



DEPAUL UNIVERSITY
STUDENT CENTER

2016-17 Student Affairs Annual Report



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
- A preferential option for the poor and marginalized

Student Affairs Overview

The Division of Student Affairs provides support services, such as counseling, advising and disability accommodations, in addition to programs that encourage students to explore their personal identities, faiths, values and roles in a multicultural world. Through these programs and services, we reduce barriers to student progress and degree completion, build community and create an environment that fosters students’ overall development.

The Division of Student Affairs employs 85 full-time staff members (12 percent), 13 part-time staff members (2 percent), 14 graduate students (2 percent) and 570 student staff members (84 percent).

VICE PRESIDENT FOR STUDENT AFFAIRS

Eugene L. Zdziarski, II, PhD

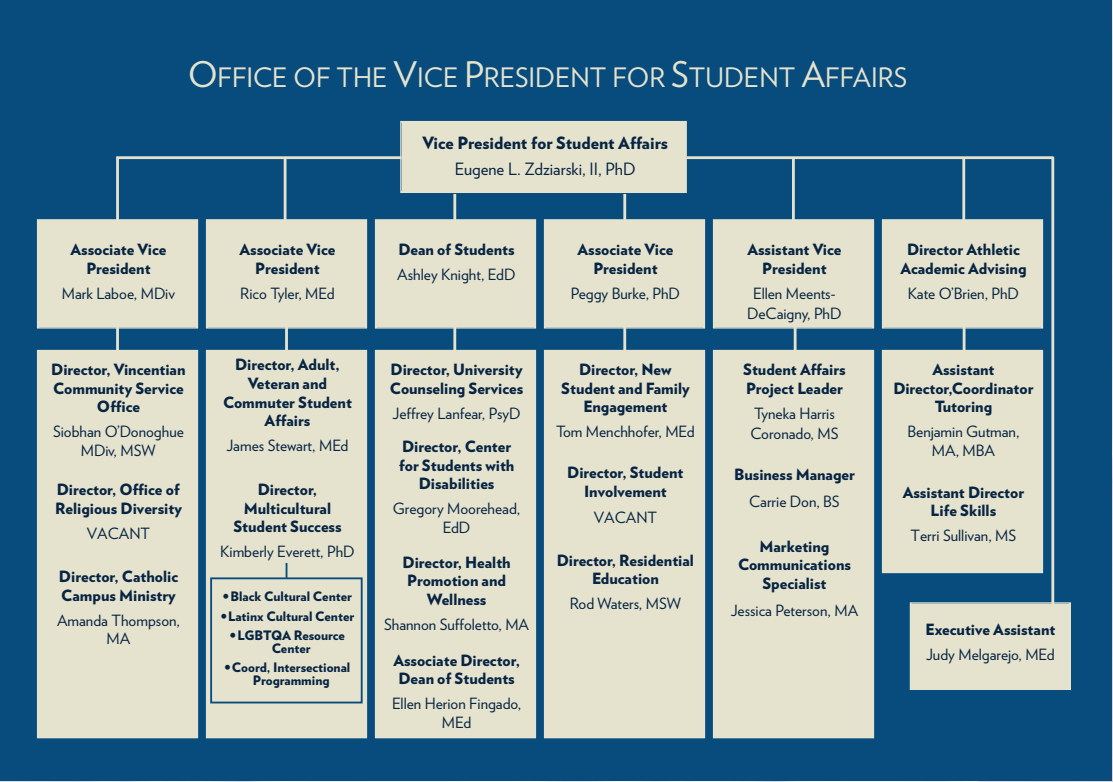
OUR DEPARTMENTS

- Adult, Veteran and Commuter Student Affairs
- Athletic Academic Advising
- Catholic Campus Ministry
- Center for Identity, Inclusion and Social Change and LGBTQA Student Services*
- Center for Students with Disabilities
- Dean of Students Office
- Health Promotion and Wellness
- Multicultural Student Success
- New Student and Family Engagement
- Religious Diversity
- Residential Education
- Student Involvement
- University Counseling Services
- Vincentian Community Service Office

* During summer 2017, the Office of Multicultural Student Success was restructured to include many of the programs and services offered by the Center for Identity, Inclusion and Social Change, and The Center was officially closed in August 2017.

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.



Student Affairs had a total of **46,109** student touch points for events during 2016-17.

7,839 students attended at least one Student Affairs event last year.

DePaul President A. Gabriel Esteban, PhD and his wife, Josephine, join DePaul Vice President for Student Affairs, Eugene L. Zdziarski, II, PhD, at the inaugural Loop Block Party.

Photo credit: All images, unless stated, Jamie Moncrief, DePaul University

Photo credit: Maria Toscano, DePaul University



DePaul students enjoy making giant bubbles at the inaugural Loop Block Party.

2016-17 Accomplishments

In Fall Quarter 2016, the university released its Action Plan on Speech and Race, and the division's goals and priorities were expanded to support the university's plan. In addition to goals around student retention and success, community and affinity and student services, Student Affairs developed an action plan that included goals to increase the cultural competence of divisional staff, support effective student protest, revise the student organization guest speaker review and approval process and improve campus climate and staff morale. A number of these Student Affairs Action Plan activities also align with the university strategic plan's goal 4: Foster Diversity and Inclusion.

Student Affairs 2016-17 activities and accomplishments are described on the following pages.



DePaul students enjoy making giant bubbles at the inaugural Loop Block Party.





Increase Retention Rates Student Progress and Success

LOW PERFORMER INITIATIVE

1. Student Affairs has continued to execute and improve on the **low performer initiative** established in winter 2016. Low performers are defined as freshmen who took fewer than 12 credit hours and/or had lower than a 2.5 GPA after their Fall Quarter. Student Affairs staff respond to these students with outreach and intervention in an **effort to increase retention**.
2. Student Affairs worked to add a **low performer flag to BlueStar**, the university's student success software, in fall 2016.
3. **All divisional staff were given access to BlueStar during summer 2016** so they can track student contacts and share notes with advisors and faculty members.

DEAN OF STUDENTS OFFICE OUTREACH

The Dean of Students Office (DOS) continued its **outreach initiative with residential students who have not yet enrolled in classes, well after their enrollment date has passed**. This outreach is conducted each academic quarter. At the end of Fall Quarter 2016, Residential Education and Financial Aid identified students not yet enrolled for Winter Quarter classes, and DOS conducted outreach in an **effort to increase retention**. Of 92 students in fall 2016 who were in danger of not re-enrolling in winter 2017, only 25 ultimately did not re-enroll.

EXPLORE YOUR PURPOSE HARD LAUNCH FALL 2016

Spearheaded by the Division of Student Affairs, the **Explore Your Purpose** initiative was officially launched in Fall Quarter 2016. The program **supports student progress and persistence by reintroducing vocation**, or the exploration of meaning and purpose, as a central activity that should occur while students are discerning career choices in college. Promotional materials were distributed and a 'Wheel of Purpose' made its rounds at a number of student programs and events.

2,107 cases were loaded into Maxient during the 2016-17 academic year.

Maxient is a nationally recognized student conduct and case management system that allows staff to easily track, share and manage student documents and contacts.

MAXIENT IMPLEMENTED

The division implemented **Maxient, a nationally recognized student conduct and case management system, in fall 2016**. Maxient allows staff to easily track, share and manage student documents and contact workflow. In the first year, 2,107 cases were input by Student Affairs and the Office of Institutional Diversity and Equity.

MINOR STUDENTS IN HOUSING PROTOCOLS AND PROCEDURES

The Dean of Students, as chair of the Student Care Team, **reviewed the current guidelines for minors living on campus after the team noted three significant student challenges involving 16 and 17 year olds during 2016-17**. After a legal review, a benchmarking effort, and a conversation with the president-elect of the Association of College and University Housing Officers-International, leadership in Student Affairs and Housing Services established the following:

- At the start of the year, 16-year olds will be asked to meet with the Dean of Students or director of Residential Education to discuss the qualities essential for being successful in student housing.
- 17-year olds will receive more information directed to the family about the qualities essential for being successful in student housing and what they can expect from DePaul in terms of communication, as well as how staff will treat their student as they do all other students in on-campus housing.

DEPAUL RECOGNIZED AS WHITE HOUSE HEALTHY CAMPUS

DePaul was one of only 59 institutions named a Healthy Campus and invited to the White House. The Obama administration launched the White House Healthy Campus Challenge during open enrollment for the ACHA's healthcare marketplace. The challenge aimed to engage college and university campuses across the country in health insurance enrollment efforts. Led by DePaul's Office of Health Promotion and Wellness, in conjunction with the Division of Student Affairs and campus partners, we aimed to reach the uninsured students on campus and enroll them through the Health Care marketplace. Efforts to reach students included informational tables, a poster campaign, a social media campaign and a campus-wide email.

HEALTH PROMOTION AND WELLNESS NEW INTERVENTION

In response to the growing discussion and the increased use of marijuana by college students nationwide, a psychoeducational group intervention was created as a sanction option for students going through the conduct process through the Dean of Students Office or Residential Education. Similar to the curriculum that Health Promotion and Wellness has offered related to alcohol, this intervention **engages students in discussion around the common perceptions and societal norms of cannabis use, educates on the risks and impact of marijuana use, and uses social norming information to empower** students to make well-informed choices when it comes to cannabis use/misuse.

HEALTH PROMOTION AND WELLNESS SURVIVOR SUPPORT GROUP

Sexual assault survivors are at a higher risk of experiencing depression, post-traumatic stress disorder, eating disorders, addiction and suicidal ideation, all of which can impact their college persistence and success. Given this, in partnership with University Counseling Services, Health Promotion and Wellness **created and offered a six-week support group for women/female-identified student survivors of sexual assault and/or sexual abuse**.

Staff in the Dean of Students Office conducted outreach with 92 residential students who were in danger of not re-enrolling for the Winter 2017 quarter.

73% of these students (or 67 students) ended up enrolling in classes in Winter 2017.

Strengthen Sense of Community and Affinity

INAUGURAL COMMUTER APPRECIATION WEEK

Adult, Veteran and Commuter Student Affairs executed their first-ever Commuter Appreciation Week in conjunction with the Student Government Association commuter senator, the Office of Student Involvement and others. Events included a Renter's Rights workshop, movie break in the Loop, Safety Presentation, Commuter Fair, and a basketball game.

OFFICE OF RELIGIOUS DIVERSITY ACTS OF LOVING KINDNESS

In response to students' anxiety over negative messages and social tensions, the Office of Religious Diversity staff developed Acts of Loving Kindness as a means of **introducing positive thinking and acting on campus**. Students, faculty and staff in Lincoln Park and in the Loop were regularly offered a business card with a "kindness quote" and a suggested kind act that could be lived out immediately on campus. These tabling events occurred 11 times between the Winter and Spring Quarters and were also introduced in several residence halls. Over 3,000 kindness quotes were distributed.

EXPANSION OF ONLINE STUDENT INVOLVEMENT TOOL

OrgSync, originally implemented to manage student organization engagement and communication, has been **expanded to create a separate portal for residential students and also university departments**. As a result, Residential Education can manage trainings for student staff and communicate and track participation by residence hall. University departments can also better manage their student populations and event communications.

The Office of Religious Diversity conducted 11 tabling events during the Winter and Spring Quarters, distributing over

3,000

kindness quotes to students. The initiative represented an effort to introduce positive thinking and acting on campus in light of student anxiety over negative messages and social tensions.

DePaul staff assist students at New Student Service Day

Ensure that all Students, Faculty and Staff Feel Welcome

Student Affairs Action Plan

GUIDING PRINCIPLES FOR SPEECH AND EXPRESSION REVIEW

Several Student Affairs staff members participated in the review of the university's Guiding Principles for Speech and Expression. Members were selected based on their work on the previous version of this document, as well as their relationship with marginalized communities that are typically protected/affected by such guidelines.

STUDENT ORGANIZATION SPEAKER REVIEW PROCESS

The vice president for Student Affairs charged a group of staff, faculty and students to review divisional procedures/protocols for student organization speaker requests. The task force finalized the process in spring 2017 and a review board consisting of 2 faculty members, 2 staff members and 2 students is in place as of fall 2017.

DEVELOPMENT OF SAFETY TEAM STRUCTURE

Student Protest Safety teams were established in fall 2016. The teams are in place to plan for, manage and respond to student/campus safety needs in the event of a critical incident on campus. Associated communications plans and contact trees were also developed.

DIVERSE LEARNING ENVIRONMENTS SURVEY

A divisional strategy group engaged with Institutional Research and Market Analytics for a second year in a row to conduct the **Higher Education Research Institute's Diverse Learning Environments survey during Spring Quarter 2017 to assess campus climate.** The President's Diversity Council and the Office of Institutional Diversity and Equity assisted in reviewing data. Information from the survey will be used to make recommendations for updating and improving programs and services across the institution to improve campus climate.

ADDRESSING STAFF DIVERSITY

The division continued its focus on staff diversity through **requirements for diverse candidate pools, as well as a review of final candidates by the vice president** for Student Affairs to ensure thorough vetting before an offer is made.

STAFF DEVELOPMENT

Support for staff in the division was increased as a result of climate issues stemming from spring 2016 events. A care committee, event preparation meetings for staff covering controversial events, lunches with leadership and lunches to decompress after critical incidents were all established.

Three Student Affairs staff members were invited to join a university group that reviewed and updated DePaul's Guiding Principles for Speech and Expression. This work was timely and significant, given the political climate and activism on college campuses.

DePaul staff and students meet DePaul President A. Gabriel Esteban, PhD, and his wife, Josephine, at a reception in the Lincoln Park Student Center after the president was officially introduced to the university.



Student assistants at the fall Community Fest, a cultural student organization event to welcome students to campus.

Expand Student Services

ADULT, VETERAN AND COMMUTER STUDENT AFFAIRS BECAME AN INTAKE SITE FOR VETERAN FORMS

Working with Records Management and Information Services, the office **increased service to students by becoming an intake site for Veteran forms.**

CATHOLIC CAMPUS MINISTRY STUDENT PASTORAL COUNCIL

Catholic Campus Ministry (CCM) **introduced a new student leader structure,** elevating six students to a Student Pastoral Council, which was responsible for overseeing the broader CCM student leader community and developing large-scale community building activities. The council met weekly throughout the year.

ATHLETIC ACADEMIC ADVISING DELIVERED TWO NEW PROGRAMS DURING 2016-17

Drop-in Tutoring Program

The drop-in tutoring program gave student-athletes the opportunity to receive **unscheduled academic support during set drop-in tutoring hours staffed by graduate student tutors.** This new program was phased in during Fall Quarter 2016 and fully implemented in Winter Quarter 2017.

UIP 240: Uncovering Your Skills

Athletic Academic Advising offered a new University Internship Program class during Fall 2016: Uncovering Your Skills. In the course, which prepares students for an internship, **students analyze their skills and personality preferences to further develop a foundation for career possibilities.** Sixteen students were enrolled in the course, 12 of which were student athletes. The class aligns with the university's Explore Your Purpose and transferrable skills efforts, and also reflects the NCAA's increased focus on career outcomes for student athletes.

GRADUATE STUDENT WELLNESS WEEK

Graduate student wellness week is an expansion of the Graduate Thesis and Dissertation Conference. The wellness week led up to the conference, which was held on a Saturday. The information was intentionally virtual and included easy tabling events in evenings to target more graduate students. **Each day had different themes, from career to relationships.**



A DePaul student leads students and families on a Vincentian Tradition Tour during Family Weekend.

Assessment

The division has strategically collected data for 13 years for assessment purposes. The division worked closely with the Office of Institutional Planning and Research and the Office of Teaching, Learning and Assessment to develop an integrated assessment initiative designed to measure the day-to-day operations of the division, as well as the division's impact on student learning and student success. The main goals of assessment are to promote continuous improvement, and to understand the division's contributions to co-curricular student learning and student success.

The assessment of co-curricular learning is guided by seven divisional learning outcomes which are mapped to institutional learning goals and outcomes. More information about each of the seven learning outcomes can be found on the Student Affairs website at **offices.depaul.edu/student-affairs/about/assessment/Documents/Learning_Outcomes_Booklet.pdf**

Starting in fall 2015 the division expanded assessment efforts to explore student learning, student needs and program benchmarking. This year, ten departments conducted learning assessments and one department conducted a benchmarking assessment.

SIGNIFICANT ASSESSMENT FINDINGS

In order to demonstrate contributions to co-curricular learning, Student Affairs has participated in the institutional learning outcomes alignment project, mapping all department level learning outcomes to university learning goals and outcomes. Data from 2016-2017, indicate the following:

- Student Affairs contributed to co-curricular learning related to five of six university learning goals. Four projects contributed to Personal and Social Responsibility while three projects contributed to Integration of Learning.
- Assessment projects focused on thematic topics related to belonging to community, strategies and resources for success, and values. Assessment reports for the 2016-17 academic year can be found using the following link: **offices.depaul.edu/student-affairs/about/assessment/Pages/reports.aspx**

More information about the division's assessment efforts can be found using the following link: go.depaul.edu/safassessment.



DePaul student assistants help to welcome students back to campus during Welcome Week events.

2017-2018 Strategic Priorities

PRIORITY 1: DEVELOP A STRONGER FOCUS ON RETENTION

Goals

- 1.1 Fully develop the Low Performer Initiative
- 1.2 Develop and implement student success maps
- 1.3 Develop and implement a student coaching initiative
- 1.4 Leverage student interest data from the common application
- 1.5 Make retention the focus of the Annual Professional Development Symposium

PRIORITY 2: PROVIDE HIGHEST QUALITY SERVICE TO STUDENTS

Goals

- 2.1 Complete staff training plans, including integration into the onboarding committee
- 2.2 Implement a messaging campaign in divisional communications
- 2.3 Develop a train the trainer approach for consistent usage by Divisional Council
- 2.4 Integrate the Student Affairs way into administrative staff training
- 2.5 Complete student staff training plans
- 2.6 Complete evaluation tool and provide initial results of training

PRIORITY 3: CREATE A SENSE OF PLACE AT DEPAUL

Goals

- 3.1 Revise the divisional graphic identity
- 3.2 Redesign the opening of the school year
- 3.3 Ensure Student Affairs give-aways foster affinity
- 3.4 Be more intentional/expand 'On Thursdays We Wear Blue'
- 3.5 Develop a proposal for the university-wide affinity group

PRIORITY 4: BETTER LEVERAGE DATA

Goals

- 4.1 Compile a comprehensive list of current Student Affairs data and reports
- 4.2 Determine gaps between current data and reports and university expectations
- 4.3 Evaluate department data needs
- 4.4 Revise divisional and department learning outcomes
- 4.5 Revise and re-launch divisional approach to building a culture of evidence



Student Affairs and Athletics staff pose together after serving a scarlett and blueberry breakfast.

Divisional Achievements & Recognition

AWARDS/HONORS

Office of Multicultural Student Success

Johnny LaSalle
Outstanding Staff Professional for Discover Chicago: Queer Chicago

Office of Religious Diversity

Tom Judge
Spirit of DePaul Award

Planning, Operations and Assessment

Carrie Don
Student Affairs Administrators in Higher Education (NASPA)
Region IV-East Outstanding Service to NASPA Award

LEADERSHIP

Adult, Veteran and Commuter Student Affairs

James Stewart
Chair
Adult Learners and Students with Children Knowledge Community
NASPA

Programs Co-Chair
2017 IV-E Conference Committee
NASPA

Dean of Students Office

Bernard Little
Conference Co-Chair
2017 Mid-Level Administrators Conference
NASPA

Chief of Staff
NASPA IV-East Advisory Board

New Student and Family Engagement

Tom Menchhofer
Orientation Professionals Institute (OPI) Faculty
Association for Orientation, Transition, and Retention in Higher Education (NODA)

Planning, Operations and Assessment

Carrie Don
Registration Chair
2017 IV-E Conference Committee
NASPA

Treasurer
NASPA IV-East Advisory Board

Tyneka Harris Coronado
Co-chair
Technology Knowledge Community
NASPA IV-E

Ellen Meents-DeCaigny

Liaison to the National Knowledge Communities
NASPA Professional Standards Division

National Director of Knowledge Communities

Elect
NASPA Board of Directors

Scott Tharp

National Advisory Board
National Council on Race and Ethnicity in American Higher Education (NCORE)

Residential Education

Rod Waters
Chair
2017 Regional Conference Committee,
Corporate Sponsors
NASPA IV-E

Student Affairs

Peggy Burke
Co-chair
2017 Mid-level Administrators Conference
NASPA

Historian
NASPA IV-East

Gene Zdziarski
Chair
NASPA Foundation Board

Student Involvement

Courtney James
Chair
2018 National Convention
National Association for Campus Activities
(NACA)

University Counseling Services

Jeff Lanfear
Liaison
Directors at Catholic Schools
Association of University & College Counseling Center
Directors

PRESENTATIONS (EXTERNAL)

Adult, Veteran and Commuter Student Affairs

Megan Burda
Veteran Transitions to Careers
Student Affairs Administrators in Higher Education
(NASPA)—Military Connected Students

Dean of Students

Ashley Knight
Supporting College Students Experiencing
Homelessness and Housing Insecurity
University of Illinois at Chicago, Pride Action Tank

Trading Spaces: Transitioning from Four to Two
Year Colleges and Back Again
NASPA Region IV-E/W Annual Conference

New Student and Family Engagement

Ziena Miller
New Trier Parent Night
New Trier High School

Transitions to College Night
Jones College Prep High School

Planning, Operations and Assessment

Tyneka Harris Coronado
Knowledge Community Presentation: Technology
NASPA IV-East/West Annual Conference

Jessica Peterson
Social Media as a Place for Difficult Discussions:
Managing Discourse and Taking Advantage of
Teachable Moments
NASPA IV-East/West Annual Conference

Scott Tharp
Designing Social Justice Education Workshop
Curriculum
NCORE

Using Critical Discourse Analysis to Assess
Student Resistance
NCORE

Writing and Assessing Student Learning
Outcomes for Social Justice Education
NCORE

The Future of Higher Education: Why we Need a
Focus on Social Justice Education Curricula
Association for the Study of Higher Education
Conference

Religious Diversity

Diane Dardón
College Bound
Our Savior Lutheran Church

Abdul-Malik Ryan
Religious Diversity in the Workplace
True Value Company

Islamic Law and Religious Disputes in Divorce
Cases
Circuit Court of Cook County Domestic Relations
Division

Social Justice Model of the Prophet Muhammad
Council of Islamic Organizations of Greater Chicago

Clearing up Controversy: Understanding Shari’ah
Council of Islamic Organizations of Greater Chicago

Introduction to Islam and American Muslims
Trinity Christian College

Hope through Faith and Community: Prophetic
Response to Hard Times
Illinois Institute of Technology

Muslim Perspective on the Bridge Report on
American Catholic Attitudes Towards Islam and
Muslims
Chicago Catholic-Muslim Scholars Dialogue Group

Ask Muslims Anything: Controversial Issues
Involving Islam and Muslim Experience in Legal
Profession
Chicago Kent School of Law

Who is Abraham? Islamic Perspective for
Interfaith Panel
University of Chicago

Concept of Beauty in the Qur’an
Qur’an Conference Purdue University

Qur’anic Perspective on Social Justice
Qur’an Conference Purdue University

Islam and Muslims: An Introduction for Catholics
St. Teresa of Avila Parish

God does not Intend Difficulty for you: The
Causes of and Cures for Religious Extremism
Muslim Students Association National Conference

When the Activists Become Silent: Keeping Young
Adults Engaged in Muslim Communities
Muslim Students Associaton National Conference

Healing Grief, Inspiring Hope: The Prophetic
Practices of Ramadan
University of Chicago

Student Affairs

Peggy Burke
Follow the Money: Mastering Fiscal Management
at the Mid-Level
NASPA 2017 Mid-Level Administrators Conference

Leading from the Middle: How to Make the Best
in Your Mid-level Position
NASPA 2017 Mid-Level Administrators Conference

The Student Affairs Mid-Level Administrator: The
Power & Strength of Leading from the Middle
The NASPA Center for Women Online Briefing Session

Gene Zdziarski
Care Teams: A Decade of Critical Incident
Response and Management on College Campuses
ACPA webinar

Crisis Management: Managing from the Middle
NASPA 2017 Mid-Level Managers Institute

Student Involvement

Courtney James
Be a Better Facilitator
NACA

Understanding Archie Bunker's Neighborhood:
Understanding Power, Privilege and Oppression
Dominican University

Your Student Affairs Job Search
NACA

PUBLICATIONS

Planning, Operations and Assessment

Scott Tharp
Imagining Flipped Workshops: Considerations for
Designing Online Modules
Multicultural Education

Exploring First-Year College Students' Cultural
Competency
Journal of Transformative Education

Student Affairs

Gene Zdziarski
Campus Crisis: It's not just about Responding
The Presidency

Campus Crisis Management
The Handbook of Student Affairs Administration



DePaul President A. Gabriel Esteban, PhD, chats with students and families as they move into the residence halls on move-in day.



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