect Day, the I’m Perfect positive self-affirmation day, and the first ever Alcohol Screening Day for students.

Sexual Assault Education for Students
Bentley is now required under the Campus SAVE Act, an amendment to the Clery Act, to provide mandatory sexual assault and relationship violence prevention education to not only undergraduate students but also to graduate students. This was the first year that all students, including graduate students, were required to take HAVEN, an online sexual assault prevention program.

Bystander Education
The Spot On bystander education program was in great demand. The team of facilitators completed a two year project of training all varsity athletic teams. 509 students completed exit surveys to assist with evaluation of the program’s learning objectives. After participating in the program, 92% of students agreed or strongly agreed that they felt more confident in their ability to take action as an active bystander in emergent situations.

National Alcohol Screening Day
13 staff members served as screeners and attended three training sessions on how to apply the tenets of motivational interviewing to a three to five minute screening session. Over the course of the three hour event, screeners spoke with 67 students. Four students with very high AUDIT scores provided contact information and received follow-up emails with information about eCHUG (electronic self-assessment tool for alcohol usage) and BASICS (Brief Alcohol Screening and Intervention for College Students).

Exploratory Task Force for Smoke/Tobacco Free Policies
Jessica Greher Traue, Senior Assistant Director, convened a task force of community members to investigate community interest and support for a smoke free or tobacco free policy at Bentley. Nationally, more than 1,400 college and university campuses have adapted such policies. The task force consists of undergraduate and graduate students, faculty, and staff. Jessica provided the task force with information about the tobacco free campus movement as well as provided the charge for the group. She consulted with two members from the US Department of Health and Human Services. Last fall, the task force created a survey that was distributed to students, faculty and staff. 433 faculty and staff members completed the survey, and 1,833 students participated. The student sample is reflective of campus demographics including 57% males, 16% international students, 76% residential students, and over 20% response rate for each undergraduate class year. To summarize the data, only 8% of students and 5% of faculty and staff indicate that they use tobacco products on a daily basis. Participants report being exposed to smoke on a daily basis, and 75% of students and 84% of faculty/staff have some level
of concern regarding such exposure. 15% of respondents report suffering from asthma. The task force is preparing a proposal to the cabinet based on their work.

**Health Thought Leadership Network**

This past Spring, Jessica Greher Traue fostered a connection with Danielle Hartigan, a faculty member from the Natural and Applied Sciences Department who teaches Health Psychology on campus. Through this relationship, Jessica was invited to participate in the Health Thought Leadership Network and is the only non-faculty member involved in the project. The network includes faculty members across several disciplines, whose primary research areas relate to health sciences or health care. The network is charged with positioning Bentley as a health research leader.

**Filled Health Promotion Specialist Position**

Brighid Courtney joins the Center for Health and Wellness as a Health Promotion Specialist. She graduated from Ball State University with a Master’s degree in Wellness Management and a Minor in Business. She has worked at Pine Manor College and Vector Wellness Inc. in Hingham. She brings great enthusiasm, experience, and collaboration to Bentley.

**Wellness Challenges**

**Staffing and Structure**

The Senior Assistant Director, Jessica Greher Traue, whose position originally was focused on alcohol and other drug education and prevention, has now become responsible for overall wellness. Although she has a Health Promotion Specialist who reports to her, this position is supported through administrative revenues which will not be available in 2016. We are currently advocating for this position to be funded for the 2016-2017 year.

**Wellness Staff Achievements**

Jessica Greher Traue coordinated several presentations for regional and national conferences. At New England College Health Association (NECHA), she served on a panel for bystander education programs. Additionally, she co-presented on Medical Marijuana with the Executive Director for the Maine Medical Association. At the ACHA (American College Health Association) annual conference, Jessica presented with two colleagues on bystander education and presented two posters, one on OneLess and one on Consent Day. Jessica is currently a member at large for the New England College Health Association and will be on the ballot for President Elect this fall. She also serves at the national level for ACPA (American College Personnel Association) as their representative on CoHEASAP—the Coalition of Higher Education Associations for Substance Abuse Prevention.

**Wellness Assessment**

**2014 ACHA-NCHA Health Assessment**

The American College Health Association’s National College Health Assessment was conducted in November 2014. The NCHA provides a comprehensive evaluation of student self-reported health
behaviors. 727 students completed the survey. This was an 18% response rate and the sample included 59% male respondents which is reflective of our campus. We did notice increases of students reported drinking behaviors and marijuana use and we attribute the fluctuation in data to the demographics of the sample and not changes in behaviors over time. In previous years our samples were predominantly women. Other noticeable changes in data include a decrease in students overall reported stress and anxiety levels, however reports of depression did increase. More students are also reporting sleep deficits. These changes confirm that sleep and stress should still be an area of focus for health promotion. Ultimately, the NCHA data will be used by the Health Promotion Specialist (currently vacant) to develop a health promotion strategic plan.

**Spot On Bystander and Consent Day Assessments**

509 nine students completed surveys for Spot On. The bar graph below shows that the program succeeds in increases student’s confidence to take action in emergent situations and student satisfaction with the course. The pie chart displays self-reported learning themes.

**Outcomes on Spot On Leadership Trainings**

In % who agree or strongly agree

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feel more confident in ability to take action</td>
<td>95%</td>
</tr>
<tr>
<td>Feel more comfortable social spotting friends</td>
<td>90%</td>
</tr>
<tr>
<td>Feel more comfortable social spotting stranger</td>
<td>85%</td>
</tr>
<tr>
<td>Would recommend training to friends</td>
<td>80%</td>
</tr>
<tr>
<td>Facilitators provided safe space</td>
<td>75%</td>
</tr>
</tbody>
</table>

31
Consent Day aims to increase student knowledge of enthusiastic consent, improve students’ competency and likelihood in communicating with a partner and educating students on sexual assault and relationship violence. 242 students completed exit surveys.

After participating in the event:

- 91% of students agree or strongly agree that they are more likely to engage in conversations with partners to determine consent
- 96% indicated the feel more confident in their ability to communicate with a partner
- 97% report increased awareness about Sexual Assault and Relationship Violence
- 93% report an understanding of enthusiastic consent

An open ended question asked students what was one thing they learned at the event.
Discussed the importance of communication between partners 14%

Recited a sexual assault or relationship violence statistic 18%

Discussed asking a partner beforehand 12%

Identified Title IX Policy 10%

Talked about importance of concerns in relationships 9%

Defined enthusiastic consent 16%

Discussed different ways to ask consent 9%

Other 12%

Consent Day
Student Life

The focus of Student Life (Center for International Students and Scholars, Conduct and Development/Office of the Dean of Student Affairs, Multicultural Center, Spiritual Life, and Student Activities) centered around advancing the divisional strategy through the following initiatives: create a healthy and gender equitable climate, identify and resolve Title IX issues, expand efforts to build a strong and spirited campus culture, open the renovated and expanded Student Center, increase diverse interactions through Intergroup Dialogue (IDG), and improved collaboration between divisional departments.

Student Life began the year by reworking the evening activities for returning student move in. A video dance party, food truck festival, and photobooth provided the right venue for students to socialize and reconnect in a responsible manner. As a result, student conduct issues were significantly reduced. A campus wide concert attended by 2,500 students five days later featured the well-known band Time Flies and resulted in a spirited start to the year.

The establishment of a new Title IX compliance officer (Erin Kelley) and Deputy Title IX compliance officer (Alex Hirs) allowed for the creation of a sound and equitable process for addressing Title IX issues. Through extraordinary care, research, and best practices, the staff managed incidents in a way that was equitable and supportive to all parties, underscoring the university's strong stance against gender and sexual violence. Efforts to create a healthier climate on campus were furthered with the delivery of Bystander workshops to Resident Assistants, fraternity members, and athletic teams.

The completion of the Student Center renovation and expansion project was met with incredible enthusiasm. Throughout the building, one can get a feeling for the workplace that students will enter—collaborative, bright, and infused with energy and technology. The use of space and furnishings to promote conversation and idea-sharing is evident throughout, and bold graphics depicting various facets of student life provides strong vitality to the building. A new programming series resulted in a new level of engagement for students during the evening hours. Exciting elements (the fire pit) and eateries (Argo Tea and Russo’s) have provided new venues for students to gather. The December 2014 ACUI (professional association for student centers and student unions) Bulletin underscored the significance of this project:

Student satisfaction with physical space had a strong correlation to satisfaction with sense of community... and the correlation between the (student center) is greater than that of other physical spaces (library, residence halls, classroom, athletic facilities) on campus. In fact students...indicated that satisfaction with their sense of belonging, social activities and the social support network was attributed to their satisfaction with the (student center)".
Pre-game football tailgates (two hours before the start and ending prior to kickoff) proved to be extraordinarily successful in building Bentley pride and strengthening the sense of community. Over the course of five home games, nearly 1,500 students participated as well as some alumni and families at the Homecoming and Family Weekend games. Efforts to continue the student enthusiasm at home hockey games resulted in a packed rink at the J.A.R. and a sold out game at Harvard with outstanding Bentley fan support.

As part of creating pride and connection to Bentley, efforts to increase student engagement resulted in the incorporation of StrengthsFinder as part of First Year Seminar, four sections of the GB215 course (Human Behavior and Organizations), and the Career Development Institute (CDI). The Strengths instrument provided a relatable tool to help students understand their natural talents and authentic self as well as recognize the value that they inherently bring to a group. Given the reliance on group work as part of the academic curriculum, Strengths provides students with an important tool to increase their engagement both in and outside the classroom.

Efforts to increase meaningful diverse interactions for students exceeded expectations with the introduction of Intergroup Dialogue (IGD). Four groups—two themed around gender and two themed around race—were offered during the year. IGD provided thoughtful opportunity for students to explore and understand multiple perspectives around the topics of race and gender. Students came to a better understanding as to how their own perspectives had been shaped by family, peer, and societal values, and at the same time, they became more open to the perspectives of others. IGD provides students with a safe and structured environment to work through hard conversations, cognitive dissonance, and gain new confidence in issues related to diversity. Formal evaluation and assessment indicate strong support for the continuation and expansion of this program with one student describing his experience in IGD as life changing.

Concerns from our Muslim students regarding the inability to perform daily prayer ritual between classes resulted in the creation of a new prayer space. Through the collective efforts of the Bentley Islamic Society (BIC), Student Government Association (SGA), and Alpha Psi Omega (APO), an underutilized dressing room behind the Koumantzelis Auditorium was established as a diurnal or Daily Prayer Room. In addition to addressing a concern of students, this project brought together students who many otherwise not have had the chance to interact. Response from student users and the faith community has been very positive.
Center for International Students and Scholars

The Center for International Students and Scholars (CISS) continues to keep the institution, students, scholars and their dependents in compliance with immigration regulations by being a resource for all on immigration issues. CISS also continues to fulfill its objectives within the Division by investing time and resources in international student development and by fostering interactions between domestic and international students. The goal is to assist Bentley students become global citizens.

Executive Summary

CISS successfully completed the bi-annual F-program recertification with the U.S. Citizenship and Immigration Services (USCIS). On December 9, 2014 Bentley University’s application was approved, authorizing the institution to continue its admission of international students. The institutional application for J-program re-designation with the U.S. Department of State, which began on November 4, 2014, was approved four months later. Bentley University will continue to sponsor J professors, researchers, short-term scholars and students for the next two years. Also, the annual report to the U.S. Department of State was received in July 2014.

Staff turnover affected the morale and workload in the past year. The vacant Administrative Assistant position, which had been vacated for nine months, was filled on May 11, 2015 with Theresa Lamoureux coming on board. Unfortunately, Assistant Director, Sophia Ng resigned from Bentley on June 18, 2015 after securing employment with the Department of Homeland Security. The position has been posted with the hope of filling it by August 2015. The resilience of the CISS team was tested this year with heavy workload resulting from staff turnover, but the team remained cohesive, efficient and highly productive. While significant changes are coming from the U.S. Citizenship and Immigration Services (USCIS) on new versions of Forms I-20 and DS-2019, the team is proactive and savvy about the impending changes.

Other changes recently introduced by the U.S. Department of State to the J-program included an increase in healthcare coverage for J-1 visitors and dependents from $50,000 to $100,000 per person while in the U.S., which began in May 2015. Also since January 2015, J visitors are required to show evidence of English language proficiency. CISS now requires proof of English language proficiency from External Affairs and Cronin Education Abroad offices for J-1 scholars and students before DS-2019s are issued.

Highlights

Welcome Program
CISS welcomed new international students from over 45 countries to Bentley University during the fall and spring semesters. In the fall, 509 international students and their families attended the two-day “Welcome Program”. Of the 87 new international students admitted in spring, 48 were on F-1 students, and 39 were on J visa.
Students’ feedback and attendance at the fall and spring Welcome Programs indicated that the events were highly successful. Presenters disseminated information about campus resources that helped new students to know where to garner assistance when needed. Showing that the Center cares about international students from the inception of their enrollment at Bentley and going forward should improve international student satisfaction in the long run.

**Increased Efficiency**

To improve CISS operational efficiency, the Director analyzed staff duties and the flow of daily operations at the Center prior to redistributing workload. Consequently, the Center was able to maximize the efficiency of its daily operations. The CISS was not fully staffed at the beginning of the year, but bringing on a new Administrative Assistant on May 11, 2015, has significantly improved the front-end operations. The goal is to hire a new Assistant Director by August 2015.

**Programs and Workshops**

The Center engaged in campus-wide events and other activities that targeted international students. Culture Fest, organized collaboratively by CISS and the Multicultural Center, took place from November 11 – 21, 2014 with the theme: “Celebrating diversity across the globe”. Culture Fest has grown to be a campus wide festival of events with support from students, staff, and academic departments to educate the Bentley community on global issues. It increases cultural awareness about nationalities represented on campus, and it remains a source of cultural identity / pride for international students. Last year, Culture Fest featured over 20 events sponsored by 23 undergraduate and graduate student organizations and 15 Bentley offices and external organizations. Over 2,145 students participated in at least one of the activities.

Festival of Colors (FOC) took place on Saturday, March 28, 2015. It was organized by the International Student Association (ISA) in collaboration with other student organizations such as the Honors program and South Asian Student Association (SASA). FOC featured cultural dances, skits, drama, musical performances, poem recitations and treated guests to a spread of delicious food from over 10 countries. FOC continues to be a family-friendly annual campus-wide event with over 400 guests in attendance.

CISS, in collaboration with other offices, offered a variety of workshops to international students including: Keys to Internship Success in collaboration with the Career Services; Special Optional Practical Training session with a cohort of Bentley MBA students; Academic Integrity workshop in collaboration with Academic Services; and Immigration Attorney workshop with the Graduate Career Services. Most of the events recorded 40 – 50 participants. Eight Optional Practical Training (OPT) and four Curricular Practical Training (CPT) workshops were offered during the academic year to international students. Each workshop was attended by an average of 35 international students.

Open Dialogue, a new event, was added so new international students could better understand and retain orientation information. The main objective was to curb “information overload,” which usually happened during Welcome and First Week programs. Four sessions of the event were offered in the year to facilitate new international student adjustment to the new environment.
**International Peer Advisers**
The annual International Peer Adviser (IPA) Training was held on Friday, April 10, 2015. 20 IPAs were trained to be “buddies” to incoming fall international students, assisting them before arrival on campus and through the first year at Bentley. The IPA program, based on feedback from returning students has been instrumental in successful integration of international students to Bentley University.

**Challenges**

**Staffing**
One of the main goals of CISS was to function at full capacity, but staff turnover and a prolonged vacancy made it impossible. The vacant Assistant Director position was promptly advertised with the goal of filling it quickly.

Due to staff turnover, CISS had to prioritize its operations. Consequently, some projects were put on hold to attend to pressing matters, especially those that were tied to time-sensitive compliance projects. The personnel shortages motivated the Center to be creative in order to maintain an efficient operation. Placing forms online was one way to do this. The goal this year is to complete those projects that were partially completed last year.

**Departmental Vision 2015-2016**

**Streamline Operations**
Re-evaluate CISS workload with an invited, immigration regulation-savvy consultant who could make recommendations on ways of streamlining operations.

**Technology**
Infuse technology into CISS daily operations, such as the implementation of sign-in tool that would capture students’ reasons for visiting, helping the Center maintain a competitive edge in its daily operations. Also, CISS will continue to work with Student Systems to implement the International Scholar Dossier by the end of summer 2015.

**Maintaining Visibility**
CISS will increase visibility across campus by presenting on its office operations to stakeholders in order to increase understanding of work overlaps between the CISS and each campus ally and to generate ideas on how to improve crossovers to maximize efficiency.

**Student Development**
CISS will develop the new graduate assistant professionally by exposing the student to programming responsibilities while promoting mentorship by an Assistant Director. The graduate assistant will be introduced to professional organizations such as NAFSA, starting with the student conference.
**Staff Achievements**

CISS Director, Titi Adewale, completed her doctoral program in Educational Leadership from the University of North Carolina, Charlotte. The graduation and hooding ceremony took place on Saturday, May 9, 2015. Her dissertation topic was: *Integration and Persistence of International Students in a U.S. Private Four-Year Institution: A Qualitative Case Study.*

Elena Korepanova, Assistant Director, presented along with two colleagues on “How Double Tongue Works: First Language Usage of Foreign-Born International Educators in Student Advising” at NAFSA Region X and XI bi-regional conference. The presentation was published by International Student Voice Magazine at [http://www.isvmag.com/12/22/double-tongue-works-student-advising/7463](http://www.isvmag.com/12/22/double-tongue-works-student-advising/7463).

**Departmental Data**

Of the 1,403 international students advised by CISS in 2014-2015, 1,344 were on F-1 visa, and 59 on J-1 visa. Among the F-1 student population, 288 were students currently on Optional Practical Training (OPT). Although these were recent graduates of Bentley University, as a condition of the F-1 visa status, they continued to receive advising from CISS until the end of the general 12-month OPT period.

60% of international students are undergraduates and 40% are graduate students. The eight leading countries of origin for Bentley international students are: China (397), India (132), Indonesia (36), Saudi Arabia (31), Spain (26), Canada (24), Vietnam (24) and Venezuela (23).

Similar to the national trend, China and India continue to have the highest representations at Bentley University.

![Fall 2014 Enrollment by Region](image-url)
Conduct and Development/Office of the Dean of Student Affairs

Conduct and Development is situated within the Office of the Dean of Student Affairs and is comprised of the staff responsible for maintaining Student Conduct, New Student Programs, and Title IX/Gender Equity initiatives. While the daily responsibilities vary for each staff member working in Conduct and Development, we are each motivated by the common goal of ensuring that Bentley students are aware of and receive all possible benefits afforded by their enrollment at this institution. Given this goal, we tie our various programs and initiatives together through the following mission statement:

We strive to develop students, spirit, and connections on campus through revealing, realigning, and reinforcing the values of our community.

This mission is meant to reflect the work of our office, and how we envision our roles in student and community development. Through New Student Programs, we seek to instill pride and spirit in our students for themselves and the institution and introduce them to Bentley’s expectations and shared community values. Through Student Conduct, we assure that our community values are maintained and often make meaningful connections with students who may be in need of further resources and support. Through Gender Equity initiatives, we engage in a civil rights-based pursuit to ensure that all members of our community feel safe and included in our campus and are able to develop holistically as a result.

Executive Summary

This academic year truly began with the arrival of the Class of 2018 for New Student Orientation and continued through a successful Commencement Week experience for our graduating seniors. This 12-month period included many highlights comprising of increased staffing, implementing of new programs and initiatives, and continued strengthening and improvement of campus traditions.

During the 2014-2015 academic year, we were fortunate to add two new positions to the Conduct and Development area. The first of these new positions was the establishment of an Assistant Director of Gender Equity and Development. This position, filled by Alex Hirs (formerly of the Bentley University Residential Center), promotes Title IX and Gender Equity initiatives on our campus and maintains important connections with external constituents. Alex serves as a Deputy Title IX Coordinator, supports all students involved in Title IX investigations, oversees the Equity Center, facilitates trainings and programs for students, staff, and faculty, and maintains contact with independent investigators and off-campus resources including the Boston Area Rape Crisis Center.

Currently, we are also in the process of hiring a Conduct and Community Development Specialist. This position will serve to coordinate a safe environment for our students through focusing on accurate records management, preventive education, and current best practices. At the time of this writing, the recruitment for this position is close to being completed, and an announcement regarding who will fill this role is forthcoming.
The Conduct and Development area was also responsible for the implementation of several new programs and initiatives. This included playing a central role in providing all students with a new Welcome Night program to reintegrate students to the Bentley community in a positive manner. This program was a success with over 2,000 students in attendance and incidents of underage alcohol and protective custodies decrease by 50% from the first night in August 2013. The capstone to this year was Falcon Finale, a new program developed to provide all graduating seniors and their families an enjoyable evening the night before Commencement. The Falcon Finale had over 800 participants and decreased student behavioral concerns, including damage to the Trees residence halls from the previous year.

Other new initiatives that Conduct and Development staff oversaw included the development of a new Title IX and Gender-Based discrimination policy, unveiling the Equity Center, developing a Gender Equity Student Advisory Committee, and launching Bentley’s first campus Climate Survey dedicated to understanding our community’s thoughts, concerns, and incident rates of sexual misconduct. We are proud to share that our Climate Survey had a strong response rate of 25%, and the results will provide a blueprint for preventative education that we can provide our community moving forward.

In August 2014, we hosted the Conduct Officers Institute, a training program sponsored by the Association of Student Conduct Administrators (ASCA) to train and develop 80+ new conduct hearing officers working in student affairs. Another collaborative effort with ASCA took place in April 2015, as we hosted a panel discussion on pending Massachusetts legislation that would impact Title IX compliance on campuses throughout the Commonwealth. Panelists included Djuna Perkins, Esq., a local attorney who specializes in employment and higher education law, Chief James Pollard, Chief of Police at Babson College and President of the Massachusetts Association of Campus Law Enforcement Administrators, Beth Devonshire, Esq., Director of Student Conduct, Bridgewater State University, and Marianne Del Po Kulow, Professor and Chair of Law, Taxation, and Finance at Bentley University. Lastly, we sponsored and hosted a Title IX Symposium for regional independent high schools with the Kurker Paget Law Firm, which was attended by 50 teachers and administrators who work at private high schools in New England.

This year, we implemented the ADVOCATE case management system for student conduct cases. This program, developed by the Symplicity corporation, was tailored to Bentley’s student conduct system through a team comprised of staff in Conduct and Development, Student Systems, and the Residential Center. This new program has ensured that our records are completed and maintained in a manner that is compliant with federal regulations and provides staff with real-time data regarding behavioral trends and concerns.

Lastly, Conduct and Development has dedicated a great deal of time and energy to improving upon current campus traditions including New Student Orientation and First Week. 2014-2015 saw new energy and life brought to these long-standing programs, which has resulted in high student satisfaction results and learning outcome attainment (see below for more information on the data).
Highlights

Successful June 2014 New Student Orientation
During this program, we welcomed 771 students and 500 family members from the Class of 2018 to our campus. Feedback from students, families, and orientation leader staff indicated strong satisfaction and growth in learning outcomes from program attendance. Three new components of the program were created to better blend academic and co-curricular resources and to further divisional strategic goals. Students created team names, shields, and chants to represent their role in the community and create a sense of pride in self and the community. Additionally, faculty and staff members lined the library quad as the students ended their orientation experience and touched the falcon statue, to stand together as a community in welcoming our new members to the community. Lastly, a new session, Respect2Compassion, was created and educated students on the benefits gained through diverse interactions.

Condensed Welcome Program (First Week)
In August 2014, we welcomed over 950 first year students to the First Week program, where they attended their first General Business course, received computer training, participated in elective sessions hosted by faculty and staff, cheered on the Bentley Football team at a pre-season scrimmage, attended various social and cultural programs, participated in a day-long workshop on social justice and civic engagement, explored various activities in the Boston area, and engaged in a keynote address. This condensed program provided students with the same experiences that former First Week programs offered but in a streamlined fashion that ensured its accessibility to all student participants.

New Title IX and Gender-Based Discrimination Policy
In September 2014, a new Title IX and Gender-Based Discrimination Policy was implemented for the University. This new policy clarifies Bentley’s expectations around student behavior in which sex, gender, sexual orientation, and gender identity may play a role and ensures that the University is compliant with Federal regulations including Title IX, the Violence Against Women Act, and the Clery Act. This policy also brought about a change in how reports of sexual misconduct are handled, and since its implementation, we have seen an increase in the willingness of students to report allegations of misconduct.

Engaging Students in Diverse Interactions and Meaningful Conversations
Gender Equity and Development work has focused on creating space for students to engage in conversations about gender, race, and other social identities. The principal vehicle for these interactions was Intergroup Dialogue (IGD), and two pilots of this incredibly impactful program were provided for students this year. 20 students were recruited and retained in these pilot sessions. In addition to IGD, other dialogues with a variety of students across campus have been facilitated. A session was offered during the Campus Dialogue entitled True Life: This Is My Story, where over 50 students, faculty, staff, and alumni came together to share testimonials of their life experiences. Alex also collaborated with Lauren Salmo to facilitate a dialogue with Coming Full Circle and the Men’s Group in the Multicultural Center, providing students with an outlet to discuss the intersection of their race and gender. Lastly, a
Brown Bag Discussion on Meninism and Feminism hosted by the Women’s Center was facilitated by Alex Hirs, and more than 35 students, staff, and faculty came to share their views on the evolving face of masculinity and feminism.

Launch of the ADVOCATE program
This program, which had been in development from June 2013-July 2014, was introduced to hearing and sanction officers in August 2014. This online program allows for accurate and private record keeping and case management. Six training sessions were provided to the professional and paraprofessional staff utilizing the program. Feedback from the staff utilizing this program has been positive and has decreased errors made in tracking cases and maintaining student records.

Launch of the National Assessment of Student Adjudication Processes (NASCAP) Project at Bentley
Beginning in August 2014, all students who are involved in the student conduct system are asked to complete a short survey that ascertains their comfort with student conduct at Bentley and assesses whether or not students have made any gains in learning outcomes as a result of participating in a student conduct hearing. This year 20% of students involved in the student conduct system completed the NASCAP survey.

Challenges

Limited Administrative and Staff Support
A shortage of administrative support was a continual challenge for Conduct and Development staff in 2014-2015. Examples of this challenge included dedicating administrative time to the ADVOCATE and CARE programs, as they require multiple hours each week for maintenance and proper case management. This time is often in conflict with other job requirements such as student and family meetings, trainings and education, and work on other initiatives. Furthermore, at times we are unable to utilize these systems to full capacity due to limited staffing. Other examples included logistical concerns with case management, room scheduling, and student and family response, which limited the extent of new programs and initiatives that staff was able to engage in and led to staff turning down opportunities such as serving on search committees that they would have otherwise supported. Of more concern, at times the administrative work eclipsed opportunities to provide preventative education to our community. We were able to overcome these challenges throughout the year through intentional prioritization of work and stop-gap solutions such as hiring part-time student employees. Long term solutions to this problem include the development of the Conduct and Community Development specialist position and increased administrative assistant support when we return to the Student Center.

Use of Technology in New Student Programs
Our current forms of communication with students transitioning to Bentley are dated. It is important for programs to connect with students appropriately. Currently, printed materials are used for Orientation and First Week Programs. To keep up with current trends, it is important to explore additional technological resources. For example, utilizing a smart phone application would promote
engagement beyond a presentation or session. This type of resource can provide instant contact information of presenters and any supplemental materials, opportunities to connect with social media, and the chance to connect our community members beyond the experience of the program. Short term solutions to this challenge included adapting the Essentials Guide into a Flipdoc format that included direct hyperlinks to the offices represented in the guide, and the addition of an app for 2015 New Student Orientation. Long term solutions to this challenge will include further exploration of technological resources including Skype, Google hangouts, and enhancing the app that was developed for New Student Orientation.

**Educating Graduate Students on Title IX and Gender-Based Discrimination**

The launch of the Haven online module in September 2014, for our graduate student population was another challenge. Given the nuances of the graduate students, part-time students, distance students, and students who graduated early, it was challenging to navigate the expectation to complete the course. Furthermore, there was confusion around whether or not students would face a hold from registering for classes if they did not complete the course. Despite these frustrations, 809 graduate students participated in the course and learned more about sexual assault, consent, and the bystander effect. Long term solutions to this challenge include collaborating with Graduate school administrators to provide in-person information on Title IX to incoming graduate students and increased communication with the Registrar’s Office regarding potential holds for those who do not complete this module.

**Assessment**

**Student Conduct and Development Student Satisfaction and Learning Outcomes Assessment**

The data highlighted below is taken from the National Assessment of Student Conduct Adjudication Processes (NASCAP) survey. The reference group to the survey is comprised of 33 other institutions. All students who were involved in the student conduct system were asked to participate in this survey. The survey response rate was 20% of all students involved in the conduct system.

**Learning Outcomes: Increased Understanding**

The major focus of the survey is understanding the degree of learning that occurred as a result of a student interacting with the student conduct system. The chart below demonstrates responses to items dealing with increased understanding about accepting responsibility for behavior, how conduct affects others, and responsibility to others.
Climate Towards Integrity
The items in this section gauge the degree to which students believe the institution is seen in a positive light, the degree to which students exhibit character, and if students hold one another accountable. These items provide a broad understanding of how students perceive the institutional environment. We believe positive environments that support the conduct system increases the likelihood that learning will occur.

Climate Towards Behavior
In this series, students indicate if they believe expectations are communicated clearly, if faculty and staff serve as good role models, and if students hold one another accountable.
New Student Programs and Development

New Student Programs participated in a national benchmarking survey to assess the June, 2014 New Student Orientation program. Just over 500 students (out of 771 total students) completed this assessment. The results indicate that our program did well in comparison with our reference group. The results demonstrate that our new students reported feeling more prepared for their college experience than students at other institutions.

In this slide, it is clear that our students were more likely to respond that they strongly agreed that they were prepared for college as well as learned one or more skills that could be utilized while in college.
The results of this slide indicate that our students understand the mission of the institution, the variety of services offered, and the layout of campus as a result of participating in the Orientation program. These data points most likely support our students’ overall perception of preparedness for their college experience.

**Departmental Vision 2015-2016**

Conduct and Development has an ambitious departmental vision for the 2015-2016 year. Specifically, we seek to impact three target areas: the Division of Student Affairs at Bentley, the greater University community, and the overall profession of student affairs.

In terms of our work within Student Affairs at Bentley, we hope to create a positive divisional impact through our work on two new initiatives: revamping our student employment program and creating a Co-Curricular Development Model. Currently, we are examining the best practices employed by the staff within our Division that supervise student employees, with an overarching goal of providing all supervisors with a comprehensive manual of materials, additional supervisory training and professional development, and a cohesive training and education program for student employees.

We will also be spending time this year developing and piloting a new Co-Curricular Development Model that is grounded in Kolb’s experiential learning theory, the Leadership Identity Model, as well as best practices reported on by Gallup, the Education Advisory Board (EAB), and PreparedU. This model will ensure that Bentley’s Division of Student Affairs provides each student with ample opportunities to develop their identity and strengths in experiences that complement inside-the-classroom learning and will also offer specific experiences for those who want to be highly engaged in co-curricular life at Bentley. Success metrics for this initiative will include student participation rates and quantitative and qualitative (focus groups) feedback from student participants.
We also seek to create a positive impact on the greater Bentley community through our work in New Student Programs, Gender Equity initiatives, and the Student Conduct System. Through our New Student Programs, we will lay a foundation rooted in the Gallup engagement results, Strengths-based programs, and in the pride, traditions, and spirit of the University and self. Through our New Student Orientation programs and First Week, we look to increase quality student participation in student organizations as well as in attending athletic events.

Through our Gender Equity initiatives, we are focused on creating and implementing a Peer Education program based in the Equity Center to educate the campus about topics of sexual assault prevention and healthy relationships. The peer educators will operate out of the Equity Center and promote the vision of the space, wherein the Bentley University campus becomes “an inclusive, informed, and compassionate community that abounds with lifelong learners and leaders who celebrate gender, sexuality, and their intersection with other social identities.” Additionally, by fall 2015, a comprehensive, three-year Gender-Equity plan will be completed and ready to be implemented. Part of this strategic plan includes the development of a University-wide Title IX steering committee.

The Student Conduct System’s vision for the upcoming year will be focused on providing new preventive education opportunities for individual students and organizations. Specifically, we will be revamping a community standards and values-based curriculum that was developed for the First Year Seminar class, speaking with student organizations regarding serving as strong stewards and leaders of their groups, and through expanding on the OneLess program and anti-bullying initiatives.

Lastly, Conduct and Development will also give back to the student affairs profession. Each member of our office has submitted proposals to both regional and local conferences, and is currently pursuing opportunities to join or lead knowledge communities and professional development committees. We will also continue to find opportunities to sponsor and host professional development opportunities for those in the field of student affairs that highlight the work being done on our campus as well as our outstanding campus facilities.

Staff Achievements

Alex Hirs was selected to serve as a cluster facilitator for LeaderShape at Boston Colleges’ campus session. This experience exposed Alex to new activities, conversations, and frameworks for leadership development, which he has brought to Bentley’s campus. Alex is also exploring opportunities for potential for future collaborations between LeaderShape and Bentley, which will enhance leadership opportunities for our students. Bobbi-Lynn Kekic was selected to be one of 20 mid-level student affairs professionals invited to participate in this prestigious NASPA institute. Through this program, Bobbi-Lynn has connected with other mid-level professionals in the region, and has been matched with a senior-level mentor from another institution.
This February, Erin Kelley received the status of Ph.D. Candidate as her qualifying paper entitled: *Trespassing in Masculine Domain: The Intersections of Climate, Context, and Multiple Identity Development in the Lived Experiences of Lesbian, Gay, Bisexual, Queer, and Questioning Women Student-Athletes*, was accepted with distinction by the University of Massachusetts Boston’s Higher Education Administration program.

**Departmental Data**

<table>
<thead>
<tr>
<th><strong>Student Conduct System Activity (decisions from 8/31/14 to 5/18/15)</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Incidents</td>
<td>452</td>
</tr>
<tr>
<td>Total Individuals</td>
<td>1024</td>
</tr>
<tr>
<td>Individuals Dismissed</td>
<td>270</td>
</tr>
<tr>
<td>Individuals Admitting Responsibility</td>
<td>694</td>
</tr>
<tr>
<td>Individuals Found Responsible by Conduct Board</td>
<td>20</td>
</tr>
<tr>
<td>Educational Sanction(s)</td>
<td>203</td>
</tr>
<tr>
<td>Work Sanction</td>
<td>3</td>
</tr>
<tr>
<td>Parent/Guardian Notification</td>
<td>94</td>
</tr>
<tr>
<td>Fines</td>
<td>$4,000</td>
</tr>
<tr>
<td>Verbal Warning</td>
<td>348</td>
</tr>
<tr>
<td>Written Warning</td>
<td>251</td>
</tr>
<tr>
<td>Probation</td>
<td>104</td>
</tr>
<tr>
<td>Disciplinary Probation</td>
<td>18</td>
</tr>
<tr>
<td>Loss of 15 Housing Credits</td>
<td>9</td>
</tr>
<tr>
<td>Loss of 30 Housing Credits</td>
<td>0</td>
</tr>
<tr>
<td>Suspension from University Housing</td>
<td>1</td>
</tr>
<tr>
<td>Suspension from the University</td>
<td>1</td>
</tr>
<tr>
<td>Expulsion from the University</td>
<td>0</td>
</tr>
</tbody>
</table>

**Title IX Data Trainings, Workshops, and Educational Sessions**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Title IX Training</strong></td>
<td>13</td>
</tr>
<tr>
<td><strong>Bystander Workshops</strong></td>
<td>11</td>
</tr>
<tr>
<td><strong>Educational Sessions</strong></td>
<td>9</td>
</tr>
</tbody>
</table>

**Title IX Incidents**

<table>
<thead>
<tr>
<th><strong>Number of Reports/Disclosures</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Harassment based on Sexual Orientation</td>
</tr>
<tr>
<td>Stalking</td>
</tr>
<tr>
<td>Sexual Assault</td>
</tr>
<tr>
<td>Exploitation</td>
</tr>
<tr>
<td>Sexual Harassment</td>
</tr>
<tr>
<td>Harassment based on Gender/Gender Identity</td>
</tr>
<tr>
<td>Relationship Abuse</td>
</tr>
</tbody>
</table>

*Out of these 33 reports/disclosures, 10 have been formerly investigated and adjudicated.*
New Student Programs
June 2014 Orientation
❖ Student Participants: 761 total (377 during Session 1 and 384 during Session 2)
❖ Student Staff: 48 Orientation Leaders
❖ Intern Staff: 3 Graduate Student Interns

August Transfer Orientation 2014
❖ Student participants: 128
❖ Student Staff: 13 Orientation Leaders

January Orientation 2015
❖ Student Participants: 102 total (56 new/transfer students and 46 exchange students)
❖ Student Staff: 10 Orientation Leaders
**Multicultural Center**

The Multicultural Center serves to further the retention and success of the University’s ALANA students. We provide academic monitoring, guidance, and referrals as well as initiatives for retention and leadership development, and one-on-one connections for advocacy and ongoing personal support.

**Executive Summary**

The academic year began connecting incoming students to the University through the ALANA Experience Program. Support for the program extended beyond the Bentley campus with companies such as KPMG, E&Y, PWC, and Liberty Mutual investing both time and financial support through workshop facilitation and session presentations. Faculty and staff from across campus also presented various sessions to help new students acclimate to life at Bentley.

The Lewis Hall move had an impact on traffic and how the MCC works with students. Students were less likely to attend an optional meeting or event as Lewis Hall is not conveniently located. Both staff and students look forward to returning to the Student Center and the main part of campus.

**Summer Transitional Education Program**

The Summer Transitional Education Program (STEP) provides opportunities for students who have not had resources or support to be able to attend Bentley. These students have struggled through family illnesses, health issues, and financial setbacks but managed to complete their requirements to graduate. Of the 19 students who petitioned to graduate, 13 completed the requirements for graduation. Two students will finish this summer and four will finish in the fall semester. Eight of the 13 graduates have job offers, one will be doing an internship in London for E&Y, one will be participating in Teach for America program, and one will finish his final internship with the Red Sox this summer.

The STEP Senior Celebration was held at the end of April for all seniors and their family. We had about 180 people at the celebration, including two members of the Class of 2019 and their families were present.

**Highlights**

**ALANA Experience**

The summer was spent recruiting incoming ALANA students for the ALANA Experience Program. The student-run marketing team worked hard throughout the summer using the web, social media, phone, and other creative methods to get the message out about the program. By August 1, 120 students and 178 family members were registered for the program, which was extended by 1 day due to the shift in the First Week Program. The group was exceptionally energetic, and survey results indicated that the program was successful in helping students acclimate to Bentley and form connections with each other.

**Men’s Group**

Participation in the group grew nearly 93% from last year (30 to 58). The Men’s Group provides an
important resource for male students, particularly men of color, to discuss and reflect upon their Bentley experience as well as on larger societal issues in ways that recognize and validate the complexity of being a man of color at a predominantly white university. An overnight retreat in Vermont, bi-weekly meetings, and a trip to a Boston Celtics game all helped the men build strong supportive connections. Resident Director Antonio Willis- Berry served as the primary advisor and provided strong mentorship through his knowledge and experience with multiple identity theory.

Bentley Voices
#BentleyVoices was a two week long program coordinated by a team of faculty, staff, and students in response to recent events regarding race and racism throughout the United States. Events included a teach-in, a day long series of workshops facilitated and attended by faculty, staff, and students, that helped to address and discuss these issues, a screening of the movie “Dear White People” followed by a discussion with over 75 students, and a workshop as part of the teach in that allowed students to share their stories about the first time they became aware of race and/or ethnicity with over 60 faculty, staff, and students in attendance. One student remarked that the session opened his eyes and for the first time in his life, he saw how important it was to get to know people who didn’t look like him. It was an inspirational moment for a lot of people in the room. Plans to repeat this session facilitated by Alex Hirs (Office of the Dean of Student Affairs), Sheldon Davis (Vice President of the Black United Body student organization), and Nina DeAgrela (Multicultural Center) are being explored.

Coming Full Circle Retreat
Coming Full Circle is a group of women who identify as students of color and seek an additional level of support and connection. The retreat, which takes place in the woods of Maine, allows women to share their stories and explore ways to connect with each other and explore Bentley resources. Plans to expand participation by including three alumni and two staff on the 25 student retreat are in the works.

Challenges

Temporary Location
Student engagement proved to be difficult due to our temporary location in Lewis Hall. As a result, we cut back on ASAP programming in the spring and focused on larger monthly programs and substituted some events with passive programming. A goal for the Department is to work closer with other departments in the Division to ensure programs do not conflict.

Departmental Vision 2015-2016

With the onboarding of a new director, the vision will likely change slightly. However, the current vision for the Multicultural Center is to create an educated and inclusive student community; one in which students actively celebrate and seek interactions with those who are different as well as with those who are alike.

Incorporating recommendations from the program review, goals for the MCC will be to identify a new director who can provide strong, effective leadership and establish clear lines of communication, so the MCC staff can get a clear sense of how their work aligns with the goals/priorities of the Division, and
identifying opportunities for partnerships within the University in order to create entry points for students to access services elsewhere to allow students to broaden their base of support beyond the MCC. Looking ahead, it is imperative that the Center expand program offerings to reflect ALANA student needs as well as provide programming to non-ALANA students.

**Departmental Data**
Overall, there were a total of 757 students who identified as ALANA in the 2014-2015 academic year, which is a slight decrease from the previous year (763). This year, ALANA students earned an average GPA of 3.12 (3.1 last year).
Spiritual Life

The Spiritual Life Center offers opportunities for education and awareness of religious observances among the major world religions, while also encouraging community members to seek an understanding of the practice of spirituality that may not be associated with a faith tradition. The Center supports interfaith learning, while respecting the secular nature of the University and demonstrates the importance of understanding religion and spirituality in a global business context.

Executive Summary

The Spiritual Life Center operated without a Director for seven months of the academic year. In addition, the Student Center was under construction for eight months of the year. The team of part-time Faith Advisors worked closely with student leaders and staff to ensure a year rich in religious and spiritual formation. Weekly services were held all year from the Protestant, Catholic, Buddhist, and Muslim communities; the Jewish community held services and celebrated holidays at least once a month. While Center programming and campus visibility decreased without a Director, individual faith communities remained robust due to dedicated student and advisor partnerships.

The new Director began work on March 25 and launched a process of Appreciative Inquiry to learn about the Center’s position within the Bentley community, student needs, staff history and goals, and discernment of a future Center vision. Through exit interviews with seniors, meetings with student leaders from every faith tradition, staff meetings, attending numerous campus events, connecting with students over meals in the dining hall, and posing question after question in appreciative curiosity, much was learned. One of the key findings was a desire for raised expectations and quality of operations and facilities.

Needed improvements to the Sacred Space were enthusiastically embraced by students and staff, having been consulted at every stage. Discussions about the function and design of the shared space resulted in an awakening of student agency and imagination for what might be. The Space was refreshed with new paint, repairs, new bookcases with devotional resources, a revived Wudu Room (Muslim ablutions) and worship Preparation Room, smart technology, and interfaith décor. Students and advisers have new goals for campus outreach, spiritual formation, interfaith engagement, and campus programming.

The Center designed and led the annual Baccalaureate service for 1,800 participants in concert with the Senior Class Cabinet. A symbolic gesture of interfaith cooperation was added to the service as the Spiritual Life team stood as one in blessing the class of 2015. Student, staff, and faculty reflections were shared with passion and gratitude for the Bentley experience. The Center also supported campus events such as Commencement, Accepted Students’ Day, Orientation Leader Training, Reunion Weekend, and Reading Day stress relief. In response to student and global concern, a prayer vigil for Nepal was offered in which 80 participated.
Highlights

Physical Space Improvements
We began with a Spring Cleaning Day, attended by student and staff representatives of all the Faith communities. Together we imagined, as a gathered interfaith group, how the Sacred Space might be improved to accommodate needs. An interfaith team of Protestants, Catholics, and Jews knelt to scrub the Muslim ablution sinks. It was a beautiful moment of interfaith solidarity. That day proved to be a catalyst for improvements. The rooms have been refreshed with new paint, interfaith décor, bookcases, Bibles, Korans, meditation gongs, refrigerator, coffee maker, music, and projector. Many broken items have been repaired. A team from the Academic Technology Center came to assess possibilities for installation of a screen and projector, which would dramatically improve the way Catholic Mass is celebrated (our largest worshipping group) and other services. Meetings have been held with Facilities, Student Center, and Sodexo towards abating the sound pollution in the Sacred Space.

Listening to the hopes and dreams of our students, while empowering them to make improvements to the Sacred Space has yielded a wonderful sense of ownership.

Baccalaureate Service
Organizing the service with so little time was a challenge, yet one that reaped many benefits of collaboration around campus, insight to student life, and service to the University. It also helped declare the Center’s role in modeling interfaith cooperation.

Envisioning a Center
A picture of what the Spiritual Life Center might become, more than the sum of a group of faith communities, has been a big highlight. Numerous prayer sessions and conversations with students and staff have helped a new picture to emerge. The Student Interfaith Council and re-establishment of a campus Advisory Board are a couple of the images coming into focus. Interfaith programming, a center for campus hospitality, spirituality and wellness programs, and numerous outreach efforts are emerging. A day retreat with staff, a bi-weekly learning from each other’s traditions, and deep listening to the needs of Bentley students have helped. Goal setting for our Center and for individual groups will be a starting point in the new year.

Connecting to Bentley
From Breakfast by Moonlight, Spring Day, and Accepted Students Day to walking a labyrinth, Ally Training, Diversity Retreat, Pride Parade, and Orientation Training, the Center is building relationships one conversation at a time. This has been the greatest highlight, and will be the most foundational part of our mission.

Challenges

Administrative Support and Staffing
It has been a challenge in the past few months to be without dedicated administrative help and have a
staff with limited hours on campus (3-6 per week). Goals for improved communications, visibility, and program outreach will be met more effectively by hiring a work study student and assessing staffing needs. Slightly expanded hours for a few of the Advisors have been approved, and ongoing assessment of needs and expectations will be conducted in the new year. Additional funds towards the current budget’s two hours per week of work study are also being sought.

Another challenge was the resignation of our Protestant Chaplain, Reverend Sylvia Johnson. Another layer of administrative operations was learned in order to hire a new Chaplain. This, and numerous other systems to learn, has taken a great deal of time. Catching up on deferred projects in the year without a Director has also been a challenge, but one that will lessen in the new year.

Assessment
As mentioned in the executive summary, the assessment was conducted in a process of Appreciative Inquiry. Next year, we will have the opportunity to set goals as the year commences and evaluate them throughout the year.

Departmental Vision 2015-2016
In the new academic year, the Center will be establishing a Student Interfaith Council and a Spiritual Life Center Advisory Council. The Student Interfaith Council will have representatives from each faith community with an invitation to any emerging Secular Student Alliance members. A “We’re Better Together” week of interfaith engagement is planned for the first month of the academic year with goals to build relationships, strengthen interfaith literacy, and address issues of concern to religious minorities. Participation in a national Interfaith Institute is planned for Atlanta in 2016, funds allowing. The Center Advisory Council will be comprised of faculty, staff, and students representing a cross section of the campus. This council will help guide the Center’s goals of visibility, collaboration, and effective response to campus need.

Attention to physical space will remain a priority. In the Sacred Space, work will focus on abatement of noise pollution, movement towards installation of a screen and projector, shared organization space, and best practices for campus hospitality. The Spiritual Life Office will be outfitted with a second work station and two additional computers for advisors and a work study employee. The Prayer Space in Lindsay Hall, room 30b, will be available as an inviting upper campus location for prayer.

Staff Achievements
Professor Pierce Butler has deepened his knowledge of Buddhist practice and thought, earning a certificate at his sangha.

Rabbi Jeff Foust attended the Kripalu Institute for training in mindfulness practice, with interest in bringing more of these practices to Bentley through the Center.
Departmental Data

Students drop by or make appointments with the Spiritual Life Center for pastoral care, vocational discernment, spiritual questioning, grief counsel, and religious inquiry and encouragement. These appointments have not been quantified, but they are increasing in number.

In June, the Class of 2019 Orientation Students will have opportunity to name their Religious Preferences in an online form, moving from the paper form. The hope is that the completion rate stays high, while the processing of data is much swifter and more effective.

In the new year, each group will keep records of attendance at events and worship, to aid in evaluations for most effective use of resources.

The Sacred Space was reserved for use by faith communities about 12 times per week. This does not include special events or meals.
Student Activities

The Office of Student Activities enhances the collegiate experience by providing students with opportunities that complement the academic curriculum. Through a variety of programs and initiatives, the Department works collaboratively with faculty, administration, and students to enhance community, develop student learning, and build student leaders. We strive to promote:

- Meaningful connections between classroom learning and co-curricular activities
- A sense of community and pride
- The development of transferrable leadership skills

The Department works closely with all others in the Division of Student Affairs to collaborate on programs, resources, and student development. Risk management, leadership development, social programming, clubs and organizations, fraternity and sorority life, and arts and lectures are all covered under the Student Activities umbrella.

Executive Summary

This has been a year of exceptional growth and change for Student Activities. In the course of this year, we will have filled four vacant full-time openings, implemented multiple new campus wide events, completed the construction and the opening of our newly renovated Student Center, and moved into a new open office concept that celebrates collaboration, accessibility, and transformation.

On the heels of the Program Review in the spring of 2014, the staff dedicated much of the summer to transforming the Student Activities experience. With a focus on adding more large-scale events and enhancing student social life, the staff worked with CAB to plan the Back2Bentley concert that closed out a first weekend of spirit and activity on campus. The trend of large events continued with the GrooveBoston dance for 2,600 students, a comedy show in the Dana Center to a 1,500 sold out crowd, two spirited Student Center grand opening events, and Spring Day.

A large focus of our year was the construction on the Student Center. The staff in Student Activities worked both to ensure a successful project and opening, but also dedicated substantial time guaranteeing that the space in the Student Center available during construction afforded students as many of the services, spaces, and programs as possible. Seasons Dining Hall became much more than a dining room; it was also the living room, pub, meeting space, and general go-to for students. While it was not a perfect substitute, the usage of temporary space in the Student Center allowed us not only to meet students’ needs, but also to lay the foundation for the new and engaging program that would come with the new space. The programming has met the high expectation for engagement with the new programming board, Today N’ Tonight in the Bentley Student Center (TNT), reenergizing the Pub Program, Falcons UNite, and other programming efforts in the building.

The Student Activities staff successfully transitioned to the new open office in the Student Center in February 2015. The office location, transparency of the space, and the open nature of the work
environment has led to increased student engagement and traffic for the office. In response to the feedback from the Review that our staff was not well known, this change has drastically improved our visibility and allowed us to work more collaboratively with staff and students alike. We look forward to entering a new year when we’re able to maximize the space for engagement opportunities and programs.

The Department also continued to provide support and leadership development to our student leaders. New arts programs were well-received, Fall and Spring Activities Fairs were well-attended (with a new late-night concept successfully executed in the spring), and the fall leadership conference had a renewed focus on student involvement and leadership identity. Continued efforts to assess and improve leadership development programs, fraternity and sorority life, and marketing initiatives have established additional long term goals and focus areas for the 2015-2016 year.

**Highlights**

**Hiring**

A new position, Associate Director of Student Activities, was developed in June 2014 following the vacancy of both Assistant Director positions in early summer. Alana Anderson was hired to fill this position in August. The Associate Director position is responsible for the supervision of both Program Coordinators, management of the Fraternity and Sorority Life system, and development and management of Leadership Programs. The Assistant Director position remained vacant for most of the fiscal year and a search was conducted in March and April to fill the position. The position will have a primary focus on managing student organizations, department marketing, and student leader assessment. Matt Galewski, Program Coordinator of Student Activities, was hired to fill the position. Student Activities is now in the process of recruiting a Program Coordinator to fill that vacancy.

**Student Center Renovation and Grand Opening**

Construction on the new Student Center project was ongoing throughout the fall and much of the spring semester. Strong accommodations were made throughout the construction period to ensure that programming and services were a priority for students despite the truncated space. The opening of the Student Center happened in two stages, one in February and the final in April. The grand opening of the Pub on February 12, 2015 drew over 500 students for a night of celebration in the new space that included a special Senior Hour for members of the Class of 2015, student performances, food from the new Russo’s location, Mein Bowl, and giveaways.

The new dining locations in the Student Center (Russo’s and Argo Tea) opened to rave reviews from students both for the full retail and the take-5 (an option for students to use a swipe and choose five a la carte items to go) board plan options. Sales in both locations have exceeded expectations since opening. The Grand Opening of the renovated areas in the Student Center took place on April 9, 2015. The Bubble (home to Bentley’s student organizations) was dedicated with a plaque reflecting the contribution to the space from the Student Activity Fee. The Grand Opening party brought hundreds of students into the Student Center to celebrate and view the new space, play pool on the new tables, lounge on the patio.
for the inaugural lighting of the fire pit, and sample some innovative menu options from Sodexo. Energy for the event was very positive and students were thrilled with the new space. Following the opening, the Bubble meeting rooms, second floor study rooms, and the living room were consistently busy and stayed as such through the end of the semester.

Admitted Students Day on April 11, 2015 proved to be a perfect opportunity to showcase the new building to perspective students and their families. Since the opening, renovations have begun on Seasons Dining Hall to align it with the fresh and new design of the rest of the Student Center. In addition to new branding elements and a new look, Seasons will now boast an allergen-free zone for students called My Zone. Finally the space will be renamed to reflect all the changes. In a nod to the original address of Bentley College when it was in Boston (921 Boylston), the dining hall will be renamed “The 921” and will boast a large mural of the original building on a prominent wall in the space.

**Today N’ Tonight Programming in the Student Center**

After an assessment project in the fall semester (see Assessment), the Student Center programming model was redeveloped and now offers a variety of activities for students throughout the week. Weekly events are planned from a total of five programming committees (Falcons UNite, Harry’s Pub, Entertainment, Flex Programs, and Marketing). These committees were all unified into one organization, rebranded, and are now collectively known as “TNT” — “Today N Tonight in the Bentley Student Center.” TNT is student-run and offers multiple levels of leadership opportunities for students. TNT hosted over 150 events this year, employed a diverse and fully engaged group of 31 students, and saw strong and increasing attendance at their events throughout the spring semester.

As a part of the change in programming models and with the opening of the new Harry’s Pub, Student Activities has refreshed its approach to alcohol at social events. In line with modeling responsible behavior and connecting with the OneLess program, Student Activities is offering limited free drink tickets to students 21+ and also devoting more attention to marketing alcohol at events. In an effort to provide students with a responsible and adult pub experience on campus, we expect these changes to drive attendance to the new pub and make our programs a destination for our upper class students.

**Campus Programming**

New energy and excitement was created on campus this year with first-time, large scale events, new programs, and continued traditions. Student Activities partnered with CAB to kick off the year with the Back2Bentley Concert. This collaboration continued with CAB throughout the year for the first ever Homecoming fireworks, the annual GrooveBoston dance, a return to the Dana Center for a comedy show, and a Spring Day with renewed participation for the activities throughout the day culminating with the Jason Derulo concert. Student Activities staff planned two new sell out arts programs for the student community, a Boston Broadway trip for first year students, and a Student Center Paint Bar. Finally, a new approach was employed in the planning of the Falcon Awards, which was met with great reviews. In light of the many large-scale programs that took place throughout the year, the Falcon Awards was scaled down to be an intimate dinner with winners and guests of their choice to celebrate with leaders from within the Division of Student Affairs.
Fraternity and Sorority Life
There was a new focus this year on educational programs for our fraternities and sororities. Conversations specific to the Greek community regarding the “hook-up culture” as well as issues surrounding gender and sexuality were developed and implemented in conjunction with the Assistant Director for Gender Equity and Development, Alex Hirs. Bystander Trainings were conducted for all new members and a Greek Week speaker, Jessica Valenti, was incorporated into this year’s programming to speak about battling rape culture and moving towards positive relationships for Greek men and women. Chapter sizes for our organizations continue to increase with the average sorority membership at 92 and the average fraternity membership at 50.

Prayer Space
Melissa Mayard, Program Coordinator in Student Activities, worked to secure an additional prayer space for students after receiving feedback that daytime prayers were being held in impractical spaces on campus because of the inability to get to the Sacred Space between class. The new space on upper campus is a wonderful demonstration of collaboration between two student organizations, APO (Bentley’s theater honor society) and the Bentley Islamic Community. By working together to outline the theater dressing room as a shareable space, these two organizations demonstrated a willingness to open their minds and engage in an unlikely partnership to solve a community problem. This is a huge point of pride for Student Activities and a longtime challenge solved in a very effective and impactful way.

Bentley Shuttle
Effective August 25, 2014, Bentley began shuttle service with a new bus provider, Local Motion. The transition was smooth and feedback has been consistently positive for the new service. The loop bus ridership increased by 2% from 2013-14. The Harvard bus ridership remained even for the year.

Student Organization Highlights
CPB previewed and reviewed 88 events in the 2014-2015 academic year. That is a decrease of 20% from the 2013-2014 academic year but is primarily related to a lack of available space during Student Center construction. Projections are for these numbers to increase next year on the heels of the new space being open.

ABA recognized eight new student organizations. They are as follows:

- Bentley Real Estate Group
- Korean Student Association
- Bentley Organization of Russian Students
- Young Arab Leaders Association
- Project Creative Industries
- Bentley Trading Organization
- Bentley Women’s Golf Club
- Bentley Private Equity and Trading
The advising structure for Bentley’s governing organizations, Student Government Association (SGA), Association of Bentley Activities (ABA), and Allocations and Internal Audit (AIA) changed this year and was all managed out of Student Activities. Nicole Chabot-Wieferich, Paul Stanish, and Alana Anderson filled these advising roles respectively. This has allowed for a more cohesive approach to student governance and more collaboration between the three organizations. Additionally, a new student organization advising model was implemented as a result of the Program Review. All student organizations, in addition to their faculty/staff advisor, now have a Cluster Advisor. This Cluster Advisor is a staff member in Student Activities who serves as a source of programming advice and organizational support. This structure has increased our access to and engagement with students.

**Challenges**

**Fraternity and Sorority Life**

We continue to have concerns with our fraternities and sororities. Three separate chapters have been investigated this year for alleged hazing violations, all brought to our attention by anonymous reports to University Police or to Student Activities staff. Parents and friends of our current students are finding ways to anonymously express their concern about what they are hearing takes place within our Fraternity and Sorority life community.

We have faced repeated struggles with the current investigation model for these cases as students in the organizations are not complying with the process. This greatly limits our ability to hold our organizations and student leaders accountable. Moving forward, Student Activities will work closely with the Director of Student Conduct and Development, Erin Kelley, to develop a model for investigation and conduct systems for our Greek letter organizations that affords us more hands-on management of the process while still working in close communication with our University Police colleagues.

As the issues surrounding fraternities at institutions across the country continue to make national headlines, Student Activities needs to consider how we move forward with our Greek community in a manner that encourages accountability of our Chapters. In addition, we need to conduct an assessment of all of our Greek chapters in their current form. Staff will develop and roll out a standards system within the Greek community for the fall of 2015.

**COMMUNITY Software**

The intention for this year was to implement COMMUNITY, student organization management software, to assist with online presence of our organizations, data assessment, and record keeping for Bentley recognized clubs. The implementation team continued to run into road blocks pertaining to processes and functionalities necessary for group registration, membership, and annual reporting. It was determined that the software’s functionality was too limited and not at the standard that would meet our needs. After exploring additional software options, we ultimately decided to maintain our contract with COMMUNITY as a staff tool for data management and assessment until the Division has the bandwidth to explore a new software option. The product will not be rolled out to students.
Arts Programming

The Bowles Performing Arts series in its past iteration has not had traction with students. The program was executed as-is this year due to contract negotiations. However, Student Activities has developed a proposal for a new Bowles Series and Arts Program that is reflective of student interests, provides opportunities for student engagement and leadership, and speaks to the strategic plan of the Division of Student Affairs (incorporating new traditions, encouraging diversity of thought, and engaging in new experiences).

Assessment

Given this year’s focus on the new Student Center, our student satisfaction assessment efforts centered in this area. As we worked to develop the final iterations of the Student Center program, we utilized benchmarking, student surveys, and a student focus group to assess the current programs and student satisfaction with the offerings.

The Student Center programming staff recruited and convened a diverse group of seven students to solicit feedback on Student Center events. This group included students who regularly attend programs, students who do not often attend programs, students across class years, and students involved in student organizations. The focus group took place on Thursday, November 20, 2014 and lasted one hour. Recommendations that came from the focus group (in conjunction with a benchmarking study and the survey) reflected a need for an investment in higher quality and more interactive programs, the need to better market the Pub and its offerings (drink prices, hours, etc.), the need to reexamine the hours and days of programs, and to develop a brand for Student Center programming that is memorable. In addition, students asked for more opportunities for live performance as well as collaboration with student organizations.

In consideration of this feedback, the brand TNT (Today N’ Tonight in the Bentley Student Center) was created and a new staff structure was developed. The five committees (Falcons UNite, Entertainment, Pub, Flex and Marketing) were finalized and many more students hired to fulfill the new charge.

Departmental Vision for 2015-2016

Fiscal year 2016 will be a year of deeper focus in a few specific areas. Efforts must be made to enhance the support and accountability measures for our fraternities and sororities and their membership. This will happen through additional advising support with the addition of the Assistant Director position, a newly developed annual accreditation plan for chapters, and a review of the conduct process for organizations in conjunction with staff in the Office of the Dean of Student Affairs. Continued work will be done to finalize the leadership development program for general students and student leaders. This will be done in conjunction with the governing organizations (SGA, AIA, ABA) to ensure the visions of student leaders and of Student Activities are aligned. With the addition of the Assistant Director position, more energy will be dedicated to support and assessment of our Student Organizations and organization leaders. More focus will be given to our student employees in the Student Center to
enhance their training and development program. Finally, a renewed focus on the arts program will bring more energy to student-centered programming and initiatives for music, performance, and art related events, and workshops.

**Staff Achievements**

Paul Stanish was hand selected to be the staff member on the Faculty-led trip to London this year.

Melissa Mayard was selected to have a volunteer position on the NACA Northeast Regional Conference Committee.
Residential Center

The Residential Center is dedicated to creating a safe, civil, and inclusive community. Our staff strives to develop a comfortable living environment where the personal and intellectual growth of all residential students is fostered.

Safety and civility are facilitated by creating strong interpersonal connections within the residential community in conjunction with the judicious application of University rules and policies designed to promote personal accountability and responsibility. Personal growth and inclusiveness are supported through student-centered programming efforts, highlighting the importance of celebrating differences, building healthy relationships, and creating leadership opportunities. Intellectual growth is also stimulated by creating residential environments where the interchange of ideas, beliefs, and backgrounds is encouraged and facilitated. Those same environments must also allow students to pursue the academic endeavors, which are necessary for the successful completion of a Bentley education.

By achieving the goals stated above, the Residential Center seeks to complement the academic mission of the University and prepare students to become valuable and contributing members of the global community.

Executive Summary

Despite the Residential Center’s temporary location in Lewis Hall while the addition and renovation to the Student Center was completed, and the integration of three new staff members into the team, the entire staff continued to provide excellent service to students and their families.

Demand for housing was strong from both the new and returning student populations. The incoming class size of 962 first year students necessitated the creation of 20 forced triples in the First Year Area. The total residential population at opening in August was 3,365. Demand remained strong throughout the year, with few vacancies developing. Student satisfaction with residence hall staff as measured by the nationally distributed Educational Benchmarking Institute (EBI) survey was the highest among the 262 schools surveyed, and overall student satisfaction with the residential program was rated 3rd among the 262 institutions.

This year, the success of first year student move in was, for the first time, matched by the success of returning student move in, which took place on Labor Day. The Residential Center coordinated efforts with Facilities and University Police and requested additional staffing from both University Police and Facilities. Wheeled laundry bins were also purchased to facilitate the move in day for returning students. The changes in staffing, the new bins, and the better coordination of efforts led to a smoother move-in process for returning students. The day ended with a welcome back celebration that was planned by Student Affairs staff, which had over 1,000 students taking part.
As the semester progressed, Residential Center staff continued to engage students on a daily basis. Each of the 12 live on professionals taught First Year Seminar and thereby made connections with the first year class and each participated in the on call structure, responded to student concerns, addressed student needs, and provided a sense of calm, consistency and safety to the residential community. Their combined efforts took place at night and during the day, in the classroom and in residence halls, in the dining hall and in the stands of the Dana Center. Members of the Residence Life staff were well-known and well-connected within the student community. Their good work was reflected in the excellent EBI survey results and in the retention of students within the housing system, with vacancies remaining rare throughout the academic year.

This year, the Residential Center began the process of deconstructing housing assignments based on the gender binary, which have existed in the first year residence halls since the buildings were constructed. Historically, men and women in Bentley's first year halls have lived within single gender communities. This year, Slade Hall became the first building to have men and women living in separate rooms but in the same hallway. The impact on the community was immediately noticed. While Slade and Miller have similar population sizes, Slade had only a third of the conduct violations as Miller. Through their residential experience, the students who lived in the Slade community are better prepared to live and work in the world that has all genders living, communicating, and working side by side. The success of the gender distribution within Slade will result in the same change being applied to Miller Hall this year.

Resident Assistant (RA) selection is another way in which the staff in the Residential Center connected even further with the student population. 107 students applied for 35 open positions. Each student is interviewed by a professional staff member. Feedback is given to the candidates and the development and growth of the students involved in the process is an important outcome for the Residential Center.

The housing selection process for rising first year students was run by the Residential Center over the course of three nights in April. The entire rising first year class came through the Wilder Pavilion during the selection period. Throughout the three evenings of the selection process, the Residential Center staff helped students make their choices by giving counsel on location, group size, and room configuration as well as providing guidance on the importance of communicating with roommates, and seeking assistance when communication seems ineffective. The interactions helped students to make more informed decisions, prepared them for their second year, and created a more compassionate, understandable process for all students.

Other programs run through the Residential Center this year include the Honors Floor, the Women's Leadership floor, the Global Living Center, and the exchange student hosting program. Each of these communities/programs was designed to broaden and deepen the residential and educational experiences of our students.

Well managed, compassionate, and transparent events and processes tend to increase student satisfaction and also raise student faith in the administration that devised and implemented such systems. Students who learn to trust the administration to do the right thing, do it well, and do it for the
best interests of both students and the institution, are happier, better, and more successful community members. These stronger connections, when built around intentional developmental discussions and experiences, have a positive impact on how students feel about living on campus and those student feelings are reflected in the EBI survey results. Bentley students ranked 1st in our Carnegie class cohort and 4th out of the 262 residential campuses surveyed in feeling that their learning is enhanced by living on campus, and that their academic experience is enhanced by living on campus. Not coincidentally, Bentley students also rank 1st in our Carnegie class and 3rd overall in feeling that living on campus contributed positively to their decision to return to Bentley University.

Highlights

Increased Housing Revenue
As a result of the high demand for housing, revenue generated by the residential system surpassed the projected resident room revenue in the 2014-15 University budget. As the table below shows, the resident room revenue was $32,690,504, which was more than $183,000 over the 2015 budget ($32,506,951).

The year to year comparison for meal plan revenue shows a surplus of $211,928 over the 2015 budget projection. The combined revenue for housing and meal plans is $1,657,741 more than last year and $395,000 over the 2015 revenue projection. The strong numbers in meal plan revenue are contrary to the low level of satisfaction with the meal plan that exists within the student body. In fact, greater revenue from meal plans is almost solely due to greater retention in the segment of the housing system that requires a meal plan.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>53001 - Fall Room Revenue</td>
<td>(14,617,959)</td>
<td>(15,067,269)</td>
<td>(15,688,862)</td>
<td>(16,350,995)</td>
<td>(16,275,976)</td>
</tr>
<tr>
<td>53002 - Spring Room Revenue</td>
<td>(14,399,862)</td>
<td>(14,873,620)</td>
<td>(15,482,948)</td>
<td>(16,108,431)</td>
<td>16,025,975</td>
</tr>
<tr>
<td>53003 - Summer I Room Revenue</td>
<td>(76,055)</td>
<td>(97,629)</td>
<td>(110,430)</td>
<td>(121,496)</td>
<td>0</td>
</tr>
<tr>
<td>53004 - Summer II Room Revenue</td>
<td>(57,778)</td>
<td>(56,775)</td>
<td>(68,418)</td>
<td>(95,359)</td>
<td>(205,000)</td>
</tr>
<tr>
<td>53005 - Interim Room Revenue</td>
<td>(36,720)</td>
<td>(29,250)</td>
<td>(30,800)</td>
<td>(30,650)</td>
<td>0</td>
</tr>
<tr>
<td>53006 - Housing Fees (Cancel, Sanction, etc)</td>
<td>(22,687)</td>
<td>(20,186)</td>
<td>(12,627)</td>
<td>16,427</td>
<td>0</td>
</tr>
<tr>
<td><strong>530 - Resident Room Revenue</strong></td>
<td>(29,211,062)</td>
<td>(30,144,728)</td>
<td>(31,394,085)</td>
<td>(32,690,504)</td>
<td>(32,506,951)</td>
</tr>
<tr>
<td>54001 - Fall Board Revenue</td>
<td>(6,158,113)</td>
<td>(6,316,122)</td>
<td>(6,462,635)</td>
<td>(6,627,029)</td>
<td>(6,538,968)</td>
</tr>
<tr>
<td>54002 - Spring Board Revenue</td>
<td>(5,840,939)</td>
<td>(5,981,072)</td>
<td>(6,155,850)</td>
<td>(6,353,718)</td>
<td>(6,230,001)</td>
</tr>
<tr>
<td>54099 - Employee Purchased Meal Plans</td>
<td>(688)</td>
<td>(940)</td>
<td>(1,090)</td>
<td>(1,090)</td>
<td>(150)</td>
</tr>
<tr>
<td><strong>540 - Board Revenue</strong></td>
<td>(11,999,740)</td>
<td>(12,298,134)</td>
<td>(12,619,575)</td>
<td>(12,980,897)</td>
<td>(12,768,969)</td>
</tr>
<tr>
<td><strong>Total Room and Board</strong></td>
<td>(41,210,802)</td>
<td>(42,442,862)</td>
<td>(44,013,660)</td>
<td>(45,671,401)</td>
<td>(45,275,920)</td>
</tr>
<tr>
<td><strong>Year to year actual growth</strong></td>
<td>(1,121,875)</td>
<td>(1,232,060)</td>
<td>(1,570,798)</td>
<td>(1,657,741)</td>
<td></td>
</tr>
<tr>
<td><strong>Year to year percentage growth</strong></td>
<td>2.99%</td>
<td>3.7%</td>
<td>3.76%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Room Capacity Policy
The rewritten room capacity policy worked very well this year. Documentations for illegal parties were much lower, and students were generally happy with the increase in the number of people allowed in rooms and suites. In the incidents that led to full suites and apartments being documented, there was a general acknowledgement that residents had been given the opportunity to come into compliance with the new policy. This was a win/win for students and staff.

Better Move In/Move Out Processes
The transition periods in housing have gotten better and better over the last three years. The Labor Day move in gave families a portion of their vacation weekend to spend together; the laundry bins were very helpful to returning students and their families; early arrivals were still numerous but much more under control; and the planned evening event gave students an opportunity to see each other, have fun, and be ready for the beginning of classes the next day.

Compassion Campaign
This campus-wide educational program took place in October and involved faculty, staff, and students who joined together to create a multimedia, community-wide, response to incidents of insensitive graffiti in the first year residence halls. Posters with photos and positive messages of and from faculty, staff, and students were created and distributed throughout the first year area.

RA Staff Selection, Demographics, and Gallup Results
The RA staff is, once again, more diverse (see chart below) and more academically accomplished than the student body that they are supporting. The cumulative GPA for all RAs was 3.46 this year, and the level of service the staff provided is shown in the EBI survey numbers. As a cohort, this group of RAs is more respected, more available, fairer, and more effective than those of any other surveyed institution. They are role models and student leaders. Additionally, of all the alumni surveyed by the Gallup organization to determine post-graduation well-being, alumni RAs were the highest scoring cohort. These results are certainly indicative of the quality of the people hired to be RAs, but they are also strongly indicative of the quality of the professional staff that selects, hires, trains, supports, and supervises these RAs. The sliding scale of beneficial influence is time; the more time a good professional staff member spends with a student or group of students, the greater the benefit to those students. Using that formula, it is easy to see that RAs benefit most from the attention they receive from their supervisor.
Challenges

Crowded Residence Halls
The housing system continues to house more students than it was designed to accommodate. With this said, the overall level of student satisfaction with their residential experience is still very high. However, the most of that satisfaction rests with the Residential Center staff. Satisfaction levels for facilities are lower and rank in the teens for our Carnegie class. The disparity in the levels of satisfaction must be monitored to avoid a possible drop off in our retention of students in housing. The longer term solution would be the construction of a new residence hall that could maximize revenue while providing more space for all students.

Better Communication with University Police
The Residential Center and University Police must grow and evolve into a relationship that provides our students with consistent and predictable responses to incidents. To be clear, each department has its specific role, but our end goals must be in greater alignment. This year we are off to a good start with an ongoing dialogue facilitated by external consultants.

Better Communication with Facilities and Purchasing
Facilities and Purchasing have a direct impact on the residential student experience. The Residential Center staff, by nature of their role, closely observes the residential experience of students. We must increase our opportunities to work together with Facilities and Purchasing to provide better outcomes for students. The Residential Center has had some success in collaborating with both departments, which has led to improved services for students. Specific instances include working with both Facilities and Purchasing to ensure a gluten free station was included in the remodeling of Seasons, working with Facilities during the remodels of Alder, Birch, Rhodes, and Boylston to switch flooring from carpet to laminate, and working with Purchasing (and Sodexo) to devise an apartment meal plan that will be attractive to our students. Meal plan improvement, creating a fair and transparent damage/community...
billing process, and determining best practices for residence hall common space use are issues that will require collaboration to improve the services that we offer our students.

3 and 3.5 Year Graduates
The increasing number of incoming students with AP credits combined with increased opportunities for students to accelerate their academic progress through one week intensive classes (which are paradoxically offered at a discounted rate to semester long classes), have made the traditional four year Bentley education less universal. From the student perspective, the attractiveness of lessening the cost of attendance while simultaneously speeding up the beginning of their salaried careers is a powerful combination. However, these early graduates will have an impact on our ability to house a full cohort of full time students for four years. We need to look at all of our policies to ensure we are in alignment as a university.

Meal Plan
There is a very low level of student satisfaction with our meal plans. Within our Carnegie Class, we rank 70 out of 76 surveyed schools, and we rank 234 out of the 264 total schools surveyed. These rankings are the lowest since we have been taking part in the EBI surveys.

Full Year RA Contract
This year, like last, there were 21 mid-year student staff vacancies. Due to the high level of interest in the RA role, we were able to fill the vacancies quickly, but this second consecutive year of greater than 20% turnover in the RA staff. Such turnover does not serve the needs of our residential communities well, and going forward, the RA position will be offered only for year-long appointments. This new policy will also create greater opportunities for a broader range of students to serve in the RA role and create a more consistent residential experience for residents. Additionally, minimizing or eliminating the midyear RA selection process will allow the Residential Center staff to focus more consistently on RA staff support and development, community development, and better operational oversight of the housing system.

Departmental Vision 2015-2016

The Residential Center has, in the last five years, had some success in delivering excellent student services and in providing support to the residential population. That success can be measured by our very strong EBI survey results. Our students have ranked their experience with Bentley staff at a much higher level than do students at other institutions.

Another, perhaps more objective indicator, is the continued strong retention of our residential population. The high numbers of students who continue to return to the housing system each year is a strong indication that the services offered by the Residential Center are in high demand. There are five main components to a strong residential system (listed in order of importance):
Excellent staff
Due to our continuing focus on rigorous recruiting, training, support, and compensation, our staff is excellent.

Transparent policies that students and staff can understand, support, and give feedback
The damage billing/community billing system will need to be reassessed.

A robust learning environment on campus
The onset of blended gender floors in the first year area, the founding of the first living and learning community in Kresge, and the high level of student satisfaction with the residential program all point to an environment that is evolving into a more robust learning community.

Physical spaces that support and reflect the previous 3 components
This component is the one that we are weakest in by far. In residence halls and throughout campus, students, faculty, and staff must have the opportunity and the physical spaces to engage in the interactions that are so vital to human development. The new Student Center will help, but it will also clearly demonstrate the disparity in architectural vision between the new space, and the spaces in which our students reside. Every one of our residence halls should, in some way, reflect the goals for human interaction that are built into the new student center.

A meal plan that evolves to meet the needs and wants of our students
This is a priority for our residential campus and must be an area of focus until we see improvement in student satisfaction with their dining services.

Staff Achievements

Courtney Stephens was named Supervisor of the Year by work study students at Bentley University.

Anthony Martin won the NASPA region 1 Equity, Diversity, and Inclusion Award.

Assessment

The Educational Benchmarking Institute (EBI) survey was distributed to Bentley resident students in the 2015 spring semester. There were 262 colleges and universities in the United States that administered the survey this year. Of those 262, 76 are within our Carnegie Class. The slides below illustrate how satisfied Bentley students are in comparison to prior years and also illustrate how satisfied Bentley students are in comparison to other students who took the survey. EBI uses a 1 to 7 scale with 7 being most satisfied.
The graph below indicates the upward trend in student satisfaction with the overall residential program at Bentley. EBI measures overall program effectiveness by combining all the factors and questions within their survey.

![Graph showing upward trend in student satisfaction with overall residential program at Bentley.](image)

The next graph compares where Bentley ranks in overall program effectiveness with the other institutions which administered the survey. We are the number one Carnegie Class school in overall program effectiveness.

### Overall Program Effectiveness

<table>
<thead>
<tr>
<th>Category</th>
<th>Overall Program Effectiveness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your Institution</td>
<td>5.73</td>
</tr>
<tr>
<td>Select 6</td>
<td>5.18</td>
</tr>
<tr>
<td>Carnegie Class</td>
<td>5.11</td>
</tr>
<tr>
<td>All Institutions</td>
<td>5.09</td>
</tr>
</tbody>
</table>

By EBI’s calculations, overall program effectiveness is comprised of a variety of factors. For Bentley, the factors that pull the overall program effectiveness number higher are satisfaction with hall/apt. student staff, where we have the highest rating of all the surveyed schools.
A factor that is fairly strong is satisfaction with facilities. In this factor, Bentley does well, but we are not the highest rated, and we have some room for improvement.

Our weakest performing factor is also one of the most important to the measure of overall program effectiveness: dining services. In this area, Bentley ranks in the bottom 10% of surveyed institutions within our Carnegie Class.
As stated earlier, improving satisfaction with dining services is a key goal this year. The negative ratings given to dining services by our students can be partially explained by the ongoing construction that took place in and around the main dining hall this year. However, ratings for our dining services have been low for years, especially in comparison to our other satisfaction ratings. The downward trend for satisfaction with our dining plans is illustrated below.
Student Systems

The Office of Student Systems provides vision and technical leadership for the use of information technology for the Division of Student Affairs. This includes: (a) planning and implementing systems and applications that support student services; (b) troubleshooting and supporting 110 end users on various administrative applications; (c) working with IT to develop and maintain hardware and software. Student Systems also provides operational ad-hoc reports as well as trend and data analysis for Student Affairs. This includes implementing systems, processes and data to support compliance with various governmental and external agencies such as SEVIS, NCAA, Mass Department of Public Health, and the Department of Education.

Executive Summary

In conjunction with Athletics and Administrative Computing, Student Systems launched Jump Forward in the fall of 2014. This included the migration of all sports and their historical data from various systems and databases (i.e. Front Rush, University Athlete, Scoutware). Jump Forward is a web based hosted application that manages a wide range of athletic functions from recruiting and team rosters to NCAA compliance and eligibility reports. Jump Forward enables coaches to manage their recruits from an app (iPhone or Droid) or web browser. This includes customizable questionnaires and branded Falcon email templates that can be team or coach specific. As the first home football game approached the decision was made to purchase the Sports Marketing module of Jump Forward, which allows us to create branded, spirited SuperFan emails as well has gain some insightful email analytics. The goal is to have the Banner integration piece working by the end of the fall semester. Athletics will also be reviewing the development module of Jump Forward.

With Symplicity CARE and Advocate up and running, attention was turned towards implementing Community starting with a “New Org Registration” process. This would have included an initial proposal through full activation including the development of the student organization’s web presence in Community. At this point, Student Activities requested that we suspended implementation and review the possibility of implementing another product such reintroducing CollegiateLink.

After several years and many iterations, the MyBentley Parent/Guest portal launched in December. The new functionality will allow students to create a login for a parent or guest allowing them to see grades, bills, financial award, and schedule. Students may revoke and grant access at any time. The single sign on has been integrated with Cash Net for ease of bill paying. Several members of the Student Affairs team worked on a FERPA frequently asked questions document. The document explains to parents and guests our policies regarding student privacy and more importantly our philosophy on interacting with them. The project team will now begin to focus on the next phase of the project, which will include methods of communicating and involvement from Advancement, capturing and updating contact information, creating and publishing important dates including university deadlines and events like homecoming and family weekend.
During a fall Crisis Planning meeting, several departments mentioned expanding our communication capabilities to supplement our existing emergency notification system (ENS). There were discussions on purchasing add-ons and/or other applications to support our current ENS provider Blackboard Connect. It was agreed that we explore a more singular solution to meet our expanding needs. RAVE emerged as a front runner to replace our existing ENS. RAVE currently has 42% of the higher education market share for emergency notification systems including the entire UMass system, Boston College, and Assumption. RAVE’s application, web interface, and mobile apps are intuitive with mobile functionality, and bi-directional communication if needed. Also, data from Bentley to RAVE would be updated nightly (currently we do a weekly upload). RAVE also offers bridge calling for managing a crisis with multiple capabilities (i.e. conference bridge for the Cabinet and another for essential personnel responding to the crisis), expanded functionality options to send alerts to message boards, classroom podiums, cable TV, possibly blue lights and could even message to computers connected to the network. They also offer data scrubbing to validate cell phones, offer unlimited training, and 24/7 technical support.

With a fully executed contract with RAVE Alert, we will move forward with a fairly aggressive replacement and implementation of our University’s emergency notification system (ENS). We will sunset Blackboard Connect at the end of the fiscal year. The vendor’s schedule should have us live and testing by August 1 and will include creating and developing templates for tweeting, email, and text. The project will allow us to training and configure the new ENS while having a month to transition from our current ENS.

Direct Network Services (DNS) successfully installed the first of four bi-directional amplifier (BDA) systems on lower campus. The first install was completed and operational in Fenway on March 30. This project will continue throughout the remainder of the fiscal year and will cover the following buildings: Copley North, Copley South and the Dana Athletic Center. Over the next several months DNS and Student Systems will monitor and tweak the amplifiers and roof mounted antennas as needed to maximize the system’s signal strength.

**Highlights**

**Wi-Fi Upgrades to the Residence Halls**
In collaboration with Systems and Networks, contractors, and the Residential Center, we successfully advocated and assisted with a much needed upgrade to the wi-fi and supporting infrastructure with in the residence halls.

**Blackboard Upgrade**
This upgrade will allow us to implement the smart chip readers (MF4100s) at Seasons. The first MF4100 was setup in the card office for ability to program MIFARE DesFire chip. The two additional MF4100s are on back order and will be here by the end of September.
Partnership with Santander

Bentley is slowing becoming a “research partnership” with Santander related to their Smart Wallet project. If the partnership is successful, there is a possibility of Bentley becoming a research center. Our initial thinking is to involve Mark Frydenburg and the CIS Sandbox or other CIS professors to pilot and/or develop a mobile app. Santander has requested in their 2015 budget that they establish a research center with a university in the US. There are currently five (two in Spain, two in Brazil, and one in Mexico). We have met and have been in contact with one center in Spain and both centers in Brazil.

Technology Support for the Division of Student Affairs (see graphic in data section)

- Project management, documentation, process analysis
- Falcon Funds, card readers (dining, laundry, printing, vending etc.)
- Crystal reports/MS SQL server support (SHS & CSD)
- Student Affairs dashboard/business intelligence
- End user support/technical troubleshooting/new accounts
- Ad-hoc report, Cognos, data request, labels, DLs etc.
- Data access, security and integrity, information privacy/audits
- Compliance Support (SEVIS, NCAA, Immunizations etc.)
- Event registration (Spring Day, Orientation, Commencement Week)

Challenges

Card Readers

The campus wide demand for card readers is growing. A policy should be considered to help prioritize the request and strategic goal tracking attendance is supporting. A few examples include the rollout and implementation of Take 5, allowing student on the board plan to swipe for a meal exchange as well as the First Year Seminar plenary sessions, Falcon Spirit events, student activities events, and business bowl.

Compliance

Whether it is SEVIS regulations or NCAA reporting requirements, compliance has become part of or embedded in the systems that we support. If a change is made to the University requirements, the new requirement typically has to take priority over other projects.

Assessment

An area that the Division should look at is the Falcon Cards (ID card) in terms of technical services to students and the broader university community. This includes our fee structure and the services related to using your Falcon Card. Several universities have a true one stop shop that often include meal plan administration, printing and event tracking (iFlexes). Many schools now allow international and other students the ability to upload a photo for their ID card, so it is ready at the time of their arrival. This creates a more welcome feeling as soon as they arrive on campus as well as saving time during orientation/first week programs to allow for more programming.
Another area to explore is mobile applications. Quinnipiac, for example, just piloted a Near field Communication (NFC) mobile app using smart phones to access doors, track athletic attendance and dine in and around their campus. The growth of smart card technology is merely a bridge to mobile devices and the service level that our students expect.

*Graphic from NXP Tech

**Departmental Vision for 2015-2016**

Students Systems cannot accomplish our goals without collaborating with vendors and other departments. At the core of our work, collaboration is the critical success factor whether we are implementing a new application or troubleshooting an existing application. We have the fortunate benefit of always looking at and evaluating new innovations and technologies to meet our student and staff needs. The key to a successful project is not the technology you employ or the amount of funding, but the people working on the team with the goal to make our campus a positive and engaging experience for students. Student Systems is looking forward to the onboarding of a new Chief Information Officer who will hopefully lead the university in developing a three to five year technology strategic plan. It is Student System’s goal to advocate that students are at the core of the plan with a commitment to new technologies such as mobile and employing more cloud systems and applications.
Staff Achievements

Ron Ardizzone, Director, presented at the NACCU conference with Santander and University of Cantabria on the future of campus cards and implementing smart card technology and predictions for the future of the campus card.

Departmental Data

As the division begins to implement the strategic plan Student Systems will work with departments to help identify ways of reporting metrics.
University Police

The mission of the University Police Department is to provide quality police, security, and related public safety services for the purpose of protecting lives and property within the Bentley University community and to help ensure that the campus remains a safe and pleasant place in which to live, study, and work.

In addition to the police and security functions that the Department performs, we are also responsible for the administration of the University’s parking system, which includes the distribution of parking decals and passes to members of the University community as well as the enforcement of parking rules and regulations. We are also responsible for the administration, management, and distribution of all University ID cards, which includes managing building access for members of the campus community and assigning food plan and discretionary funds to the ID card.

Executive Summary

Last summer, a public safety review was conducted by Margolis-Healy and Associates. A comprehensive review of the Department’s practices, policies, and procedures was conducted and recommendations were made. As a result of this review, a committee was formed, consisting of a cross-section of 13 members of the Department. The committee is headed by Chief Leffler and consultant, Chris Drew. The charge of the committee was to review the 79 recommendations resulting from the public safety review. The group met 14 times and focused on Residential Life interactions, community policing/crime prevention, hiring/retention, training, and communicating our mission internally and externally. Restructuring of the command staff was adopted in March, alleviating the number of direct reports to the Chief. Lieutenant Bill Williams was assigned as Administrative Lieutenant, and Lieutenant Panashe Flint is now responsible for the oversight of the patrol division. After a brief break for the summer, the committee will reconvene and begin work on developing a strategic plan.

University Police continues its commitment to community policing initiatives and strongly believes in the philosophy of community policing by engaging with our community members in providing programs to foster strong relationships to enhance the community’s awareness of the services that we provide and to partner with us in keeping the campus a safe place for all. Some of the programs that we offered and/or participated in include: Basic and Advanced Rape, Aggression and Defense (RAD) training classes, resource fairs, Orientation Leader and Resident Assistant trainings, Coalition on Sexual and Relationship Violence (COSARV), family and student orientation presentations, Breakfast by Moonlight, and First Week Safety presentations to all first year students.

The Department continues to conduct regular training for all employees and ensures that all sworn police personnel are in compliance with mandatory training requirements in order to maintain their police powers certification. Various training programs including legal updates, defensive tactics, firearms recertification, CPR, and first aid are conducted on an annual basis. An annual audit is conducted by the Massachusetts State Police Certification Unit to ensure that we remain in compliance with mandated training and procedural guidelines. Each year the Department is shown to be 100% in compliance.
Lt. Bill Williams and Gerri Taylor, Associate Dean of Health and Wellness, met with the medical control physicians at Newton–Wellesley Hospital to review our Automated External Defibrillator (AED) program and to enlist their support for medical control of the Epi-Pen and Nasal Narcan should we decide to implement these procedures. There has been an increased trend to train law enforcement personnel in the use of these two devices in light of the numerous allergic reactions that the public can suffer (Epi-Pen) as well as the dramatic rise in heroin overdoses around the Commonwealth for which the Nasal Narcan has proven to be a life-saving measure. Fortunately, we have not experienced the presence of heroin use on our campus. However, it is on the rise in the Waltham area as well as surrounding communities.

Lt. Bill Williams continues to serve on the Municipal Police Training Advisory Committee on CPR/First Responder Standards, offers the Bentley community CPR, Basic First Aid and AED training, and recently hosted a CPR/First Responder re-certification training on site.

Chief Leffler continues to serve on the executive boards of both the Massachusetts Association of Campus Law Enforcement Administrators (MACLEA) as its treasurer and the Massachusetts Association of Chiefs of Police (MCOPA) as the college and university law enforcement liaison. He also attends monthly meetings of the Middlesex County Chiefs of Police meetings and remains a member of the International Association of Campus Law Enforcement Administrators (IACLEA) and the International Association of Chiefs of Police college and university section.

**Highlights**

**Bentley ID Cards**
The new Bentley ID card, provided by Santander Bank, was rolled out to first year students during summer Orientation 2014 (Class of 2018). The ID card itself is a better quality, more durable card with chip reader technology and an added banking feature available to students, faculty, and staff.

**Digital Radio Upgrade**
The final phase of a three-year implementation of the Department’s digital radio upgrade has been completed. All portable and mobile radios as well as the entire radio system infrastructure has been upgraded to digital format, significantly increasing the quality of radio transmissions and greatly enhancing the interoperability between surrounding police agencies, particularly in an emergency situation.

**Massachusetts Police Accreditation Commission**
The Department has completed a comprehensive review of all policies and procedures in preparation for state certification by the Massachusetts Police Accreditation Commission (MPAC). We are preparing for a mock certification assessment in July 2015 with full certification planned for the fall 2015. The Department must meet approximately 150 standards to attain certification. The next step will be to pursue full accreditation within the next year.
Emergency Preparedness
As part of our emergency preparedness and readiness, a live drill consisting of a scenario involving a student with Ebola, was conducted with the Center for Health and Wellness, Waltham Fire Department, Cataldo Ambulance, and the Massachusetts Department of Health on January 13, 2015. Additionally, a tabletop exercise involving a meningitis outbreak on May 5, 2015 was attended by a cross-section of University staff to test the procedures to be followed and everyone’s responsibilities in addressing such an incident should it happen on campus.

The University is finalizing its plans to change its campuswide emergency notification system from Blackboard Connect to Rave Mobile Safety with a launch date prior to the start of the fall 2015 semester.

Secure Key Box
A computerized key box has been installed outside the police dispatch area to increase security of and accountability for the various keys that are issued to contractors in order for them to conduct their work. The new system tracks, via card swipe, all who take out keys and alerts our Department when keys are not returned within the designated time.

Challenges

Staffing
The Department endured a significant amount of turnover in 2013-2014 resulting in numerous staff vacancies. That being said, the Department has made considerable strides in hiring new personnel over the year. At the beginning of the fiscal year, our vacancy rate was 13% with five positions vacant, and we closed the year with a 2% vacancy rate with only one full-time security officer position remaining to be filled. Changes in how job applications are reviewed, greater involvement with Human Resources to assist with the vetting of candidates and conducting background checks have been implemented to expedite the process and identify the best qualified candidates for selection.

Union Contract
After a significant period of collective bargaining, the three year union contract was ratified and signed on April 21, 2015. The collective bargaining process moved along slowly; however, we were able to work out the challenges that existed and arrive at a contract agreeable to all.

Title IX
The intersection of Title IX and police investigations related to sexual violence created several challenges this past year with regard to record-keeping for the police department as it pertains to its mandatory reporting requirements. Many institutions of higher education are struggling with the same issue due to the recent legislative changes and pressure being placed on colleges and universities to meet stringent compliance policies. Resolutions to the concerns and specific compliance reporting requirements raised by all parties are being addressed this summer.
Office Space
Chief Leffler has asked for more office space for his department due to the growth of the Department since the building addition several years ago. Requests have been made for us to acquire the second floor of the police building, which would be the least expensive option since there would be no need to relocate the numerous alarm lines and police radio infrastructure. We are looking for more space to accommodate a number of staff members who are working out of areas originally designated as storage closets and file rooms and to obtain a proper cleaning and storage area for the Department’s firearms. Additionally, we would like to relocate the Card Office to a more practical location to minimize the foot traffic within the police lobby during peak ID card distribution activity periods.

Staff Achievements

Melissa Diglio, Card Program Administrator received her Associates Degree in Business Administration from Bentley in May 2015.

The Massachusetts Association of Campus Law Enforcement Administrators (MACLEA), at its December 18, 2014 meeting, recognized eight members of the Bentley University Police department for their outstanding professionalism in response to two tragic motor vehicle/pedestrian accidents involving the deaths of the pedestrians who were not members of the University community. Those department members recognized and awarded a plaque at the December ceremony were: Sergeant Robert Lynn, Jr, Sergeant David Wade, Police Officers Alexander Allen, Bethany Bonczar, Floyd Johns, Robert Wayne, Dispatcher Michael Amrock, and Security Officer James Ardizzoni.

Sgt. Don Perault earned a certificate as a member of a Critical Incident Stress Management/Group Crisis Intervention team, which acts as first responders to critical incidents occurring in the Commonwealth. The course was led by Lisa Pomerance-Hindi, who heads of the Crisis Management Team of the New York City Police Department. Lisa’s team was significantly involved during the 9/11 attack in New York.

Sgt. David Wade has been accepted to Bentley’s MBA program and has begun taking classes.

Detective Sergeant Lenny Imbracsio became a member of the North Eastern Massachusetts Law Enforcement Council (NEMLEC). Sgt. Imbracsio is only one of two campus law enforcement officers in Massachusetts who is a member of NEMLEC. Lenny serves as an intelligence specialist for NEMLEC and can be activated to respond to critical incidents within the Commonwealth when necessary.

Both Detective Sergeants Lenny Imbracsio and Jessica Roche are now certified in Handling Property and Evidence in Law Enforcement.

Departmental Vision 2015-2016

During the upcoming year the University Police Department will be focusing on implementing a number of the recommendations made in the Margolis-Healy report. Specifically, we will be working on ways to better collaborate with the Residential Center staff to work out issues of mutual concern with respect to
the handling of student-related issues both within and outside of the residence halls. We will also be implementing an officer liaison programming, assigning specific officers to departments in order to serve as a partner with those Departments to improve the delivery of safety and security services.

We will continue to partner with the Waltham Police Department, community policing groups, and the “City United” group to address concerns and complaints involving the conduct of our students residing in the city.

The Department plans to attain state certification through the Massachusetts Police Accreditation Commission by the fall of 2015.

We will be developing a strategic plan for the Department over the next several months with the assistance of Mr. Chris Drew and the public safety review committee assembled in January 2015.

Lastly, the Department will continue to provide the essential public safety, law enforcement, and security services to ensure the safety that our community has come to expect. Campus policing is constantly changing and the demands placed on campus law enforcement personnel, particularly as they relate to the ever-changing and various federal compliance regulations and legislation coupled with recent incidents across the country that have caused the public to question certain law enforcement practices, requires us to be constantly improving the services that we provide.

**Departmental Data**

<table>
<thead>
<tr>
<th>Incident Type</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2013 vs 2014 % change</th>
<th>2014 vs 2015 % change</th>
<th>2013 vs 2015 % change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alarm - Fire</td>
<td>243</td>
<td>222</td>
<td>109</td>
<td>-9%</td>
<td>-51%</td>
<td>-55%</td>
</tr>
<tr>
<td>Alcohol Violation</td>
<td>33</td>
<td>34</td>
<td>39</td>
<td>3%</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>Arrest</td>
<td>9</td>
<td>15</td>
<td>10</td>
<td>67%</td>
<td>-33%</td>
<td>11%</td>
</tr>
<tr>
<td>Arson</td>
<td>3</td>
<td>0</td>
<td>4</td>
<td>-100%</td>
<td>400%</td>
<td>33%</td>
</tr>
<tr>
<td>Assault - All Types</td>
<td>13</td>
<td>14</td>
<td>12</td>
<td>8%</td>
<td>-14%</td>
<td>-8%</td>
</tr>
<tr>
<td>Burglary</td>
<td>13</td>
<td>20</td>
<td>10</td>
<td>54%</td>
<td>-50%</td>
<td>-23%</td>
</tr>
<tr>
<td>Disorderly Conduct</td>
<td>3</td>
<td>9</td>
<td>3</td>
<td>200%</td>
<td>-67%</td>
<td>0%</td>
</tr>
<tr>
<td>Disturbance</td>
<td>1</td>
<td>7</td>
<td>9</td>
<td>600%</td>
<td>29%</td>
<td>800%</td>
</tr>
<tr>
<td>Domestic/Dating Violence</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>100%</td>
<td>300%</td>
<td>400%</td>
</tr>
<tr>
<td>Drug - Possession of</td>
<td>35</td>
<td>36</td>
<td>49</td>
<td>3%</td>
<td>36%</td>
<td>40%</td>
</tr>
<tr>
<td>Drug - Sale of</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Fire</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td>-60%</td>
<td>50%</td>
<td>-40%</td>
</tr>
<tr>
<td>Harassment</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>-25%</td>
<td>-33%</td>
<td>-50%</td>
</tr>
<tr>
<td>Hazing</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>0%</td>
<td>400%</td>
<td>400%</td>
</tr>
<tr>
<td>Larceny</td>
<td>49</td>
<td>69</td>
<td>42</td>
<td>41%</td>
<td>-39%</td>
<td>-14%</td>
</tr>
<tr>
<td>Medical</td>
<td>89</td>
<td>61</td>
<td>81</td>
<td>-31%</td>
<td>33%</td>
<td>-9%</td>
</tr>
<tr>
<td>Service Type</td>
<td>2013</td>
<td>2014</td>
<td>2015</td>
<td>2013 vs 2014 % change</td>
<td>2014 vs 2015 % change</td>
<td>2013 vs 2015 % change</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>-----------------------</td>
<td>-----------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Alarm - All</td>
<td>551</td>
<td>579</td>
<td>588</td>
<td>5%</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>Escort</td>
<td>37</td>
<td>43</td>
<td>13</td>
<td>16%</td>
<td>-70%</td>
<td>-65%</td>
</tr>
<tr>
<td>Maintenance Problem</td>
<td>816</td>
<td>942</td>
<td>984</td>
<td>15%</td>
<td>4%</td>
<td>21%</td>
</tr>
<tr>
<td>Securadyne Problems</td>
<td>80</td>
<td>112</td>
<td>136</td>
<td>40%</td>
<td>21%</td>
<td>70%</td>
</tr>
<tr>
<td>MV - Stop</td>
<td>82</td>
<td>100</td>
<td>80</td>
<td>22%</td>
<td>-20%</td>
<td>-2%</td>
</tr>
<tr>
<td>MV Assist</td>
<td>25</td>
<td>51</td>
<td>29</td>
<td>104%</td>
<td>-43%</td>
<td>16%</td>
</tr>
<tr>
<td>Noise Complaint</td>
<td>16</td>
<td>31</td>
<td>11</td>
<td>94%</td>
<td>-65%</td>
<td>-31%</td>
</tr>
<tr>
<td>Service</td>
<td>32</td>
<td>28</td>
<td>62</td>
<td>-13%</td>
<td>121%</td>
<td>94%</td>
</tr>
<tr>
<td>Tows</td>
<td>141</td>
<td>34</td>
<td>25</td>
<td>-76%</td>
<td>-26%</td>
<td>-82%</td>
</tr>
<tr>
<td>Transport</td>
<td>140</td>
<td>357</td>
<td>609</td>
<td>155%</td>
<td>71%</td>
<td>335%</td>
</tr>
<tr>
<td>Transport - Medical</td>
<td>1,019</td>
<td>787</td>
<td>792</td>
<td>-23%</td>
<td>1%</td>
<td>-22%</td>
</tr>
<tr>
<td>Unlock / Lock- All</td>
<td>679</td>
<td>848</td>
<td>809</td>
<td>25%</td>
<td>-5%</td>
<td>19%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Decals Issued</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2013 vs 2014 % change</th>
<th>2014 vs 2015 % change</th>
<th>2013 vs 2015 % change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff (Blue)</td>
<td>758</td>
<td>281</td>
<td>216</td>
<td>-63%</td>
<td>-23%</td>
<td>-72%</td>
</tr>
<tr>
<td>Orange (Service)</td>
<td>27</td>
<td>51</td>
<td>28</td>
<td>89%</td>
<td>-45%</td>
<td>4%</td>
</tr>
<tr>
<td>Resident (Red)</td>
<td>1,426</td>
<td>874</td>
<td>775</td>
<td>-39%</td>
<td>-11%</td>
<td>-46%</td>
</tr>
<tr>
<td>Category</td>
<td>2013</td>
<td>2014</td>
<td>2015</td>
<td>2013 vs 2014 % change</td>
<td>2014 vs 2015 % change</td>
<td>2013 vs 2015 % change</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>-----------------------</td>
<td>-----------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>North Campus (Green)</td>
<td>147</td>
<td>130</td>
<td>111</td>
<td>-12%</td>
<td>-15%</td>
<td>-24%</td>
</tr>
<tr>
<td>Motorcycle/Moped</td>
<td>0</td>
<td>4</td>
<td>8</td>
<td>400%</td>
<td>400%</td>
<td>800%</td>
</tr>
<tr>
<td>Freshman Purple</td>
<td>69</td>
<td>62</td>
<td>50</td>
<td>-10%</td>
<td>-19%</td>
<td>-28%</td>
</tr>
<tr>
<td>Faculty (Silver)</td>
<td>577</td>
<td>180</td>
<td>155</td>
<td>-69%</td>
<td>-14%</td>
<td>-73%</td>
</tr>
<tr>
<td>Yellow (Commuter) Both</td>
<td>1,632</td>
<td>936</td>
<td>697</td>
<td>-43%</td>
<td>-26%</td>
<td>-57%</td>
</tr>
<tr>
<td>Carpooling</td>
<td>0</td>
<td>0</td>
<td>9</td>
<td>0%</td>
<td>900%</td>
<td>900%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IDs Issued</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White (Replace)</td>
<td>2,205</td>
<td>2,000</td>
<td>1,184</td>
<td>-9%</td>
<td>-41%</td>
<td>-46%</td>
</tr>
<tr>
<td>Yellow (New)</td>
<td>2,043</td>
<td>2,346</td>
<td>1,382</td>
<td>15%</td>
<td>-41%</td>
<td>-32%</td>
</tr>
<tr>
<td>Green (Damaged)</td>
<td>3,394</td>
<td>1,477</td>
<td>1,809</td>
<td>-56%</td>
<td>22%</td>
<td>-47%</td>
</tr>
<tr>
<td>Temporary ID Issued</td>
<td>754</td>
<td>1040</td>
<td>671</td>
<td>38%</td>
<td>-35%</td>
<td>-11%</td>
</tr>
</tbody>
</table>
Student Affairs Divisional Development Opportunities

**Tuesday, September 16 | 12-1 p.m. | Lewis Hall 2nd Floor Conference Room**
Trends in Education (TEd) Talk

Each month a brief article focusing on a trend in higher education will be selected and discussed during a brown bag lunch.

**Wednesday, September 17 | 12-1 p.m. | Rauch Boardroom**
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

**Tuesday, September 23 | 12:30-1:30 p.m. | Rauch Boardroom**
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

**Tuesday, September 23 | 2-3:30 p.m. | Lewis Hall 2nd Floor Conference Room**
Campus Hook-Up Culture: A Healthy Response to Relationships & Sexuality

The “hook up” culture as highlighted in the media is fed by many factors including technology use, media role models, elevated drug and alcohol use, and a changing expectation about establishing long-term relationships while in college. This web-based presentation will address all of these issues and provide some clear next-steps for colleges and universities on how to respond.

**Wednesday, September 24 | 1-2 p.m. | Lewis Hall 2nd Floor Conference Room**
Providing Job-Ready Skills to Involved Students on Campus

Public confidence in higher education has never been lower and changes in the higher education landscape could threaten the very existence of co-curricular experiences in the future. This session will use data from recent studies conducted by the presenter to demonstrate that co-curricular involvement contributes significantly to the skills employers want and will provide guidance in coaching students to recognize these skills in themselves and communicate them to potential employers.
Thursday, October 16| 9-10 a.m. | Lewis Hall 2nd Floor Conference Room
Clearing the Haze: Marijuana on Campus

Join Stetson's Center for Higher Education Law and Policy, NASPA (Student Affairs Administrators in Higher Education), Caron Treatment Centers and the Attorney General’s Office of Washington State for an online sessions clearing the haze surrounding recent changes in state law affecting the possession and use of both medical and recreational marijuana, and the impact these laws have on campuses. This webinar will focus mostly on medical marijuana, student conduct issues, DFSCA, ADA implications, initial findings from intervention studies showing an impact on marijuana use after a brief motivational enhancement intervention, implications for talking with students about this issue, and emerging research and clinical questions in a changing legal climate.

Wednesday, October 22| 12-1 p.m. | Lewis Hall 2nd Floor Conference Room
Trends in Education (TEd) Talk

Each month a brief article focusing on a trend in higher education will be selected and discussed during a brown bag lunch.

Thursday, October 23| 11-12 p.m. | Lewis Hall 2nd Floor Conference Room
Reframing: The benefits, techniques and strategies for applying it to your work

Reframing is the process of deliberately changing your perspective about a situation. This is a vital skill for all leaders from Dean of Students to RA. Reframing broadens our perspective to see complex situations with more clarity and improves our brain’s ability to function under pressure. Learn about the many benefits of reframing from studies of neuroscience, psychology as well as from common sense. You will be introduced to reframing techniques and you will leave with specific strategies you can effectively put into action this semester.

Tuesday, October 28| 12:00-1:00 p.m. | Rauch Boardroom
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

Wednesday, October 29| 12-1 p.m. | Rauch Boardroom
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.
Wednesday, November 12 | 2-3:30 p.m. | Lewis Hall 2nd Floor Conference Room
Yik Yak on Campus: What You Need to Know About the Latest Anonymous Social Scene

Join a webinar led by Eric Stoller as he guides you through how Yik Yak works, provides examples of cyber-bullying and positivity in actual mobile posts, and outlines a strategy for anonymous-mobile discourse at your campus.

Friday, November 14 | 12-1 p.m. | Rauch Boardroom
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

Tuesday, November 18 | 2-3:30 p.m. | Lewis Hall 2nd Floor Conference Room
Resilient Students: Strategies for Life-Skill Development

This webinar will review the concept of resilience and explore strategic ways that colleges and universities can incorporate resilience development into students' living and learning environments, including a focus on exposure to resilient role models, developing learned optimism, the effective regulation of emotions and coping mechanisms, altruism, reflection and more.

Wednesday, November 19 | 6 p.m. | LaCava EDR
Black-Jew Dialogues

In The Black-Jew Dialogues, Emmy-award winner Ron Jones and veteran performer Larry Jay Tish take the audience on a hysterical and poignant ride through three days they spent together in a cheap hotel room discussing their own experiences, the history of their people, and why there has been a growing rift between the two groups since the early 70’s. Through their dialogue the audience gains insight to the true nature of prejudice and how our inability to face our own biases separate us in ways that we may not even think about. This program is part of Culture Fest. For more information, please contact Claudette Blot.

Friday, November 21 | 12-1 p.m. | Rauch Boardroom
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

Monday, November 24 | 12-1 p.m. | Dana Center Food Court
Trends in Education (TEd) Talk
Friday, December 12 | 12-1 p.m. | Dana Center Food Court
Trends in Education (TEd) Talk

Tuesday, December 16 | 4-6 p.m. | Copper House Tavern
Division of Student Affairs Holiday Celebration

Join members of the division at Copper House Tavern as we come together to celebrate the holidays as well as the end of the fall 2014 semester. Copper House Tavern is 2.2 miles from campus and has plenty of parking...plus, there will be free appetizers.

Wednesday, December 17 | 1-2 p.m. | Rauch Boardroom
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

Thursday, December 18 | 9-10:15 a.m. | Wilder Pavilion
University Town Hall Meeting

Members of the Bentley community will be able to hear institutional updates from President Larson as well as members of the cabinet.

Thursday, December 18 | 4-6 p.m. | LaCava EDR
University Holiday Party

Sponsored by Campus Connections, Bentley faculty and staff are able to celebrate the holidays at this annual event.

Friday, December 19 | 12-1 p.m. | Rauch Boardroom
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

Monday, December 22 | 10:30 a.m.-12 p.m. | West Newton Cinema
Dear White People Screening

Given recent events in our country and Bentley’s commitment to continuing the conversation, we have secured a private screening of Dear White People at the West Newton Cinema. A discussion will follow the screening.
Monday, January 12 | 12:30-1:30 p.m. | Wilder Pavilion
Divisional Meeting

Hear updates from Vice President Shepardson as well as learn more about the PreparedU Project from David Perry. Before the meeting, please review the PreparedU website www.bentley.edu/prepared.

Monday, January 12 | 2-5 p.m. | Broomstones Curling Club
Division of Student Affairs Winter Celebration

Join members of the division at Broomstones Curling Club in Wayland, MA. Staff can participate in a curling lesson or watch their colleagues train for the next winter Olympics from the warm lounge/bar. If you RSVP’d, an email with more information/directions will be sent to you by Friday.

Friday, January 16 | 12-1 p.m. | Rauch Boardroom C
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

Thursday, January 22 | 12-1 p.m. | Dana Center Food Court
Trends in Education (TEd) Talk

Wednesday, January 28 | 1-2 p.m. | Rauch Boardroom C
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

Thursday, January 29 | 9-10:30 a.m. | Lewis Hall 2nd Floor Conference Room
Revisiting Voluntary and Involuntary Leave Policies: Navigating Self-Harm Regulations

Changes to interpretations of Title II and Title III of the Americans with Disabilities Act have altered how institutions can support students engaging in self-harming behaviors. Some institutions have responded by eliminating intervention procedures altogether, while others have continued to use the same voluntary and involuntary leave practices they used prior to the regulation change. However, institutions need to update their policies to balance legal obligations with the welfare of the campus community and all students. Join us for an online training that will provide guidance for using voluntary and involuntary leave policies to support a student who poses a threat to self. This is a great opportunity for your entire team to learn how to update your policies, while remaining in compliance with current ADA regulations.
Wednesday, February 18| 3-4 p.m. | Lewis Hall 2nd Floor Conference Room
A New Perspective: Social Media, Digital Identity, and Student Learning Outcomes

We know that today’s students are spending more and more time on social media, often creating digital footprints well before they reach college. Although they possess the technical savvy to navigate all kinds of platforms, students frequently lack deeper insight into how social media use can impact their success in college and beyond. This presentation addresses ways student affairs administrators can use social media as a new channel to achieve existing learning outcomes, from professional development to well-being and civility.

Thursday, February 19| 12-1 p.m. | Lewis Hall 2nd Floor Conference Room
Trends in Education (TEd) Talk

This TEd Talk will debrief the movie Dear White People and issues of race in higher education. The movie will begin the discussion but staff do not have to have seen the movie to participate in the brown bag lunch discussion.

Friday, February 20| 12-1 p.m. | Rauch Boardroom C
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

Wednesday, February 25| 12:30-1:30 p.m. | Rauch Boardroom C
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

Thursday, February 26| 10-11 a.m. | Lewis Hall 2nd Floor Conference Room
Building Pathways for New Student Segments

Recognizing that traditional student populations will become increasingly competitive to recruit, this webconference profiles alternative student segments that can diversify undergraduate enrollments. While groups such as community college transfers, international English language learners, and adult degree completers make up relatively small percentages of enrollment at most colleges and universities, evidence indicates that they represent the best opportunities for growth over the next decade. This webconference will analyze the size and growth rates of different student subsegments and identify recruiting strategies, preferred program structures, and required student services for each population.
**Wednesday, March 11| 12-2 p.m. | TBD**  
*Ivory Tower*

CNN Films presents, "Ivory Tower." Filmmaker Andrew Rossi questions the cost, value and methods of higher education in the United States.

**Thursday, March 19| 12-1 p.m. | Lewis Hall 2nd Floor Conference Room**  
Trends in Education (TEd) Talk

**Friday, March 20| 12-1 p.m. | Rauch Boardroom C**  
Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.

**Wednesday, March 25| 1-2 p.m. | Rauch Boardroom C**  
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

**Thursday, March 26| 10-11 a.m. | Lewis Hall 2nd Floor Conference Room**  
A New Perspective: Social Media, Digital Identity, and Student Learning Outcomes

We know that today’s students are spending more and more time on social media, often creating digital footprints well before they reach college. Although they possess the technical savvy to navigate all kinds of platforms, students frequently lack deeper insight into how social media use can impact their success in college and beyond. This presentation addresses ways student affairs administrators can use social media as a new channel to achieve existing learning outcomes, from professional development to well-being and civility.

**Friday, March 27| 2-3 p.m. | Lewis Hall 2nd Floor Conference Room**  
FHA Standards for Emotional Support Animals in College Housing

Once used almost exclusively as guide dogs for individuals with visual impairments, today's service animals are well beyond the typical guide dog, and can include dogs assisting individuals with everything from peanut sensitivity to hearing impairments, autism and even post-traumatic stress disorder. Federal laws like the ADA and Section 504 of the Rehabilitation Act as well as state laws in some instances have long defined the ability of individuals with disabilities to gain entry for the service animals that assist with life's daily functions. But what about animals used solely for emotional support?
**Wednesday, April 8 | 2-3 p.m. | Lewis Hall 2nd Floor Conference Room**

How Campuses Are Failing Trans Students and How Your College Can Be One of the Success Stories

A rapidly growing number of students are coming out as Trans and gender non-binary before and when they enter college, but many cisgender (non-transgender) faculty and staff lack even a basic understanding of the lives of Trans individuals and how to meet their needs through creating a more gender-inclusive campus.

This webinar by expert speaker Genny Beemyn, Ph.D., will discuss the complex ways that students understand and express their gender identity today and will talk about the best practices and policies to support Trans and gender non-binary students. The session will cover areas such as housing, facilities, health services, admissions, and the classroom. You will learn concrete steps that you can take to make your campuses more Trans inclusive.

**Wednesday, April 15 | 12:30-1:30 p.m. | Rauch Boardroom C**

Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience.

**Thursday, April 16 | 12-1 p.m. | Lewis Hall 2nd Floor Conference Room**

Trends in Education (TEd) Talk

This TEd Talk will focus on issues of inequality in higher education (and beyond).

**Friday, April 24 | 12-1 p.m. | Rauch Boardroom C**

Discussion with the Dean (Mid-Level Professionals)

Designed for mid-level professionals in the Division of Student Affairs, this ongoing series will feature discussion based on an article selected by the Vice President for Student Affairs/Dean of Students. This will be a case study format. If you attended last month or plan to attend this month, please try to attend most of these discussions throughout the year to ensure group remains consistent.
Thursday, June 4 | 9-10:30 a.m. | LaCava 305
Sexual Violence on College Campuses – Training for Administrators

Staff from the Boston Area Rape Crisis center will be on campus to discuss the prevalence of sexual violence on campus and offer insight as to how student affairs administrators can best support those who have experienced trauma and are seeking resources. Additionally, Erin Kelley and Alex Hirs will be available to answer any questions that you might have about Bentley’s policies, protocols, and support measures. Please RSVP by Monday, June 1.

Wednesday, June 10 | 11:30-12:30 p.m. | Lewis Hall 2nd Floor Conference Room
Center for International Students & Scholars Brown Bag Lunch (refreshments & drinks provided)

As U.S. government-sanctioned Designated School Officials (DSOs), CISS staff serves approximately 1,400 international students and scholars on campus. However, they also report to the U.S. Citizenship and Immigration Services (USCIS), which is a branch of the Department of Homeland Security (DHS) on all F-1 student issues and to the Department of State on matters concerning J-1 students and scholars. The goal of this brown-bag lunch session is to inform and educate the Bentley community about the general operations of the CISS, how they advise students based on the ever-changing immigration rules and regulations, why they do what they do, their peak periods and why the Center is a “beehive” of activity all day long, all year long.

Wednesday, June 10 | 2-4:30 p.m. | Equity Center
The Case Against 8 Film Screening & Discussion

In anticipation of a Supreme Court Ruling on Marriage Equality, join members of the LGBTQ Steering committee in a viewing of The Case Against 8. A behind-the-scenes look inside the historic case to overturn California’s ban on same-sex marriage. The high-profile trial first makes headlines with the unlikely pairing of Ted Olson and David Boies, political foes who last faced off as opposing attorneys in Bush v. Gore. The film also follows the plaintiffs, two gay couples who find their families at the center of the same-sex marriage controversy. Five years in the making, this is the story of how they took the first federal marriage equality lawsuit to the U.S. Supreme Court.

Saturday, June 13 | 12-2 p.m. | Copley Square (Boston)
Boston Pride Parade

The City of Boston and the Boston Pride Committee will host its 45th annual Pride Parade. The Pride Parade is an annual parade in Boston celebrating the LGBTQ community and their allies. As is tradition, members of the Bentley University Faculty, Staff, and Students will march on that day to show our support. We hope you’ll join us in celebrating this exciting and important event. If you’ve already registered through LGBTQ@Bentley, no need to RSVP to this email.

Wednesday, June 24 | 12-1 p.m. | Lewis Hall 2nd Floor Conference Room
Trends in Education (TEd) Talk
Tuesday, July 14 | 12-1 p.m. | Lewis Hall Conference Room
Trends in Education (TEd) Talk

This TEd Talk will focus on issues of inequality in higher education (and beyond).

Wednesday, July 15 | 1-2 p.m. | Equity Center
Beyond Orientation: New Approaches to Sexual Violence Prevention Programming

Recent legislation, White House guidance, media attention, and Department of Education investigations are increasingly calling attention to prevention education programs at higher education institutions. This on-demand webconference discusses the current state of sexual assault prevention on campus and shares innovative strategies and practices that provide students with high-quality learning opportunities to expand their knowledge and build their prevention skills throughout their time on campus.

Tuesday, July 21 | 11-12 p.m. | Lewis Hall Conference Room
Maximizing Experiential Learning for Student Employees

Student employment represents one of the greatest opportunities on campus to provide professional development and experiential learning support since it offers access to a large pool of students and interactions that take place in a professional environment. This is the second part of a three part series (no need to have seen the first part) that explores how to change students’ perceptions of their campus employment experience—and how to reach them with professional development throughout their employment experience.

Wednesday, July 23 | 3-5:30 p.m. | Location TBD
Selma Screening & Discussion

A chronicle of Martin Luther King’s campaign to secure equal voting rights via an epic march from Selma to Montgomery, Alabama in 1965 (IMDB http://www.imdb.com/title/tt1020072/).

Tuesday, July 28 | 3:30-5:30 p.m. | 67 Long Wharf, Boston
Student Affairs Summer Celebration

Join members of the Division as we celebrate summer (and all of last year’s accomplishments) by embarking on a two hour tour of the Boston Harbor aboard the Liberty Clipper Tall Ship. Appetizers will be provided, and there will be a cash bar on board as well. For those of you who RSVP’d to the Outlook invitation, an email will be sent after July 9 to see if anyone is interested in taking the bus from Bentley to Long Wharf. If interested in attending, please RSVP to the Outlook invite sent last week.
**Thursday, August 6 | 12-1 p.m. | Rauch Boardroom C**  
Discussion with the Dean (New Professionals)

Designed for new professionals in the Division of Student Affairs, this ongoing series will feature discussion with the Vice President for Student Affairs/Dean of Students. Attendees should have between 1-3 years of higher education experience. Lunch is provided.

**Wednesday, August 12 | 12-1 p.m. | Student Center Suite Kitchen**  
Trends in Education (TEd) Talk

This TEd Talk will focus on issues of inequality in higher education (and beyond).

**Monday, August 17 | 9-10:30 a.m. | Student Center 353**  
MTV’s *White People* Screening & Discussion

What does it mean to be white? MTV's *White People* is a groundbreaking documentary on race that aims to answer that question from the viewpoint of young white people living in America today. For more information on *White People*, go to [race.lookdifferent.org](http://race.lookdifferent.org).

**Wednesday, August 19 | 1-2 p.m. | Student Center 330**  
Unpacking Whiteness

This webinar will discuss an ongoing program happening at NYU discussing whiteness and its impact. Unpacking Whiteness is a bi-weekly discussion group hosted by NYU's Center for Multicultural Education and Programs. During this webinar, Selima Jumarali and Rachel Weber will discuss the group’s history, format, and impact at NYU as well as recommendations for the future and for other campuses. Join us as we take a critical look at conversations around whiteness and racism happening in LGBTQ and multicultural centers around the country.

**Thursday, August 20 | 9:00 a.m.-3:00 p.m. | Student Center Bubble**  
Intergroup Dialogue Facilitator Training

Staff members from the University of Massachusetts will be on campus to lead a daylong training for those who are interested in becoming Intergroup Dialogue (IGD) facilitators. Last year, we did a pilot program of IGD in the fall and spring semester that focused on issues of race and gender. This year, I’d love to continue sections on race and gender while adding sessions on religion/spirituality, culture/nationality, and sexuality. The program itself varies in duration and commitment from facilitators; it can be offered as a two day retreat or a six week “class” with each session lasting an hour and a half.
**Athletics Honors**

**Major National Honors**
- Lauren Battista, Basketball: NCAA Top 10
- Sandy Hoffman, Volleyball: AVCA Hall of Fame

**Bentley Institutional Awards**
- Jeff Hill, Football: Outstanding Male Senior Athlete
- Keegan Hyland, Basketball: Edward J. Powers Scholar-Athlete Award
- Gina Lirange, FH: Outstanding Female Senior Athlete

**All-America**
- Jeff Hill, Football: Don Hansen’s FB Gazette 2nd team
- Gina Lirange, Field Hockey: NFHCA 2nd team Synapse Sports 2nd team

**Capital One Academic All-America**
- Keegan Hyland, Men’s Basketball: 1st team
- Gina Lirange, Field Hockey: 2nd team

**All-Region**
- Sarah Brennan, Outdoor Track: USTFCCCA
- Jackie Brown, Women’s Lacrosse: IWLCA 3rd team
- Jaci Buscher, Volleyball: AVCA Hon. Mention
- Tara Dooley, Indoor Track: USTFCCCA
- Jen Gemma, Women’s Basketball: Daktronics 2nd team
- Nik Haas, Cross Country: USTFCCCA
- Jeff Hill, Football: Don Hansen’s FB Gazette Beyond Sports Network
- Tom Nagy, Baseball: NCBWA Hon. Mention
- Lauren Ochs, Women’s Lacrosse: IWLCA 3rd team
- Malcolm Oliver, Golf: GCAA/Ping
- Holt Sihvonen, Outdoor Track: USTFCCCA
- Jon Stoddard, Golf: GCAA/Ping

**Capital One Academic All-District**
- Erik Alatalo, Track & Cross Country
- Jaci Buscher, Volleyball
- Andrew Gladiuk, Hockey
- Bryan Hardy, Football
- Keegan Hyland, Men’s Basketball
- Paul Norris, Football
- Emmitt Smith, Football

**Northeast-10 Major Awards**
- Danny Guadagnoli, Football: Offensive Player of the Year
- Gina Lirange, Field Hockey: Co-Woman of the Year
- Cal Meyers, Golf: Rookie of the Year
- Paige Wilde, Swimming: Women’s Diver of the Year
Atlantic Hockey Major Awards
Steve Weinstein
Defenseman of the Year

Northeast-10 Coach of the Year
Rick Danehy, Women’s Diving
Mickey Herron, Golf
Joey Pacis, Volleyball

All-Northeast-10
Jen Gemma, Women’s Basketball 1st team
Jeff Hill, Football 1st team
Gina Lirange, Field Hockey 1st team
Brendan McCarthy, Men’s Tennis 1st team (#2 doubles)
Cal Meyers, Golf 1st team
Connor Mulvey-Hudson, M. Swimming 1st team (100 breast)
Emily Niemiec, Women’s Swimming 1st team (200 breast)
Tom Nagy, Baseball 1st team
Malcolm Oliver, Golf 1st team
George Samander, Men’s Tennis 1st team (#2 doubles)
Jon Stoddard, Golf 1st team
Anne Warren, Women’s Swimming 1st team (200 fly)
Paige Wilde, Women’s Swimming 1st team (1M Diving)
1st team (3M Diving)

2nd team
Tommy Ayres, Golf
Liam Bartlett, Men’s Swimming
2nd team (200 free relay)
2nd team (400 free relay)
Eric Beckwith, Football
Johnny Boains, Men’s Swimming
Sarah Brennan, W. Outdoor Track
2nd team (800 free relay)
2nd team (5000)
Colton Bridge, Men’s Swimming
2nd team (1M Diving)
Jaci Buscher, Volleyball
2nd team
Sebastian Bury, Men’s Swimming
2nd team (200 free relay)
2nd team (400 free relay)
Brett Chatfield, Golf
Tim Connolly, Men’s Swimming
2nd team (200 free relay)
2nd team (400 free relay)
T.A. Demoulas, Men’s Lacrosse
2nd team
Tori Ellis, Field Hockey
2nd team
Meredith Hart, Women’s Lacrosse
2nd team
Aidan Karam, Men’s Swimming
2nd team (800 free relay)
Owen Karl, Men’s Swimming
2nd team (800 free relay)
Tyler McFarland, Men’s Basketball
2nd team
Emily Niemiec, Women’s Swimming
2nd team (400 IM)
Paul Norris, Football
2nd team
Lauren Ochs, Women’s Lacrosse
2nd team
George Samander, Men’s Tennis
2nd team (#3 singles)
Holt Sihvonen, M. Outdoor Track
2nd team (javelin)
Alex Tator, Volleyball
2nd team
Davis Wilson, Men’s Swimming
2nd team (200 free relay)
2nd team (400 free relay)
Kyle Young, Football
Sarah Brennan, Women’s Cross Country
Savannah Dominguez, Volleyball
Sam Frye, Men’s Tennis
Nik Haas, Men’s Cross Country
Keegan Hyland, Men’s Basketball
Scott Levy, Men’s Soccer
Chase Rosa, Men’s Tennis
Kathleen Gillespie, Women’s Lacrosse
Lauren Green, Women’s Basketball
Brendan McCarthy, Men’s Tennis
Nick Nesh, Baseball
Mike Samko, Baseball
Matt Sanford, Men’s Lacrosse
Lauren Van Buren, Volleyball

All-Atlantic Hockey
Andrew Gladiuk
Steve Weinstein
Jayson Argue

Northeast-10 Sport Scholar Excellence
Matt Dente, Men’s Lacrosse
Keegan Hyland, Men’s Basketball

Academic All-Northeast-10
Max Adler, Men’s Lacrosse
Erik Alatalo, Men’s Outdoor Track
Tommy Ayres, Golf
Liam Bartlett, Men’s Swimming
Sarah Brennan, Women’s Cross Country
Jackie Brown, Women’s Lacrosse
Jaci Buscher, Volleyball
Christian Connolly, Men’s Indoor Track
Shannon Connor, Softball
Matt Dente, Men’s Lacrosse
Tara Dooley, Women’s Indoor Track
Nik Haas, Men’s Outdoor Track, Indoor Track, Cross Country
Bryan Hardy, Football
Keegan Hyland, Men’s Basketball
Scott Levy, Men’s Soccer
Gina Lirange, Field Hockey
Kaitlyn McGahie, Women’s Swimming
Paul Norris, Football
Alex Tator, Volleyball
Paige Wilde, Women’s Swimming

Academic All-Atlantic Hockey
Gabe Antoni
Jason Argue  
Derek Bacon  
Mike Berry  
Matt Blomquist  
Tyler Deresky  
Charlie Donners  
Billy Eiserman  
Max French  
Andrew Gladiuk  
Tyler Krause  
Matt Maher  
Andrew McDonald  
Ryan McMurphy  
Brett Switzer  
Steve Weinstein  

**Other Significant Awards**

Danny Guadagnoli, Football  
- Agannis/Zinman Award (New England FB Writers)  
- Swede Nelson Award (Gridiron Club of Gr. Boston)  
- Daly Award for Academics, Citizenship & Athletics (NFF Grinold Chapter)  

Steve Weinstein, Hockey  
- Finalist, Walter Brown Award  

Jason Westrol  
- Northeast-10 Hall of Fame  

Dick Lipe  
- Pete Nevins Award for Div. II Media Excellence