
Kevin Bozzella

2014

Childhood Obesity; a Descriptive and Informative Literature Review

Abstract: Evidence has shown that childhood obesity is a serious and dangerous health condition. (Spruijt-Metz, 2011). Across the Nation obesity has increased at an alarming rate in the last few decades causing a modern day pediatric obesity epidemic. Numerous studies have been conducted to examine trends and influences that can be linked to the causation. Literature strongly indicates obesity can be detrimental to an individual's health, but the severity of our Nation's current status needs to be determined. This descriptive study compiles and summarizes existing literature and information to properly assess childhood obesity. As well as analyzing the severity and causes related to obesity, possible recommendations can be drawn from this study. Obesity has serious health consequences involved and educating people on this topic is the first step to making a change.

Faculty mentor: Dr. Walter Iwanenko

Brian C. Bray, MPA

2014

Proposing Legislation Allowing Erie County to Impose a Development Impact Fee as a Dedicated Funding Source for the Buffalo Erie Niagara Land Improvement Corporation

Abstract: The population in Erie County has been stagnant for several decades. However, new housing units continue to be built. This inadvertently causes abandoned properties in other, older parts of the community. Abandoned properties increase costs for municipalities and taxpayers. The residents who remained in the older communities bear the brunt of those costs through higher taxes and a lower quality of life. Therefore, the developers of new properties do not pay the full societal costs of the new housing unit, only the private costs. In order to compel developers to pay the societal costs of the new housing unit, a development impact fee is proposed as a Pigovian tax. Proposed are separate fees for number of housing units, number of bedrooms and size of unit, and are based on projected number of displaced residents. The fee would be a dedicated funding source for the Buffalo Erie Niagara Land Improvement Corporation, a land bank, and could only be used to curb the problems of vacant and abandoned properties in Erie County.

Faculty mentors: Dr. Brian C. Reed and Dr. Walter Iwanenko

Karl Bukowiecki, MPA

2014

The Assessment of The Department of Homeland Security's Blue Campaign Awareness Training using a Pre and Post Test

Abstract: Human trafficking is a form of modern-day slavery, and involves the use of force, fraud, or coercion to exploit human beings for labor or commercial sex purpose. The Department of Homeland Security (DHS) has made efforts in combating this crime through collaboration, training, and enhancing public awareness. This research utilized The Department of Homeland Security's Blue Campaign Awareness Training on college students in a Western New York Liberal Arts College. The students were provided with a pretest,

received the training from the DHS Blue Campaign, and were then given the post test. A paired samples T-test was utilized to test the means between the pretest (63.80%) and the posttest (78.25%). The results indicated that there was a statistically significant difference in the awareness level of college students before and after they were exposed to the Department of Homeland Security's Blue Campaign Awareness Training ($p < .001$). The research indicates that the DHS Blue Campaign Awareness Training can increase the level of awareness. Further research is needed to generalize the results for a larger population.

Faculty mentor: Dr. Walter Iwanenko and Dr. James Golden

Erin Michelle Flynn, MPA

2014

Lessons from Ticket to Work: A Longitudinal Study of Employment Barriers in Western New York

Abstract: The number of Social Security disability beneficiaries has been on the rise over the past several decades, and has placed financial pressure on the Social Security system. Programs like Ticket to Work (TTW) were designed in response to this pressure. In response to this pressure, vocational rehabilitation moved to the forefront as a way to alleviate the weight of the benefit rolls. However, programs like TTW have met with resistance in terms of lack of interest, implementation issues, and have relatively low participation rates. Research funded by the Social Security Administration has suggested that powerful barriers to employment exist and undermine return-to-work initiatives designed for disabled working-age adults. In this study, administrative and census data from eight counties in Western New York were analyzed over a ten-year period using multiple regression analysis to determine whether these barriers pose an undeniable threat to TTW efforts. This study and subsequent research may have serious implications for the current structure, focus and objectives of vocational rehabilitation services directed specifically at disabled workers.

Faculty mentors: Dr. Brian C. Reed and Professor Patrick Heraty

Joanne Hahn-Smith, MPA

2014

Evaluation of the Empowerment Model in a Suburban Community Garden Project

Abstract: Community gardens have traditionally been used as a tool to improve urban neighborhoods. Research has shown positive results in urban areas from community gardens such as decreases in crime and blight, and increasing access to fresh produce. However, community gardening is becoming more popular in non-urban areas where the aforementioned issues are not typically areas of concern. Individuals choose to participate in community gardens for a variety of reasons including socialization, exercise and better health. These individual reasons can also translate into positive results for communities including friendships and food donations.

Using data collected in a survey of community garden members at Lockwood's Greenhouses in Hamburg, New York, this descriptive research examined the reasons individuals in

suburban areas participate in community gardens and the resulting empowering effects on the surrounding community.

Faculty mentors: Dr. Brian C. Reed and Dr. Walter Iwanenko

Michael H. Kessler Jr., M.S

2014

Lake City Surveillance Cameras; Do they reduce or just displace crime?

Abstract: Closed Circuit Television (CCTV) is a surveillance system used by law enforcement in public places to reduce criminal activity. These systems are becoming more popular in the law enforcement community (Ratcliffe, 2009). Currently there are no definitive conclusions as to the actual effect these cameras have in reducing crime. Cameras have been chosen and studied including control areas to determine if the crime is rising, declining or staying the same when comparing each camera location and their corresponding control area. The cameras were randomly selected from a group of cameras identified in the highest crime areas in each district. The analysis showed that the camera did not effectively reduce the crime inside the test area once installed; it showed that the number of crimes observed increased across the 5 districts. C-District was the only district that did not show an increase in crime, it showed a large and significant decrease after the camera was installed. In those districts that saw an increase, the challenge is determining if the increase was a result of the cameras detecting more crime. It may be the case of an artificial increase of the number of crimes known to the police since the camera is observing more crime occurring after the camera installation. The increase, however, occurred in both the test and control areas. Additional data must be collected to find how these crimes are being identified and if the camera was the reason for detection. If the camera was the reason the crime was detected by an operator or used to identify the crime after the fact, it will help identify the camera's true impact.

Faculty mentors: Dr. Martin Floss and Professor John Culhane

Daniel Kimble, MPA

2014

An Evaluation of Postsecondary Educational Options in WNY for Students with Intellectual and Developmental Disabilities

Abstract: Following decades of societal and legislative advancements, individuals with intellectual and developmental disabilities (ID/DD) now have greater opportunities to achieve self-wealth and success than during any other period in history. Although previously unheard of up until about the past decade, many ID/DD people are beginning to show in interest in continuing their education following secondary school. However, the Western New York region currently provides limited resources and programming catered to postsecondary education for the ID/DD population. The research conducted was meant to explore whether the current trends and opinions seen within the ID/DD field were indicative that Comprehensive Transitional Program (CTP) could be beneficial at Hilbert College. A scripted discussion involving professionals within the field of ID/DD treatment explored past shortcomings, current strengths and weaknesses, and potential opportunities for future CTPs. The results suggest that while the current programs available in the region should be

lauded for what they accomplish, the scarce availability, strict age regulations and exclusionary program requirements results in many individuals being unable to receive a postsecondary education. While the research also suggests a new CTP could be beneficial at Hilbert College, any potential new program would require systemic changes to not only ensure every ID/DD individual who desired a postsecondary education received one, but that the program helped those who enrolled obtain the skills and education necessary join the workforce following graduation.

Faculty mentors: Dr. Walter Iwanenko, Dr. Carol Nowak

Samantha C. Mott, MPA

2014

Changes in the Perception of Teamwork within Inclusion Classrooms

Abstract: Teamwork amongst Teachers in early education programs is both under-assessed and under researched. A great deal of research provides data relating to the performance and satisfaction of educators teaching in traditional classroom settings. This article discusses an exploration of teacher's perception of teamwork and importance of teamwork within inclusive, early education programs. The results of this study showed that there was a significant difference between the years of 2012 and 2013 with regard to perception of teamwork, while there was no significant difference in importance of teamwork. Further, when comparing General Education and Special Education Teachers, there was no significant difference between their perceptions of teamwork, nor was there a significant difference between importances of teamwork. These results are pertinent to the organization's future development as it allows for further understanding of collaborative teaching environments, and the ways in which teamwork between groups of educators affects students.

Faculty mentors: Dr. Walter Iwanenko and Dr. Brian C. Reed

Kelly Oldin, MPA

2014

Assessing the Need for Anti-Bullying Support Groups for Adults with Developmental Disabilities

Abstract: This needs assessment examined the instances of bullying of adults with developmental disabilities at a not for profit agency. The research was completed using a self-designed online survey to obtain information from program managers who work directly with individuals with developmental disabilities at day habilitation programs or individualized residential alternatives. Information was requested on how often bullying occurs at the work site, if anti-bullying support has ever been offered, if the manager feels anti-bullying support would be beneficial, and how long the manager has worked with individuals with developmental disabilities. The results from the survey revealed that approximately fifty percent of the respondents observed bullying at their work site at least sometimes or more often. Furthermore, fifty one percent of respondents felt that the individuals they work with would benefit from anti-bullying support. While the bullying behaviors were not reported as occurring daily, research shows that victims of bullying often experience severe physical and

emotional long term consequences of repeated negative actions. Also, individuals with developmental disabilities often lack the ability to identify if they are being bullying and the ability to defend them from being victims. Therefore, there was sufficient evidence to suggest that instituting anti-bullying support groups would be beneficial. Additional research in the area of disabilities and bullying would be beneficial to develop appropriate support groups for those who have been victims of bullying.

Faculty mentors: Dr. Ron Eskew, Dr. Walter Iwanenko and Professor Kathryn Regan Eskew

Kaylee H. Omerhodzic, M.S.

2014

Federal Reentry Court Programs & Recidivism Rates in Federally Supervised Releases

Abstract: Across the criminal justice system reentry court programs are a new and increasingly popular program. The programs were implemented due to an increase in the number of offenders being released from prison and unacceptably high recidivism rates. The purpose of this research is to observe if Federal Reentry Court Programs aid in reducing recidivism within federal probationers in the Western District of New York. A quasi-experimental design was used to test the null hypotheses: (1) There is no difference in recidivism rates between federal offenders supervised by the United States Probation & Pretrial Services, Western District of New York State who participate in reentry court programs as compared with similar offenders who do not participate in the reentry court, and (2) There is no difference in recidivism rates between federal offenders supervised by the United States Probation & Pretrial Services, Western District of New York State who graduated the reentry court program compared to those that failed out of the reentry court program. The sample consisted of 132 federally supervised releases, 65 offenders participating in the reentry court program comprised the experimental group, and 67 participants that were comparable in regards to age, sex, race, RPI score, education, and employment, who were not participating in the reentry court program, comprised the control group. The data was collected from March 2011 to December 2013 from Federal Probation's Probation and Pretrial Services Automated Case Tracking System (PACTS) database. A Chi-Square Test determined that there was not a statistically significant difference in recidivism rates between the experimental group and the control group; yet there was a statistically significant difference in recidivism rates between the participants that graduated from the reentry program and the participants that failed out of the reentry program. These findings suggest that United States Probation & Pretrial Services should take measures to not only enroll offenders into reentry court programs, but also take all measures that lead to successful graduation, for this is the group that had the lowest recidivism rate.

Faculty mentors: Dr. Martin Floss, Professor Patrick Heraty and Dr. Kathleen Pierino

Zsofia A. Parragh, MPA

2014

Modeling the Impact of the Affordable Care Act on Employer-Sponsored Health Coverage on a Nonprofit Organization

Abstract: The purpose of this research is to conduct a case study for Baker Victory Services, a non-profit charitable organization located in Lackawanna, New York, using existing data to assess the regulation of the Patient Protection and Affordable Care Act (ACA) on the employer-sponsored health coverage. The goal was to evaluate several different scenarios possible and provide alternative outcomes to minimize the agency health insurance cost but also meet the requirement of the new regulation. The researcher estimated the employees' behaviors in finding the most beneficial health insurance coverage, which is provided by their employer or the health insurance exchanges (NY State Health Plan Marketplace). Descriptive Statistics Frequency Distributions and Crosstabs were used to analyze the data. The Henry J. Kaiser Family Foundation health insurance cost and savings calculator estimated the health insurance cost for individuals in the marketplace. The results suggest the employer cost will increase after the Reform if they offer health insurance. Findings also suggest that the most cost-effective scenario may be the decision not to offer health insurance and pay the penalty only. With the current health insurance plan 4.55% of the full time employees (who are working more than 30 hours per week) will be eligible for government subsidy. The overall findings suggest if the employee is eligible for government subsidy it is more cost-effective to purchase health insurance in the Exchange coverage. The Variable Hour Employees may impact the health insurance costs for many nonprofit organizations. The ACA may influence stronger benefit packaging at nonprofit organizations.
Faculty mentors: Dr. Walter Iwanenko and Dr. Brian C. Reed

James G. Reinhardt, M.S
2014

Advocating a Trauma-Informed Care Approach in Law Enforcement – Part I (Train-the-Trainer)

Abstract: “National community-based surveys find that between 55% and 90% of all individuals have experienced at least one traumatic event” (Trauma-Informed Community Initiative of WNY Coalition, 2011). Traumatic events are defined as those events that overwhelm an individual’s ability to cope; these events often lead to adverse effect throughout the person’s life, including involvement within the criminal justice system. Studies have reported that 75%-93% of youth entering the juvenile justice system each year are estimated to have experienced some degree of trauma (Adams, 2010, p. 1). Rates of prior trauma experiences are as high/higher for those within the criminal justice system than in the mental health system (McCown, 2006). Police officers are usually the first and only community resource called on to respond to crises involving persons with mental illness (Vermette, Pinals, & Appelbaum, 2005). Often approaching these situations with little training, such confrontations may result in injuries to the subject of the call and the officer. Trauma-informed care has proven beneficial in response to those with mental illness, yet little evidence has been produced regarding its implementation within law enforcement. SAMHSA has funded a grant for the University of Buffalo and its Institute on Trauma and Trauma-Informed Care, in conjunction with Hilbert College, to train law enforcement officers, with the intent that these officers would later train other officers working in the region.

The purpose of this study is to examine the attitudes of the officers from the Western New York region selected as ‘trainers’ regarding whether or not they valued essential elements of a trauma-informed approach for officers when dealing with citizens encounters, whether

these training officers believed that other officers in their department would see the value of this approach, and whether or not these training officers believed that the trainings offered by SAMHSA effectively prepared them to teach other officers. A quasi-experimental pretest-posttest design was implemented to test the training's effect on the individual. The researcher focused on two questions regarding the importance of trauma-informed care in policing to test whether trauma-informed care training will increase law enforcement officers' interest in using techniques developed out of trauma-informed care approaches. A comparison of the pretest and posttest results demonstrated that the training does have a positive effect on the attitudes of those participating in the training, yet partially due to small sample size; no statistically significant differences were found for the three questions as was predicted

Faculty mentors: Dr. Martin Floss and Professor John Culhane

Jeremy Schlosser, MPA

2014

Examining the Quality of Life of Baker Victory Services Youth before and After a Six Week Therapeutic Program

Abstract: The purpose of this project was to assess a six week therapeutic program that was focused on the interests of the youth clients with emotional and/or behavioral disorders at Baker Victory Services. The recreation department staff developed an interest survey consisting of therapeutic activities. The therapeutic program was developed based on the youth clients' top three interests. Strength and Conditioning and Nutrition, Nature Adventures and Art Therapy were the activities encompassed within the six week therapeutic program. The hypothesis of the study stated that therapeutic programs designed on client interests will increase the quality of life of adolescents with emotional and/or behavioral disorders. The Youth Quality of Life-Revised (YQOL-R) was the survey tool used in this study. The YQOL-R measures quality of life from both an objective and subjective perspective. For the purpose of this study the two perspectives consisted of four domains: Self, Relationships, Environment and General Quality of Life. The instrument contained 42 Likert Scaled questions rated on a scale of 0 to 10, two multiple choice questions that had a rating scale as well as demographic questions. Although, the result of the related-samples Wilcoxon signed rank test lacked statistical significance therapeutic programming did improve pre-test and post-test quality of life scores. A larger sample size could provide the researcher with a better opportunity to obtain statistical significance in the quality of life of adolescents with emotional and/or behavioral disorders at Baker Victory Services.

Faculty mentors: Dr. Walter Iwanenko and Dr. James Golden

Anna Shurmatz, MPA

2014

Improving Access to Mental Health Treatment in Rural Communities

Abstract: Mental illness impacts millions of people in the United States and around the world. The consequences of failure to obtain needed mental health counseling can be dire. In an effort to understand the barriers to individuals linking with mental health counseling, a survey was mailed out to one hundred and fifty adults who have ended mental

health counseling early in the treatment process at an area mental health agency in a rural community in Wyoming County. Fifty surveys were returned. A stepwise logistical regression was utilized in order to predict which factors influenced the likelihood of participants returning to treatment in the future. Fee, distance, hours of operation, voluntary participation in the program and the helpfulness of counseling were all indicated as significant barriers that influenced a participant's decision to potentially return to treatment in the future.

Faculty Mentor: Dr. Brian C. Reed

Debra Smith, M.S.

2014

A Study in Jail Suicide: The Use of an Order of Protection as a Predictor of Inmate Suicide

Inmate suicide is a worldwide problem. The World Health Organization (WHO) considers inmate suicide to be a serious world health problem, whose prevention and control are a formidable task. Criminal offenders frequently report feeling a lack of control over their lives. This powerlessness can translate into relationship and legal complications which combined with a jail setting may seem overwhelming and lead to poor decisions, which may include suicide.

There is a need to explore relationships between inmates and their world to develop not only key predictive indicators to prevent suicide, but methods to circumvent a potentially lethal situation. The purpose of this quasi-experimental study is to uncover information of the suicidal inmate's personal relationships to determine factors that lead to this decision while attempting to develop preventative measures. As new information is discovered to predict inmate suicide, focused interventions may be offered to those individuals who are unable to cope with stress, both inside and outside of jail.

A quasi-experimental design comparison of case records of inmates who had a suicide incident (committed, attempted or a manipulated event) was matched with a control group who did not have a suicide incident. This study examined the case records of inmates to determine if a causal relationship occurs between the variable of a domestic incident indicator (an Order of Protection), and a suicide incident (completed, attempted or manipulated event) in a jail setting. Previously explored relationships of sex, race, age and method were explored for validity between this and other research experiments.

Characteristics that predict inmate suicide: age, sex, race and method were consistent between this study and previous studies indicating validity between studies. The Researcher's Hypothesis was supported indicating a relationship between an order of protection and the occurrence of a suicide incident in inmates. Expectations that the issuance of an Order of Protection had an effect on inmates experiencing a suicidal incident were confirmed.

As new information is discovered to predict suicide, increased and focused interventions may be offered to those individuals who are unable to cope with stress. Evidence-based programming has determined that offenders benefit from social skill building activities and problem-solving training to examine a problem situation for options that are pro-social and for the best outcome of a situation. Perhaps this training could be implemented in a

constant observation jail setting to encourage the inmate to consider the consequences for his behavior on himself and others.

Faculty mentors: Dr. Martin Floss, Professor Patrick Heraty and Dr. Ron Eskew

Mercedes Sornoza, MPA

2014

The Relationship of Truancy and Delinquent Behavior of Juveniles in Chautauqua County

It has been argued that truancy is the best indicator that a youth is on the road to dropping out-of-school, being delinquent and/or using drugs (Gavin, 1997). Truancy is among an emerging group of "evidence based indicators" that correlate highly with different negative youth outcomes (Garry, 1996). A quasi-experimental design was used to test whether or not youth who entered the Chautauqua County Probation office as truants were more likely to be rearrested than runaway, marijuana, incorrigible/ungovernable, other PINS and the null hypothesis of "no difference" between the two groups. This researcher used the records of all the juveniles in Chautauqua County that had PINS petitions filed for truancy in the years 2007-2012. This researcher looked at whether or not juveniles have had delinquency matters after their PINS petitions were filed. There was no statistically significant difference between the type of PINS case and whether or not they were later taken into custody. This finding contradicts most other studies and does not support the literature review. However, it suggests that the Chautauqua County probation department is taking the steps necessary to prevent truants from later reoffending at a rate higher than their peers.

Faculty mentors: Dr. Kathleen Pierino, Professor John Culhane and Dr. Martin Floss

Cord Stone, MPA

2014

Merger, Theory, and Person-Organization Fit:

Examining Correlations of Job Satisfaction between Multiple Nonprofit Organizations

Abstract: The purpose of this study is to better recognize overall job satisfaction in comparison to job satisfaction within an association according to the concepts of merger, Two-Factor theory (Motivation-Hygiene Theory), and Person-Organization Fit (PO-Fit). Job satisfaction will be examined based on the input from current employees of four affiliate organizations; this includes employees from an organization that recently merged with the association. The research from this study will indicate a better understanding of job satisfaction, identify areas of opportunity, and develop strategies to make necessary changes. This study would contribute to the literature by identifying factors that would influence merger, job satisfaction, and PO-Fit.

Mann-Whitney U nonparametric statistics were utilized to analyze statistically significant differences in job satisfaction, reported intrinsic & extrinsic factors, Person-Organization Fit and turnover and to know if the merged nonprofit organization was satisfied with the merger process. The results suggested that there were no significant differences regarding job satisfaction, intrinsic & extrinsic factors, PO-fit, and turnover within the association as a whole. However, there are significant differences with turnover, specifically with time served and working relationships. In addition, the merged organization was satisfied with the merger process. The overall findings suggests that the organization may benefit from developing

strategies to maintain job satisfaction of specific demographics including department, working relationships, time served, gender & age.

Faculty mentors: Dr. Iwanenko and Professor Patrick Heraty

Samantha Sywak, M.S.

2014

A Study of the Effects Cognitive Behavioral Therapy has on Reducing Recidivism on Federal Offenders

Cognitive Behavioral Therapy (CBT) has been practiced since the 1960s and is now starting to take center stage as a useful and effective technique in reducing recidivism among offenders on local, state and federal levels. Researchers and practitioners have been trying to determine the best way to reduce recidivism in the federal system. Many programs have been developed, laws have been changed, and societal norms have evolved. Yet recidivism remains at an unacceptably high level. In 2011, the U.S. Probation and Pretrial Services Western District of New York teamed up with the National Curriculum and Training Institute Life Skills program to assist high-risk federal offenders' successful reintegration into society in a law-abiding way. Studies indicate that as an individual changes the way that they think about a particular problem, they can then overcome the problem or discover new ways of dealing with the problem. Federal offenders who graduate from cognitive behavioral therapies will make better life decisions and subsequently be arrested less often. Data will be used to find the average time, after graduating from CBT, if one recidivates or violates their terms of supervision. A comparison of recidivism rates between those who graduate CBT and those who did not will also be analyzed in order to determine the success rate of the CBT program.

Faculty Committee: Dr. Martin Floss and Professor John Babi

Kevin A. Trask, M.S.

2014

You Can't Handle the Truth: A Realistic Examination of the Effect of Police Culture on Organizational Ethics

Abstract: The survey designed by Klockars, Kutnjak-Ivkovich, Harver and Haberfeld in the 2000 study *The Measurement of Police Integrity* has been used as the definitive standard for measuring police integrity. However, the hypothetical nature of the survey used in this study raises questions about its validity. The purpose of my study is to test the validity of estimates made by Klockars, et al. as to how the percentages of officers who said they would report colleague misconduct compare with officers who have reported such conduct. This study will challenge the validity of using hypothetical scenarios to predict behavior in practical ethical dilemmas in law enforcement. The results may indicate that the hypothetical nature of the Klockars survey led officers to respond as they thought they *should*, not how they *would* or *have* in the past.

This study will use a cross-sectional design and will utilize a survey created by the researcher, which uses the scenarios from *The Measurement of Police Integrity* (Klockars, et al., 2000) with an important distinction. In order to corroborate the results of the Klockars

study, police officers will be asked if they've ever observed the actual ethical examples or similar behavior described in the study. Subsequently, the affirmative responses will be compared to the department's police officer-generated reports of misconduct. The results will indicate the practical percentage of police officers who have actually faced the hypothetical scenarios Klockars proposed and the results will be compared to determine if there is a significant gap.

Faculty mentors: Dr. Martin Floss, Dr. Kathleen Pierino and Professor John Culhane

Kevin Wright, MPA

2014

The Next Mission: A needs assessment of Hilbert College and its support of student veterans

This needs assessment is an internal analysis of Hilbert's level of support and services for student veterans as the institution aims to strengthen its reputation of its commitment to military affiliated college students. The research tool used for the assessment was a student survey, and informal interviews with subject matter experts were also used. The student survey was loosely based upon the framework of a survey used by a major military publication, and surveys used at other academic institutions, with the intent of measuring how Hilbert's student veterans perceive the college as a military friendly institution. The results of the survey determined that although student veterans at Hilbert were generally satisfied with their college experience, there are still deficiencies in services and assistance pertaining specifically to the needs of the student veteran population. Hilbert's student veterans overwhelmingly stated the importance of establishing an on-campus office for veterans and staffing it with an administrative staff person to assist them with financial and administrative matters. This needs assessment also highlights several recommendations for Hilbert on how it can improve its reputation as a premier academic institution for military veterans and their families.

Faculty Mentor: Dr. Brian C. Reed