

Self-Statement: Bob Ream

Associate Dean of Student Success, Division of Undergraduate Education

I am honored to serve as Associate Dean of Student Success (ADSS) in the Division of Undergraduate Education (DUE). The Student Success team—including the Academic Resource Center (ARC), Black Student Success, the Kessler Scholars Program, and the Pre-Professional Advising Center (PPAC)—shares a commitment to advancing DUE strategic goals on behalf of our extraordinarily diverse undergraduate student population. As ADSS, I also work closely with UCR academic advisors to improve student outcomes through the empowerment of advising professionals. Building upon the institutional knowledge and technical expertise of my colleagues in Student Success and the advising community, I am dedicated to supporting a collaborative community of practice and essential structures designed to bolster graduation rates, narrow equity gaps, boost belonging and student satisfaction, and increase student engagement in high impact practices.

My responsibilities as ADSS are extensive and continue to expand. I oversee implementation of all Student Success programming and budgets, serve on the DUE Executive Leadership Team, and on the UCR Associate Deans Committee on Retention and Persistence. I recently led the DUE data collection and standards write up for the upcoming WASC reaccreditation visit (Fall 2026) from the Senior College and University Commission.

Over the past 2.5 years (Sept. 2022-present), I have helped to establish and transform four dynamic programs within the DUE: 1) the Kessler Scholars Program, 2) Black Student Success, 3) the *Buscadores* Writing Support Program, and 4) the pre-law program in the newly formed Pre-Professional Advising Center. In 2022, I chaired the initial search for the Kessler Program Coordinator that resulted in hiring Ebony Miles, and I recently chaired the search for our new Kessler Coordinator, Andrea Martinez-Frausto. I also engaged deeply in the campus-wide process that led to hiring Victor Moreira as the inaugural Black Student Success Coordinator. With interim Vice Provost Baerenklau, I formed and co-chaired the Co-Curricular Writing Support Advisory Group that resulted in the *Buscadores* Program under UWP Director Cleaves. As an early advocate for the collaborative DUE/CHASS pre-law program, I co-authored the formal request and MOU for establishing PPAC within the DUE, and worked closely with VPDUE Rodriguez, CHASS Dean Williams and Assistant Dean Lipinski, PPAC Director Scruggs, and with FAST/HR leaders to secure a dedicated pre-law advisor position.

Data informed goal setting, assessment, and outcomes are a priority in my leadership efforts—and essential elements of our annual Student Success retreat. [I hosted our first retreat at The Cheech Marin Center for Chicano Art & Culture.] The Academic Resource Center, under Director Roberts, serves more than 7,000 students each year. Strategic deployment of ARC programming includes supplemental instruction (UCR's largest academic support program), and the summer bridge (HESA) Program. HESA participation has increased over the past two summers, resulting in higher grades and more units earned in the first year. The Black Student Success program increased community hours for Black Scholars by 12% since June 2023. In 2024, 100% of our Kessler Scholars rated their program experience as good or excellent (higher than the Collaborative-level average of 88 percent). Building on the Kessler Scholars framework,

DUE re-launched the UCR First Generation Initiative to reach more first-gen students and engage more stakeholders in providing support. The Kessler Collaborative recently invited UCR to apply for a four-year extension grant totaling up to \$1.1 million to extend the impact of the Kessler Scholars Program for first-gen, limited-income college student success.

I have also worked in tandem with advising professionals to establish a 3-part advising governance structure—the Advising Governance Committee (AGC), the Student Advising Managers (SAMs), and the UCR Advising Council (UCRAC). I serve as chair of the AGC which is the lead advocacy/oversight body for academic advising at UCR, working closely with the SAMs and the grassroots Advising Council to fortify a collaborative community of advisors whose commitment to the institution translates into consistent and high-quality support for students.

For the past two years I have hosted an Advisor Town Hall gathering designed to amplify advisors' voices and concerns. I have listened and responded. In 2023, I selected a steering committee of frontline advisors to revive the Advising Council (chair Holly Easley) which contributed to a successful Stupski Foundation Mini-Grant proposal (\$30K) to advance advisor wellness, dynamic programming, and the summer 2024 UCR Advising Conference. I also helped DUE launch the Peer Academic Advising pilot program and, in 2024, the PAA Workgroup (co-chairs Deisy Vaca and Sara Cuny) to enrich/extend consistent peer academic advising throughout the campus. I co-hosted with XCITE Director Edwards, a deliberative dialogue on the instructional aspects of advising and the pivotal role advisors play in shaping the academic journey of students. Later that year (2023), I assembled an Advising Professional Development Workgroup (co-chairs Brett McFarlane and Marie Martin) which produced an aspirational report outlining a 3-part advisor training program. The first-tier Onboarding Training is currently being developed by an interdisciplinary team of UCR advising professionals (co-chairs Carol May and Katie Smith-Lopez) in collaboration with XCITE.

As Chair of the AGC, and in response to input from the Associate Deans, SAMs, and UCRAC, I advocated and helped develop the charge for the “Seamless Student Experience” and the ambitious Reimagining Orientation project to better meet the needs of incoming UCR students and their families. I also co-chair the Constituent Relationship Management (CRM) Taskforce charged with implementing the Slate Student Success tool designed to streamline the advising process, empowering both students and advisors to achieve greater academic and professional success. The Slate “soft launch” is scheduled for April—the full launch for all Schools/Colleges and advising units in September, 2025. Looking ahead, UCR is well-positioned to host the UC Academic Advising Conference (UCAAC) for the first time in more than a decade. I assembled and serve on the UCAAC 2026 Steering Committee.

Clearly, I am not alone in the above-mentioned endeavors and accomplishments—I work closely with each member of the DUE Leadership Team, with program leaders in Student Success, and with faculty and professional staff colleagues throughout the DUE and beyond. Leading the dynamic Student Success Program requires a real team effort.

In sum, I welcome the opportunity to continue my service to the Division of Undergraduate Education as Associate Dean of Student Success.