A message from the Associate Vice President for Student Success, Ryan Travia, Ed.D

Overview
The Student Success Portfolio includes Accessibility Services, the Campus, Assessment, Response, Evaluation (CARE) Team, Counseling and Psychological Services (CAPS), the COVID-19 Testing Center, Health Services, Religious & Spiritual Life (RSL), Student Advising & Success (SAS), and Wellness & Prevention Services (WPS). Each of these units take an integrative approach to developing a seamless learning environment for students and a One Babson experience that prioritizes health and well-being as central to academic, personal, and professional success.

Staffing Updates
We welcomed three new department heads to the Student Success Leadership Team this year: Dr. Diep Luu, Director of Student Advising & Success, Dr. Alison Markson, Director of Counseling and Psychological Services, and Katia Santiago-Taylor, Director of Wellness & Prevention Services. In addition, Dr. James Blue was promoted to Assistant Director of CAPS; Lindsay Devereaux joined the College as Assistant Director, Accessibility Services; Jackie Iannone was appointed Assistant Director of Student Advising & Success; Mica Sher as Assistant Director of Wellness & Prevention Services; and Sandra Dickie as Associate Director of Health Services. In sum total, we started this academic year with twenty vacancies across the various departments within the Student Success Portfolio and ended up recruiting for nearly thirty positions by the end of the spring semester. These departures presented incredible challenges relating to our human capital and day-to-day operations, yet our team persevered. Thanks to the diligence of our hiring managers and partners in Human Resources, we have been able to fill all positions and look forward to reforming our team to support student success and well-being at Babson.
Reflections on Managing through COVID

We first opened the COVID-19 Testing Center in the bottom level of the BECC Garage in August 2020 before relocating the entire operation to the Chandor Dance Studio in Webster Center. We provided mass, asymptomatic surveillance testing to the entire Babson community until May 12, 2022, conducting over 205,000 PCR tests during that time. We learned a lot throughout this process and leveraged inputs and feedback from the community to facilitate continuous quality improvement, focusing on fast, efficient, and friendly customer service.

I am incredibly grateful to the multidisciplinary team of volunteer COVID Case Managers from Advancement, Athletics & Recreation, Babson Academy, Babson Executive Conference Center (BECC), College Marketing, ITSD, Public Safety, and Undergraduate Admission, who supported over 1250 students in quarantine and isolation (Q/I) this year. Coupled with colleagues from Babson Dining who ensured that students in Q/I received three meals a day; a cadre of faculty and staff volunteers who delivered meals daily; our on-call staff who responded to a variety of needs after-hours and over weekends and holidays; the management team from the BECC, who repeatedly opened their doors to us in times of need; our Facilities team who promptly cleaned and disinfected rooms so they could quickly be turned over for more students; Rita Hansen, Christine MacCormack, and Head Women’s Lacrosse Coach, Michelle Smith, who remade beds, stocked refrigerators, replenished snack bags, and ensured that every Q/I room was ready to receive new students; ITSD, who helped to automate several of our processes to create more efficiencies for Health Services and our COVID Compliance Team; and with leadership from the College’s Crisis Response Team, over 125 individuals from the College came together to preserve the health and safety of the entire community, while ensuring both academic continuity and excellence. This is the essence of “One Babson” and what a commitment to student success and well-being looks like.
The mission of Accessibility Services is to collaborate with and empower students with disabilities to coordinate support services and programs enabling equal access to an education and college life.

Total Number of Students with at least 1 Accommodation = 493

Total Number of Meetings DAS had with Students = 952

COVID impacts on DAS

DAS met with division coordinators and faculty to:

• Reimagine the alternative testing experience with considerations for online learning.
• Provide unique medical housing & dining accommodations to meet student needs during this critical time.

Percentage of Accommodation Types

* Academic 83.8%
* Housing 14.1%
* Dining 2.1%

* Academic Accommodations highlighted at a glance

• 10% of students use accommodations
• 10,686 hours of notetaking (cost is $14.25 per hour)
• 2605 total exams proctored by DAS for students with alternative testing accommodations who qualify for extended time and/or distraction-reduced testing

Details behind the Accommodations

• Dining & meal plan accommodations include exemptions from the Babson meal plan contract recognizing students have special dietary needs due to medical conditions.

• Academic accommodations include alternative testing, notetaking services and classroom accommodations. In addition, DAS also provides temporary accommodations to students with concussion and temporary injuries.

• Medical Housing accommodations include single rooms, air conditioning, removal of carpet, and accessible restrooms.
The Department of Accessibility Services (DAS) worked as a staff of 1 for half of the academic year handling all intake interviews and processing of accommodations. With great pride, the Accessibility Team added Coordinator John Kapples in January and Lindsay Devereaux in April. John focuses on the proctoring program and Lindsay was named the new Assistant Director of DAS. Their much-needed additions will enhance the efficiency and effectiveness of DAS and this will ultimately be reflected in the student experience who rely on this team of 3 going forward.

**Individualized Approach**

Number of New Student Academic Accommodations for 2021-2022: **142**

An intake meeting is a first step and the foundation of students being granted an accommodation. These meetings require a sixty-minute exchange between the student and DAS staff where crucial information and next steps are outlined. As the team has recently grown, the team will look to collaborate as a single unit sharing in the requests continuing to come their way.

“Our family interaction and relationship with the Accessibility Office at Babson College for our son was both seamless and extremely helpful. We felt full support from the Accessibility Office during our son's tenure and whenever our son reached out needing assistance with his accommodations, he received the needed help and guidance. Having children at other colleges using Accessibility Services, we felt that Babson is head and shoulders above what our other schools offered.”

*Family Testimonial*
Babson College
Counseling and Psychological Services

Total Number of Appts = 1,961

Students Seen

Average number of appointments per student = 4

Who is coming to CAPS (%)...

- Domestic: 67%
- International: 33%

Grad Year Representation in Appointments

- First Year: 23.8%
- Sophomore: 28.1%
- Junior: 18.1%
- Senior: 12%
- Graduate Student: 17.9%

Race & Ethnicity of Students

- White: 29%
- No Response: 28%
- Asian American: 24%
- African American / Black: 5%
- Hispanic / Latino: 12%
- Multi Racial: 2%

Top 3 Presenting Concerns

- Stress
- Anxiety
- Depression
Reflections on the 2021-2022 academic year

Dr. Alison Markson joined the Babson family in September of 2021 as the Director of CAPS.

Survey Results from Students

- 89% seen at CAPS report that they intend to continue their enrollment at Babson.
- Approximately 20% of students seen by CAPS report serious consideration of dying by suicide.
- 29% of students seen by CAPS report they have experienced harassing, controlling and/or abusive behavior from another person.

Student Feedback of Top 3 areas of Covid Impacts

- Mental Health
- Missed Opportunities and Experiences
- Student Academics

Teamwork

CAPS provided clinical services to 15%* of the Babson student body, reflecting a 36% increase in the number of students seen as compared to the previous year.

* National avg is 11.8%

Average Length of Services

- 75% 1-5 Appts
- 16% 6-10 Appts
- 7% 11-15 Appts
- 2% 16-20+ Appts
Our mission in Health Services is to assist Babson students in maintaining optimum physical and emotional health through the provision of high quality, comprehensive medical care in combination with health education and wellness services that are both easily accessible and cost effective.

Total number of appts @ Health Services = 12,122*

By the Numbers

- 1,561 Telehealth Visits
- 495 Flu Shots Administered
- 1,554 Immunizations given
- 108 Rapid Pregnancy Tests
- 438 Rapid Strep Tests
- 102 Gardasil administered
- 195 STI Testing Services
- 169 Labs Only Visits
- 52 psychiatric medication visits
- 40 Nutrition Appts

Reasoning behind appt increase at Health Services

Appointment volume in 2021/2022 increased at Health Services significantly compared to the past and can be attributed to returning to in-person learning, covid protocols in place, and options for students to engage in virtual visits.

* The total number of visits includes virtual and in-person office visits, covid lab results/follow-up, as well as staff working after hours and weekends.
  - 7,291 Virtual Visits
  - 4,831 In-person

Top 3 Reasons for in-person visit

- Immunizations
- Follow Up Care
- (URI) Upper Respiratory Infection

Webster Testing Center where asymptomatic testing was done
In AY 2021-22, the on-campus experience for students and staff during covid took steps to returning to a new normal where students could participate in on campus experiences similar, yet not the same, to before the pandemic began.

Evelyn Liberman and John Wynn joined Babson in October working as Covid Compliance administrators aligning efforts with Health Services. They coordinated efforts around student testing, vaccination/booster efforts, outreaching students, executing data analysis, and utilizing applications to track the Babson community compliance rates.

- Babson community of students averaged 75% covid testing compliance (1 test/week, 2 tests for athletes).
- Compliance testing reached 91% in first weeks coming out of college breaks.
- Babson achieved a 97% covid vaccination rate among the student population of those coming to campus.

**Test Center @ Webster**
- 98,401

**Tests @ Health Services**
- 1,859

**# of Total Tests @ Babson**
- 100,260

**# of student tests**, 70,821

**# of employee tests**, 29,439

Sandra Dickie joins Health Services as Associate Director for the 2022-2023 academic year.
Understanding the unique culture at Babson, we believe that religious literacy, social responsibility, soul care, interfaith and intercultural dialogue are imperative to students’ growth and wellbeing.

We encourage students to explore life’s big questions and meet them wherever they are in their spiritual journeys and religious beliefs. Our goal is to foster a community of belonging and inclusivity as we provide multifaith programs and events, spiritual guidance, faith formation, and leadership workshops.

Upwards of 30 Student Leaders at Babson maintain and lead faith groups. They are responsible for creating and orchestrating programs and events as well as collaborating with Chaplains here at Babson to enrich and sustain religious and spiritual offerings and community here at campus.

“I chose Babson because it had a faith office and community, and now I am a leader and loving it”. - rising junior

The Babson RSL staff provide 1:1 care and support to students for a variety of reasons and topics. RSL staff engage in service and mentorship, meeting with 10-15 students per month. Topics include:

- Navigating faith at Babson (courtship and dating, moral and ethical decision, civic discourse, cancel culture)
- Religious/cultural identity formation
- Family and peer conflict, boundary setting
- Stress and depression / How to relieve stress and soul care
- Spiritual/ethic formation
- Post Babson/career path
- Authentic living
- Bias and discrimination

Religious & Spiritual Life Staff Members:

- Denicia Ratley
  Director of RSL
- Bilal Mizra
  Muslim Chaplain
- Dr. Donna McKenzie
  Catholic Chaplain
- Rabbi Neal Gold
  Jewish Chaplain
Weekly Services held @ Babson from September 2021- May 2022
- Rosary Prayer
- Qur’an Circle
- Breaking Bread
- Jum’uah Prayers
- Shabbat
- Spiritual Ethics Class
- Catholic Mass

For the first time at Babson, RSL and the Hindu Student Association (HSA) partnered with the Indian Student Association (ISA) & AMAN to host Holi, a Hindu, Sikh, and Jain holiday, on campus.

RSL engages in events like “Just Because” giving students free hot chocolate and affirmations, why? Just because!!

“Thank you, Thank you, Thank you, this means more than you know.” - Student
Through advising, we work collaboratively with the Babson community to empower, educate, and support students from matriculation to graduation. Utilizing a holistic approach, we encourage students to discover, explore, and focus their goals. We facilitate the process of self-awareness, decision making, and responsibility to drive student success.

7 Academic Workshops for AY '21-22
- New Curriculum First Years
- Education Abroad and Your Academic Plan
- Overloads - Class of 2025
- Spring Registration/APT/Class of 2025/Returners

- Curriculum Overview First Years
- Fall Registration
- Concentrations

Number of students the Student Success Advisors supported on academic probation: 52

43 Remained at Babson, resulting in... 83% Success Rate

Total Meetings by Graduation Year
- Senior: 1227
- Junior: 1031
- Sophomore: 1433
- First Yr: 403

Total Student Meetings = 4094

Top Appt Reasons
- Long Term Planning 18%
- Current Classes 18%
- Course Registration 34%
- All Other Combined Reasons 30%

Total Meeting Types
- Scheduled Meetings: 3291
- Drop In Hours: 803
The Senior Awards Ceremony returned this spring as an in-person event after 2 years of being virtual. Organized and hosted by Dan Kwash, Jackie Iannone and Colleen Biron and attended by President Spinelli, Dr. Ryan Travia (AVP of Student Success), and Dr. Wendy Murphy (Assoc Dean of Academic Programs).

The First Gen @Babson Program supports and celebrates students who are the first in the family to attend a four-year college/university.

Dr. Diep Luu (far right) was named Director of SAS in July 2021. Karina Ovalles (3rd from right) joined the team as a Student Success Advisor in November 2021. Jackie Iannone (2nd from right) joined SAS as Assistant Director in February 2022.

Reflections on the 2021-2022 academic year

Virtual First Gen Welcome (Back) Event held 2/4/2022

The First Gen Mug social event held 4/1/2022

86 graduation cords given for the first time at First Gen Graduating Seniors Reception held 5/14/22

Weissman Scholars Program events
- 2022 Weissman Summit
- Weissman Scholars monthly meetings
- Weissman Adventure events
- Celebrated 5 graduating Weissman Scholars
WPS committed to creating and sustaining a healthy and safe community at Babson. A campus culture invested in primary prevention practices and informed decision making, resulting in a reduced need for intervention or treatment.

**AODS - Alcohol and Other Drug Services**

Total Number of Substance Use Interventions = 113
- Nearly twice as many from previous year (57) as students returned to campus fully
- All were Mandated Interventions in nature
- First Year Students made up 59%, (69), of the totals

- BASICS - Brief Alcohol Screening & Intervention for College Students
- Consult - moderate use or possible one-time violation of substance
- Online PFI - minor violation of substance abuse

**Gender Breakdown for AODS**

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<th>BASICS</th>
<th>Consult</th>
<th>Online PFI</th>
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<td>46</td>
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**Gender Breakdown for SAPRS**

- Female 82.9%, 29
- Male 8.6%, 3
- Unknown 5.7%, 2
- Trans Male 2.9%, 1

**35 total SAPRS reported versus 46 in 2020/21**

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To address mental health, the POW team helped WPS organize the first Love Yourself Wellness Fair in February relaying the importance of exercise, nutrition, safe sex, stress reduction, harm reduction around using alcohol and drugs, and good sleeping habits.

WPS and POW team are opening the first Mindfulness room at Reynolds Campus Center. Students use the space for mindfulness practices, including meditation and breathing exercises, and participate in telehealth visits related to their mental health.

POW team developed a series of events held around mid-terms, finals, and other stress-inducing periods of the semesters to encourage students to address their mental health.

Sex In the Dark event returned in-person where over 125 students attended and asked questions about safe sex to 4 panelists in the dark without judgement.

Four POW Party Cup Giveaways orchestrated to educate students on the effects of alcohol amounts and decision making.

POWs developed a Reduce Anxiety Grounding bags – where students could focus on exercises to reduce anxiety.

In collaboration with RA’s, over 200 sleeping kits were distributed.

"PAWs with Finn" events held throughout the campus to encourage students to take care of themselves.