



2019-20 Student Affairs Annual Report







Letter from the Vice President

The 2019-20 academic year marked the second year of the university's strategic plan, Grounded in Mission: The Plan for DePaul 2024, and the Division of Student Affairs was prepared to again play a major role in moving forward some of the institution's most significant strategic objectives. These included a new first generation college student program, Generation Success; the implementation of the first-ever new student convocation, Blue Demon Welcome; and the exciting student persistence and retention program, Academic Continuity and Engagement, or ACE. With our focus on student academic success, student engagement and student support, departments throughout the division had a clear and unified approach to serving students.

All three of these significant, new programs were successfully implemented. In March of 2020, the Generation Success cohort was finding success in their community and through a faculty/staff mentor program; the ACE initiative had completed almost two quarters of a communication outreach campaign based on data analytics drawn from CIVITAS and analyzed by Institutional Research and Market Analytics; and New Student and Family Engagement was beginning to plan for the Fall 2020 Blue Demon Welcome, after a very successful first effort in September 2019. And then COVID-19 took all classes and activities remote, and sent all of our staff and faculty home to work remotely.

Our focus for spring quarter 2020 shifted to moving engagement opportunities online and creating new virtual engagement opportunities; establishing remote support services via virtual offices, video calls and chats; and planning for a summer of virtual new student orientation sessions. Many in the division also sat on a variety of fall planning committees, and the Dean of Students Office took on the important and significant task of distributing Student Emergency Assistance Fund monies to the many, many students who found themselves in need of support to cover lost or reduced wages, or to purchase technology so they could continue their education in a remote environment.

Even in this unprecedented context, with staff managing their own anxiety about the pandemic, our commitment to student support, engagement and success never wavered, and all of our critical work continued to be delivered to students in a situation where they needed it more than ever. I could not be more proud of how the Division of Student Affairs stepped up to support our students and continued to serve DePaul's mission and goals. This annual report shares the details of our efforts throughout the year, and our willingness and ability to continue to serve our students in big and small ways in the midst of a global pandemic



EUGENE L. ZDZIARSKI, II, PhD
Vice President for Student Affairs

Student Affairs Overview

MISSION

The Division of Student Affairs at DePaul University delivers programs and services that foster student success, build community and contribute to the development of the whole student.

PURPOSE AND VALUES

We believe in the promise of every student and their ability to positively impact their world.

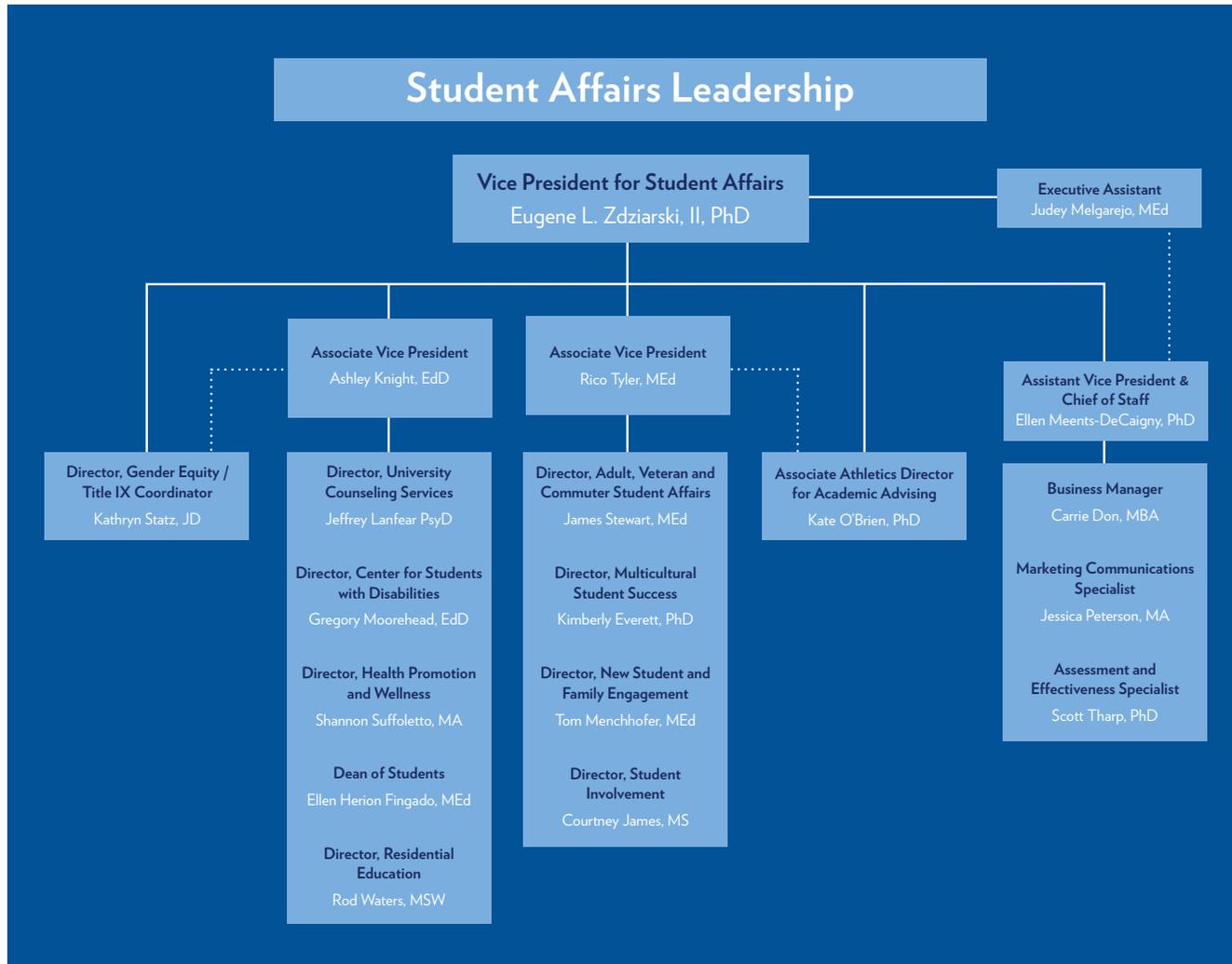
We put our mission and purpose into practice with:

- Vincentian personalism
- A belief in the dignity of every individual
- A sense of community and valuing relationships
- Integrity
- Radical hospitality
- Attention to the holistic development of the student
- Special attention to the poor and marginalized



ORGANIZATIONAL STRUCTURE

Student Affairs employed 77 full-time staff members (12 percent), 11 part-time staff members (2 percent), 20 graduate assistants (3 percent) and 534 student staff members (83 percent) during 2019-2020.



CORE FUNCTIONS

Student Affairs' core functions were developed in 2018 with the goal of clearly describing the division's work in serving students. The core functions also serve as the framework for how the division collects data to assess the effectiveness of Student Affairs' work.

CORE FUNCTION 1: STUDENT ACADEMIC SUCCESS

Programs & services that focus on academic persistence and contribute to continuous enrollment and degree completion. The area develops, implements and assesses purposeful and structured collaborative programs and services that support student transitions, contribute to academic success, and create connections with university-wide resources.

CORE FUNCTION 2: STUDENT ENGAGEMENT

Programs and events that provide out-of-classroom opportunities for students to participate, connect and learn within the DePaul community, thus contributing to their personal and educational success, as well as to their increased satisfaction with their DePaul experience.

CORE FUNCTION 3: STUDENT SUPPORT

Programs & services that support students in & outside the classroom, help remove barriers to academic and personal success and contribute to continuous enrollment and completion.



Students learn about the over 320 student organizations at DePaul during the Involvement Fair and Real Life Recess.

By the Numbers 2019-20:

STUDENT ENGAGEMENT

2,208 new students

*attended DePaul's first-ever new student convocation,
BLUE DEMON WELCOME.*

Fall Welcome Week had 17,994 engagement points

up 41% from the previous year.

144 *students, staff and faculty attended the first-ever
WELCOME BLACK DEPAUL*

The **Midterm Cereal Bar** had 1,208 attendees (up over 300% from 2018)

2,353 individual students and family members registered for **Alumni and Family Weekend.**

*The **BLUE DEMON BASH** under the Fullerton 'L',
drew **1,021** attendees.*

More than 750 faculty, staff and students attended the **Annual Christmas Tree Lighting Ceremony** in the Quad.

Over 1,700 students visited the Ugly Sweater Party

just before the tree lighting ceremony.

Midnight Breakfast drew 1,578 students, a 30% increase over 2018.

461 students attended the **Winter Welcome Back Lunch.**

671 students attended the **Winter Involvement Fair.**

877 *students attended the winter **PASTA DINNER**,
a 30% increase over 2018.*

*The **DIGITAL ENGAGEMENT NETWORK (DEN)***

*offered **433** opportunities*

to students during spring quarter.

Over 150 dancers participated in the **DemonThon Virtual Big Event** in April 2020, and they raised \$82,723.86.

HEALTH PROMOTION AND WELLNESS hosted 11 virtual **Wellness Wednesdays**, with 124 non-unique participants during spring quarter 2020. 45 students, staff and faculty participated in HPW's **Refresh Sleep** program.

By the Numbers 2019-20:

STUDENT SUPPORT

The **DEAN OF STUDENTS OFFICE** received **806** requests for Student Emergency Assistance Funds, and awarded more than **\$570,000** to **627** students between March and June 2020.

441 new students enrolled with the Center for Students with Disabilities,
a 10% increase from 2018-19.

HEALTH PROMOTION AND WELLNESS' Survivor Support Advocates and **OFFICE OF GENDER EQUITY PARTNERSHIP** supported 71 students in 2019-20, a 23% increase over 2018-19.

HEALTH PROMOTION AND WELLNESS' Collegiate Recovery Community grew from 6 students in 2018-19 to 34 in 2019-20, a 78% increase.

14 unique students lived in the new **Substance-Free Living Learning Community.**

In summer 2019, **NSFE** welcomed

2,636 + **2,833**
new freshman + guests

through **13 PREMIERE DEPAUL** orientation programs.

1,123 transfer and adult students and 557 guests were welcomed through 16 **TRANSITION DEPAUL** programs.

Of the 25 students who were admitted into the **OFFICE OF MULTICULTURAL STUDENT SUCCESS' Generation Success** cohort, 22 remained actively enrolled in the Spring 2020.

The **OFFICE OF MULTICULTURAL STUDENT SUCCESS STARS** program engaged **404** first year students.

University Counseling Services served **1,341 students** during the 2019-2020 academic year, and 471 group appointments were conducted.

STUDENT ACADEMIC SUCCESS

Of the 12,682 enrolled,
degree-seeking undergraduates in spring 2020,
8,884 students (70%)
received outreach from the
ACADEMIC CONTINUITY AND ENGAGEMENT (ACE)
weekly initiatives through the end of the quarter.

348 students met with a Success Coach
during winter and spring 2020,
809 students responded to Success Coaching
texting outreach and success coaches had
1,155 contact points through text, phone, and email.

Athletic Academic Advising's 42 tutors provided 6,956 hours of tutoring

during the 2019-2020 academic year, 2,500 of those were conducted virtually
from March 20 to June 30, 2020.



2019-20 Priorities and Highlights



“Our commitment to student success, support and engagement will never waver.”

EUGENE L. ZDZIARSKI, II, PHD
Vice President for Student Affairs

Student Academic Success

- In support of DePaul's mission and its strategic plan, first-generation college student support programs were expanded under the moniker Generation Success. The expanded program included a Chicago Quarter course consisting of 25 students (Trailblazers), a faculty/staff mentor program, and a November first generation student celebration. Twenty-two of the 25 students completed their first year at DePaul. DePaul University was designated a member of the 2019-20 cohort of First Gen Forward institutions by NASPA (Student Affairs Administrators in Higher Education) in large part because of the introduction and success of this program. (Grounded in Mission goal 2.1.C)
- The Academic Continuity and Engagement (ACE) retention Initiative was launched in 2019. The initiative uses data analytics from Civitas to generate timely, targeted and personalized communications to students which are meant to increase undergraduate students' retention, progression and graduation rates. Of the 12,682 enrolled, degree-seeking undergraduates in spring 2020, **8,884 (70%) received some type of outreach intervention from the ACE weekly initiatives through the end of the quarter. There have been 2,072 ACE students who were first-time freshmen, 164 Veterans, and 1,479 adult students (24+).** To support the effort, a university-wide persistence committee was established in winter 2020. (Grounded in Mission goals 3.2.E and 3.2.G)
- In its second year, **348 students engaged with a success coach through the Student Success Coaching** during the winter and spring quarters. Students in the program work with a peer coach to set goals in areas they would like to see improvement in and are supported in achieving their goals through periodic check-ins with the coach. Overall, through phone, text, email and coaching appointments, coaches had 1,155 student contacts. The number of appointments held steady from the previous year, even in the context of the COVID-19 pandemic in spring 2020, and text engagement increased significantly with the introduction of a new texting service. (Grounded in Mission goal 3.2.B)



- The Substance-free Environment Empowering DePaul Students (SEEDS) Living Learning Community was introduced in 2019-20. The program is a partnership with Residence Life and Housing, and provided a substance-free wing in Belden-Racine Hall for 14 students. During the academic year, no students have reported any concerns with substance use, with all seeming to be committed to being substance-free. (Grounded in Mission goal 3.2.D)
- **Athletic Academic Advising met all of their academic success markers for the year:** 3.556 program GPA, all teams over a 3.0 GPA for the academic year, 81% of student-athletes over a 3.0 GPA each quarter, 61% of student-athletes over a 3.5 GPA each quarter and 14% of student-athletes earned a 4.0 GPA each quarter. (Grounded in Mission goal 3.2)

"[Generation Success] provides a strong, supportive foundation for students. It can provide a community for you throughout your time at DePaul, and help open doors for other new experiences."

DILPREET KAUR, JUNIOR POLITICAL SCIENCE MAJOR



Student Engagement

- The first-ever New Student Convocation/Blue Demon Week took place on Tuesday, September 10th at 10 a.m. at Wintrust Arena, celebrating the beginning of the DePaul journey for all new undergrads, including freshman and transfer students. **The event had over 120 volunteers and was attended by 2,208 new students. Overall, there were 2,500 total attendees.** (Grounded in Mission goal 2.1.B)
- As the COVID-19 pandemic spread and worsened, forcing DePaul to move entirely online, the Office of Student Involvement (OSI) leveraged their student organization management system, DeHub, to create the Digital Engagement Network (DEN), which collected and shared information about remote engagement opportunities across the university. **Almost 500 opportunities were made available to students through DEN during the spring and summer quarters.** (Grounded in Mission goal 2.1.B.)

- In light of the COVID-19 pandemic, New Student and Family Engagement moved summer new student orientations (Premiere and Transition DePaul) online. Updated and newly created remote experiences introduced and created an understanding of and appreciation for the university mission, provided structured engagement opportunities, stressed the importance of community and advised students while allowing for major exploration. In addition, NSFE designed and created a library of videos, a virtual magazine, and a care package to supplement the orientation experience. Over 4,000 new students participated in summer orientation programs between late June and early September. (Grounded in Mission goal 2.1.B)
- Alumni Weekend and Family Weekend were more closely coordinated between the offices of Alumni Relations and Student Involvement. A new event, **the Blue Demon Bash under the Fullerton 'L', was the most-attended, with over 1,000 alumni, families and students in attendance.** (Grounded in Mission goal 2.1.B.)
- The LGBTQIA+ Resource Center introduced a two-quarter project, Embracing our Existence: Trans Perspectives at DePaul. The program was a trans-created, trans-focused project rooted in sharing the variety of trans points-of-views of the DePaul community. The film was recorded in fall 2019, and premiered on January 17, 2020 to a live audience in the Student Center. (Grounded in Mission goal 2.1.C)
- Student Affairs coordinated fall welcome experience programs for the university for the second year. A number of **events were held between August 28 and September 13, and the top five events brought 5,839 student touch points:**
 - Involvement Fair: 2,265 students
 - Taste of DePaul: 1,207 students
 - Loop Block Party: 897 students
 - Demon Jam: 760 students
 - Community Fest: 710 students

Thirteen events had more than 500 students in attendance, and there were 17,994 verifiable touch points throughout all of Welcome Week, a 30 percent increase over 2018. (Grounded in Mission goal 2.1.B.)

Student Support

- This year, the Office of Gender Equity was both renamed and expanded. The office was expanded from the director, one full-time and one part-time Title IX investigator to the director, two full-time Title IX investigators and a case manager. (Grounded in Mission goal 2.1)

The Office of Gender Equity received 33 actionable reports in 2019-20. Of the 33 reports there were 16 student respondents (48.48%), 10 faculty respondents (30.30%), six staff respondents (18.18%) and one university (3.03%).

Investigations where sexual and/or relationship violence (SRV) was alleged included eight student investigations and one faculty investigation.

Investigations where anti-harassment or anti-discrimination (ADAH) was alleged included seven faculty investigations, six staff investigations, three student investigations and one university investigation.

- As a result of the ongoing COVID-19 pandemic, the Student Emergency Assistance Fund (SEAF) received more requests and distributed more money overall than any other previous year thanks to a university commitment of dollars and other donors. In a typical year, SEAF money would be distributed to 35-40 students, but in spring quarter 2020 alone, Dean of Students Office staff awarded over \$570,000 to 627 students. (Grounded in Mission goal 3.2)
- University Counseling Services' Group Counseling appointments have continued to increase over the past several years, and all four process groups at both campuses were full in winter quarter 2020, with six to 10 students attending seven to nine sessions for each of the four groups. (Grounded in Mission goal 3.2)
- The Office of Multicultural Student Success introduced a new program on the National Day of Action on October 22, 2019. At this event students, faculty and staff learned more about how to support undocumented students and our immigrant community, and how to

contribute to a collective statement in affirming a sense of belonging at DePaul University. (Grounded in Mission goal 2.1.C)

- Athletic Academic Advising collaborated with the office of Health Promotion and Wellness, the Career Center, Sports Medicine and the assistant director of Marketing and Community Outreach to offer student-athlete engagement opportunities in three categories—Take Care DePaul Athletics (Health and Wellness), Build Your Blueprint (Career and Professional Development) and Community Service. There were 150 non-unique, student-athlete participants, with 42 students participating in Stress Relief/Substance Use, 52 in Sleep Health, 39 in Healthy Relationships and 17 in Mindfulness. (Grounded in Mission goal 3.2.F)
- During Spring Quarter a resource guide was developed to assist students registered with the Center for Students with Disabilities while learning remotely due to COVID-19. The resource guide includes: organizational tools, graphic organizers, writing tools and tips, helpful apps, and other online resources. (Grounded in Mission goal 2.1)
- The National Pan-Hellenic Council (NPHC) was established at DePaul this year. The group created a significant avenue for community and engagement for Black students involved in Fraternity & Sorority life. (Grounded in Mission goal 2.1.C)
- The Division of Student Affairs and the Center for Access and Attainment collaborated to launch the **Black Student Experience in fall 2020**. The new initiative provides a platform for connecting people of African descent across campus. The goal is to assist the community in creating long-lasting relationships and to improve retention by connecting students to critical resources during their time at DePaul. (Grounded in Mission goal 2.1.C)

"I read about DePaul's services for students with disabilities and saw everything they offered on the [campus] tour. They had services I had the opportunity to use, and I like how the Center for Students with Disabilities is not isolated from the main part of campus."

LILY VOYLES, SENIOR COMMUNICATION MAJOR

2020-2021 Strategic Priorities

MANAGING /LEADING THROUGH THE PANDEMIC

The COVID-19 pandemic will continue to have an impact on student engagement, success and support, as we will be primarily remote during at least fall 2020. The remote environment means most engagement opportunities will continue to be virtual. Leadership will have to guide staff to methods and opportunities that effectively engage students and keep them coming back for more. A student's connection to DePaul and other DePaul students is an important part of retention.

Student success is impacted by course delivery modalities (online, synchronous/asynchronous, hybrid, etc.), but also the stress and anxiety that many students are feeling about health, safety and classes. Online support becomes critical to student success in this environment, and helping students understand what is available and how to access it will be key.

In addition to the pandemic's direct impact on Student Affairs' work, the fiscal effects of at least two quarters (spring and fall 2020) of reduced residence hall occupancy, in addition to the many health and safety upgrades DePaul University has invested in on campus, have already had an impact on budgets and staffing, and will likely persist as we plan for FY 2022. Leadership will need to keep morale up while asking staff to continue to do more with less, as this has direct effects on stress, creativity and productivity.

STUDENT PERSISTENCE & PROGRESS

The **Academic Continuity and Engagement (ACE)** initiative, which was launched last year and uses data analytics to engage in targeted communications aimed to increase student retention, will be a priority again this year. The initiative has expanded to include a communication committee and will put more of an emphasis on peer support.

The Generation Success program out of the Office of Multicultural Student Success will be expanded to offer two Chicago Quarter 'Trail Blazer' classes for a total of 50 student participants in 2020-21. Other aspects of the program, including faculty/staff mentoring and a first-generation student celebration in the fall, will also be further developed in 2020-21.

In addition to the ACE initiative Student Affairs will continue to work closely with University Marketing Communications on coordinated, consistent messaging to students and families in an effort keep them informed and engaged, and build affinity for DePaul. Finally, Student Affairs will work closely with Advancement and University Marketing Communications to expand and refine parent and family communications, to include a close working relationship with Advancement's new parent council.

STUDENT ENGAGEMENT

Student Affairs quickly and successfully transitioned many in-person events online, and created a number of additional opportunities for students to engage remotely once the university announced that all classes would move online, and most residential students would move out of their halls. We developed the **Digital Engagement Network (DEN)** in our online student organization management tool, DeHub, and shared remote engagement opportunities from across the university with students. Many opportunities extended into summer 2020, and many will persist into fall 2020.

In the 2020-21 academic year, Student Affairs will look to continue to heavily market the Digital Engagement Network (DEN) to new and returning students, and expand the available opportunities to engage, with a push to bring events to students, rather than waiting for students to come to the DEN. We will continue to monitor the COVID-19 situation and transition to traditional on-campus events as soon as we are able, but will continue to offer online opportunities, as well, so that all students have the opportunity to build community in a variety of ways.



Assessment

During the 2019-2020 academic year, the division's 16th year of assessment, we continued to implement a combined co-curricular assessment cycle that included Student Affairs' departments and other co-curricular units. Our division hosted a re-envisioned co-curricular assessment symposium featuring 15 assessment projects that included work from 5 co-curricular units. Further, this event continued to elevate its reputation as a professional development opportunity for not only DePaul faculty and staff, but also for faculty and staff from 17 Chicagoland colleges and universities. Additionally, our division collaborated with the Student Government Association and Institutional Research to host #YourDataCounts, a new student-facing event to promote how assessment results have been and would be used to enhance the student experience.

The division invested resources to expand our assessment infrastructure and increase our capacity to collect new and existing data to empirically monitor our contribution to the student experience. A menu of divisional effectiveness metrics was established to measure our impact on students related to student academic support, student engagement, and student success. Six new survey inventories were created in partnership with Institutional Research to begin measuring student affinity, sense of belonging, resiliency, and self-management habits in the coming year. Lastly, all departments created enhanced program-area maps to inventory their portfolio of activities and services and associate their initiatives with target student populations, verifiable data collection systems, and divisional effectiveness metrics.



Staff Accomplishments

EDUCATION

Office of Student Involvement

Franco Sambataro
Bachelor of Arts in Health Science,
November 2019

YEARS OF SERVICE

Ten Years

Ellen Fingado,
Dean of Students office

Fifteen Years

Franco Sambataro,
Office of Student Involvement

LEADERSHIP

Adult, Veteran and Commuter Student Affairs

James Stewart
Chair
Region IV-East Conference

The Center for Students with Disabilities

Greg Moorehead
Disability Services Advisory Committee
Illinois Board of Higher Education

Office of New Student and Family Engagement

Dani Blackwell
Chair
Diversity, Mission, and Inclusion
Committee, DePaul Staff Council

Office of Student Involvement

Rigo Gutierrez
Conference Chair, Mid America Region
National Association for Campus
Activities (NACA)

Natalie Stone
Graduate Student Experience
Committee
Association of Fraternity & Sorority
Advisors

Mary Osborne
Alcohol Skills Training Program
Facilitator
Delta Gamma National Sorority &
Alpha Chi Omega National Sorority

Sarah Rudy
Conference Planning Team
Association of College Unions-
International (ACU-I)

Courtney James
Esports Leadership Team
BIG EAST
Co-Chair
NACA/NIRSA Esports Joint Task Force
Live Event Action Group Chair
NACA

Office of the Vice President for Student Affairs

Carrie Don
Operations Co-chair
NASPA Region IV-East Conference

Scott Tharp
Co-Curricular Liaison to the Board
Chicago Area Assessment Group

Representative
NASPA Region IV-East Assessment,
Evaluation and Research Knowledge
Community

Residential Education

Quiana Stone
President - Elect
GLACUHO

Rod Waters
2021 Conference Chair
GLACUHO

PRESENTATIONS (EXTERNAL)

Office of the Vice President for Student Affairs

Scott Tharp
'Tear-free' Learning Outcomes Design
Student Affairs Administrations in
Higher Education (NASPA) Region IV-
East Conference

Integrated Data-drive Decision-making
NASPA Region IV-East Conference

Designing Social Justice Education
Workshops and Structured
Conversation: A Practical...
NASPA Region IV-East Conference

No Dumb Questions: An Open
Discussion about Assessment and
Evaluation
NASPA Region IV-East Conference

University Counseling Services

Anmol Satiani
Racial Identity Theory in Action:
Application to Counseling Supervision
American Psychological Association
(APA) Annual Conference

Developing your own Racial Trauma
Toolkit
Institute for the Study and Promotion
of Race and Culture

Office of Student Involvement

Rigo Gutierrez
Extreme Makeover: Programming
Board Edition
National Association for Campus
Activities National Convention

Natalie Stone

Preparing for a Virtual Family Weekend
National Association for Campus
Activities Webinar

Mary Osborne
Staff Onboarding in a Remote
Environment
National Association for Campus
Activities Webinar

Courtney James
Esports Programming 101
NACA National Convention

Integrating Pop Culture into Campus
Engagement
NACA National Convention

Integrating Maritz' 8 Phases of Guest
Experience in Your Staff Training
NACA National Convention

Fostering Student Engagement in Your
Esports Community
Level Up Gaming Summit

Careers in Esports
C2E2: Chicago Comic & Entertainment
Expo

The Socially Distanced Student
Experience
Shepley Bullfinch Webinar

Can Esports Be a Tool for Virtual
Student Engagement?
Dell Technologies Summer Webinar
Series

Best Practices in Virtual Engagement
University of Maryland Student
Activities Consortium Virtual Retreat,
Maryland Community College Student
Activities Association Summer Retreat,
and NACA Summer Webinar

Esports Assessment for Collegiate
Programs
NACA Esports Summer Institute

Engaging Esports Communities
Illinois Parks & Recreation Association

Teneshia Arnold & Courtney James

More than Just Pizzas: Facilitating
Sponsorship Opportunities on Your
Campus
NACA National Convention

Courtney James & Naveen Siddiqui

Integrating Bystander Intervention
Training into Your Esports Program
Level Up Gaming Summit

Rigo Gutierrez & Courtney James
Recommendations for Virtual Events
University of Tulsa Student Leadership
Retreat

PUBLICATIONS

Office of the Vice President for Student Affairs

Scott Tharp
Doing Social Justice Education
Stylus

Cultural Consciousness in Data-driven
Efforts
Intersection

Office of Student Involvement

Courtney James
Esports Team and Player Management
(Chapter)
Esports Business Management
Textbook



25 East Jackson Boulevard
Chicago, Illinois 60604

studentaffairs.depaul.edu