Staff Senate Mentorship Pilot Program

Questions?

Contact:

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  jon.gent@uky.edu

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- Harlie Collins  
  harlie.collins@uky.edu
CATS

Center for Academic & Tutorial Services

Advising Student-Athletes
Thank you for inviting us!

Paul Downey
Chatham Boyer
Jason Cummins

Advising Network 1/25/19
CATS Purpose

• Holistic service to student-athletes
  • Transition
  • Resources & Programming
  • Advising
  • Development
Unique Population

• SA are a special, diverse & unique population Ferrante, Etzel & Lantz (1996)

• Same developmental challenges as students, but with unique set of demands placed upon them through athletics
  • Time Demands
  • Expectations – Academic, Athletic, Role Model, Leadership
  • Competition
  • Travel
  • Fatigue Factor
  • Injuries

Any former SA in the audience today?
Transition

- Recruiting Meetings
- Initial Eligibility Review & Admissions
- Summer Bridge & My New Kentucky Home Orientation
- Structure & Expectations established with study hall, tutoring, mentoring & monitoring
Resources & Programming

• Interaction with nearly every service office on campus
• 46 International Student-Athletes
• 162 student-athletes awarded variety of UK Academic Scholarships
  • 8 Presidential and 2 Patterson
Nearly 500 student-athletes, enrolled in ~90 different majors

- Nursing
- Public Health
- Social Work
- Health Sciences
- Engineering
- Arts & Sciences
- Comm & Info Sciences
- CAFE
- Education
- Gatton

Most popular major is Kinesiology (Exercise Science) = 53 student-athletes

Softball team of 24 represents 17 majors in 10 colleges
Academic Counselor Roles

• Supplement primary academic advisors
• Daily interaction with student-athletes, almost daily with coaches/staff
• Develop individual academic resource plans
  • Recruiting
  • Major Exploration
  • Tutoring
  • Study Hall
  • Mentoring
  • Eligibility
  • Graduation
A Day in the Life . . .
LEADER DEVELOPMENT MODEL

**ORIGIN**

**ENGAGE**
Partner with coaches, campus and community

**EXAMINE**
Review through reflection and feedback

**EQUIP**
Ready the Individual through education and training

**EXPERIENCE**
Provide challenging opportunities for growth

**WHOLE PERSON DEVELOPMENT**
We think all the hard work is well worth it!!

Graduation rates for SA are higher, 67% to 65%

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<tr>
<th>2008 cohort – ~22,000 SA; ~781,000 students</th>
<th>NCAA (2016)</th>
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90% of former SA say participating in college athletics helped them develop leadership skills

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<tr>
<th>NCAA GOALS Study (2016)</th>
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52% of women in C-Suite positions played college sports

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<th>EYWomenAthletes (2014)</th>
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Former SA thriving on scales of well-being including purpose, social, community and physical. Equal to non-SA financial scale

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<tr>
<th>Gallup-Purdue Index (2016)</th>
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Thank you!

Time for Questions??
CATS Trivia
What was the Department GPA last semester?

A. 2.995 GPA
B. 3.024 GPA
C. 3.087 GPA
D. 3.146 GPA

Student athletes have earned over a 3.000 department GPA for the last 13 consecutive semesters.
How many tutors do we employ each semester?

A. 75 tutors  
B. 130 tutors  
C. 150 tutors  
D. 175 tutors

We hire former teachers and professionals as well as graduate students & upperclassman
How many tutoring sessions are held on an average week?

A. 200 sessions  
B. 800 sessions  
C. 1100 sessions  
D. 1350 sessions

Each one-on-one tutoring session lasts for 50 minutes
Thank you!
Discrimination, Harassment and Title IX

Advising Network

Office of Institutional Equity and Equal Opportunity
The Office of Institutional Equity and Equal Opportunity (IEEO) administers two regulations for the University of Kentucky. IEEO is tasked with resolving all complaints that fall within:

- **Administrative Regulation 6:1**, Policy on Discrimination and Harassment; and
- **Administrative Regulation 6:2**, Policy and Procedures for Addressing and Resolving Allegations of Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Sexual Exploitation

IEEO is also responsible for:

- Reasonable Accommodations for Employment; and
- Federal Compliance for Women, Minorities, Individual’s with a Disability and Protected Veterans
Administrative Regulation 6:1
Policy on Discrimination and Harassment

The University of Kentucky is committed to maintaining an environment free of prohibited discrimination. Discrimination and harassment are prohibited between members of the University community and will not be tolerated.

The University prohibits discrimination and harassment on the basis of the following protected classes:

- Race
- Color
- Ethnic Origin
- National Origin
- Creed
- Religion
- Political Belief
- Sex
- Sexual Orientation
- Marital Status
- Age
- Uniform Service
- Veteran Service
- Physical or Mental Disability
- Gender Identity
- Gender Expression
- Pregnancy
- Genetic Information
- Social or Economic Status

* Smoker Status in employment decisions
Federal Laws

- Equal Pay Act (1963)
- Civil Rights Act (1964)
- ADEA (1967)
- Title IX (1972)
- Section 504 (1973)
- VEVRAA (1974)
- PDA (1978)
Federal Laws

- ADA (1990)
- Civil Rights Act (1991)
- USERRA (1994)
- VAWA (1994)
- ADAA (2008)
- GINA (2008)
- LLFPA (2009)
- VAW(R)A (2013)
Kentucky Civil Rights Act (1966)

- Race/Color
- Religion
- National Origin
- Gender
- Disability
- Smoker Status
- Age (over 40)
Discrimination

Discrimination is an action or behavior that results in **negative consequences or different treatment** of an individual based upon any protected class.

**Disparate Treatment**
- Different treatment directed toward an individual based on their membership in a protected group

**Disparate Impact**
- Policies, practices, and rules that appear to be neutral but in fact have a disproportionate impact on a protected group
Harassment

Harassment is the most common form of discrimination. Harassment is unwelcome, unwanted conduct based on a protected class. There are two theories of harassment:

- **Quid Pro Quo**
  - The offering of employment or education benefits are contingent upon sex, sexual contact, and/or sexual favors. Latin for “this for that”

- **Hostile Environment**
  - The conduct is severe or pervasive that it interferes with a person’s work, academics, or program participation by creating an intimidating, hostile, and/or offensive environment.
Administrative Regulation 6:2
Policy and Procedures for Addressing and Resolving Allegations of Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Sexual Exploitation

The University of Kentucky is committed to maintaining an environment free of severe forms of Sexual Harassment, including Sexual Misconduct. Sexual misconduct is a form of sexual harassment of which one (1) act is severe enough to create a hostile environment based on sex. Sexual Misconduct is prohibited between members of the University community and shall not be tolerated.

Sexual Misconduct includes the following forms under AR 6:2:

- Sexual Assault
- Stalking
- Domestic Violence
- Dating Violence
- Sexual Exploitation
Governing Regulation XIV.B.6

“The University strongly urges those individuals in positions of authority not to engage in conduct of an amorous or sexual nature with a person they are, or are likely in the future to be, in a position of evaluating. The existence of a power differential may restrict the less powerful individual's freedom to participate willingly in the relationship. If one of the parties in an apparently welcomed amorous or sexual relationship has the responsibility for evaluating the performance of the other person, the relationship must be reported to the dean, department chair or supervisor so that suitable arrangements can be made for an objective evaluation of the student or employee.”
Reporting
Requirements

The University is considered “on notice” of a complaint of discrimination and harassment when it is reported to a Responsible Employee.

A Responsible Employee is any employee that has the authority to address the concerns of the student; Or, is perceived to have the authority to address the concerns of the student.

Note: All College of Engineering Faculty and Staff are mandatory reporters.
Supporting Students

What if a student might disclose an incident to you?

• Remind them of your reporting obligation (e.g. I can’t keep this confidential; depending on what you tell me, I might have to report this.)
  • Offer to walk them or direct them to a confidential resource if they are uncomfortable with your reporting obligation

• Assure them that the University can support them; advise them of resources available
  • Title IX Coordinator
  • Deputy Title IX Coordinators
  • VIP Center
  • Counseling Center

• Call UKPD if the situation is on-going or the student is afraid for their personal safety
After the Report

• The process is complainant driven.
  • UNLESS the report indicates the potential for harm to other members of the University community

• Informal Process
  • Interim remedies (No Contact Orders, Academic Accommodations, Residence Hall Accommodations, etc.)

• Formal Process
  • Full Investigation
  • Resolution
  • Mediation
  • Hearing
Retaliation

- Prohibited by our policy
- Can take many forms
- Must be tangible
- Can result in disciplinary action regardless of outcome of initial complaint
<table>
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<tr>
<th>University Resources</th>
<th>University of Kentucky Police Department (UKPD)</th>
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<tr>
<td>Violence Intervention and</td>
<td>(859) 257-UKPD (8573)</td>
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<tr>
<td>Prevention Center (VIP)</td>
<td>Mobile Phones: #8573</td>
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<tr>
<td>Frazee Hall, Lower Level</td>
<td>911</td>
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<tr>
<td>(859) 257-3574</td>
<td></td>
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<tr>
<td>Dean of Students</td>
<td>(859) 257-1000</td>
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<tr>
<td>230 McVey Hall</td>
<td></td>
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<tr>
<td>(859) 257-3754</td>
<td></td>
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<tr>
<td>University Health Services</td>
<td></td>
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<tr>
<td>830 S. Limestone</td>
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<tr>
<td>(859) 323-APPT (2778)</td>
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<td>Institutional Equity and</td>
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<tr>
<td>Equal Opportunity</td>
<td></td>
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<tr>
<td>13 Main Building</td>
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<tr>
<td>(859) 257-8927</td>
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<tr>
<td>UK Counseling Center</td>
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<tr>
<td>106 Frazee Hall</td>
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<tr>
<td>(859) 257-8701</td>
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<tr>
<td>Bias Incident Support Services</td>
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<tr>
<td>1 Frazee Hall</td>
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<tr>
<td>(859) 257-3189</td>
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<tr>
<td>UK HealthCare</td>
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<tr>
<td>(859) 257-1000</td>
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<tr>
<td>Community of Concern</td>
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<tr>
<td>513 Patterson Office Tower</td>
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<tr>
<td>(859) 257-3755</td>
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Office of Institutional Equity and Equal Opportunity Staff

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Julia Phillips
Equal Opportunity Investigator
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Monthly Brown Bag Lunch Meetings

Wednesdays, 12-1 p.m., 435UV Gatton B&E

- Jan. 16th
- Feb. 13th
- Mar. 13th
- Apr. 10th
- May 15th
- June 12th

Monthly Virtual Meetings

12:30-1:30 p.m. via Zoom https://uky.zoom.us/j/849488993

- Thurs., Jan. 17th
- Thurs., Feb. 14th
- Fri., Mar. 15th
- Mon., Apr. 8th
- Tues., May 14th
- Tues., June 11th

Monthly TOPICS/THemes (guest speakers)

Jan. – Potluck, Share New Year Goals
Feb. - Movement & Exercise demo
Mar. - Healthy family & kid-friendly meal options
Apr. - Managing parenting & Work-Life
May - Healthy relationships
June - Childcare & Discipline

*Join us and share your tips on resources and services. Hear tips, share stories, offer support. Open to all UK employees who are parents and guardians.

*Details on Work-Life website uky.edu/hr/worklife
UK Working Parents Facebook Group

UK WORKING PARENTS
we're all in this together
Walking Group

• Weekly Walking Group is a casual time to connect with fellow parents while getting in a few steps during the workday.

• We'll plan to meet in front of Lafferty Hall on Mondays at 12:10 PM and walk about a 1 1/2 miles.
Book Club

• Weekly Walking Group is a casual time to connect with fellow parents while getting in a few steps during the workday.

• We'll plan to meet in front of Lafferty Hall on Mondays at 12:10 PM and walk about a 1 1/2 miles.
Upcoming Workshops and Events from Work-Life

• **Summer Camps Fair**
  • Wednesday, March 6th 11:00 a.m.-1:30 p.m.
  • Gatton Student Center Ballroom C

• **Lunch & Learn: Expectant Parents' Panel**
  • Thursday, March 7th 12-1 p.m.
  • Young Library Multipurpose room B108C & Zoom

• **Lunch & Learn: First Aid Tips for your Family**
  • Tuesday, April 16th from 12-1 p.m.
  • UKPD center in The 90

• **Lunch & Learn: Flexible Work Arrangements 101**
  • Wednesday, April 17th from 12-1 p.m.
  • Young Library Multipurpose room B108C & Zoom
College Updates
Network Announcements