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 personal identity, faith, values and role 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 student overall development.

The Division of Student Affairs employs 46 full-time staff members (32 percent), 15 part-time staff members (12 percent), 14 graduate students (5 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 Academics Advising
Catholic Campus Ministry
Center for Identity, Inclusion and Social Change and LGBTQA Student Services*
Center for Students with Disabilities
Center for University Counseling Services
Community Service
Dean of Students Office
Hispanic/Latino Student Affairs
Multicultural Student Success
New Student and Family Engagement
Religious Diversity
Residential Education
Student Involvement
University Counseling Services
Vice President for Student Affairs 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.
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.
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 identified 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 in outreach initiative with residential students who have not yet enrolled in classes, well before 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 57 ultimately did not enroll.

EXPLORE YOUR PURPOSE HARD LAUNCH FALL 2016
Spurred 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 through reintroducing vocation, or the exploration of meaning and purpose that health professionals and wellness advocates believe students are discovering during choices in college. Promotional materials were distributed and a ‘Wheel of Purpose’ made its rounds at a number of student programs and events.

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, manage student documents, and contact workflow. In the first year, 2017, only 25 ultimately did not re-enroll. Of 92 residential students who were in danger of not re-enrolling 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 enroll.

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.

DEPAUL RECOGNIZED AS WHITE HOUSE HEALTHY CAMPUS
DePaul was one of only 98 institutions named a Healthy Campus and invited to the White House. The Obama administration launched the White House Healthy Campus Initiative to reduce smoking and encourage healthy living. In partnership with the American Colleges & Universities, 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 posters, a poster campaign, a social media campaign and a campus-wide email.

HEALTH PROMOTION AND WELLNESS SUPPORT GROUP
Sexual assault survivors are at a higher risk of experiencing depression, post-traumatic stress disorder, eating disorders, addiction and sexual assault, 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.

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MINOR STUDENTS IN HOUSING PROTOCOLS AND PROCEDURES
The Division of Student Affairs is committed to increasing awareness of living on campus. For Winter Quarter, the student conduct office conducted outreach in an effort to increase retention. Of 92 students in Fall 2016 who were in danger of not re-enrolling in Winter Quarter, only 25 ultimately did not enroll.

The student conduct office was created in the Student Care Team, reviewed the current guidelines for minors living on campus, and focused on students who have not yet enrolled in classes, well before 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 Quarter, only 25 ultimately did not enroll.

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Strengthen Sense of Community and Affinity

INAGURAL COMMUTER APPRECIATION WEEK

Adult, Veteran and Commuter Student Affairs executed their first-ever Commuter Appreciation Week in conjunction with the Student Government Association committee name; the Office of Student Involvement and others. Events included a Residence Hall’s Big Breakout, 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 developed Acts of Loving Kindness as a means of introducing positive thinking and acting on campus. Students, faculty and staff in Lincoln Park and the Loop regularly offered a business card with a “kindness quote” and a suggested kind act that could be lived out immediately on campus. These cards were distributed in Student Center, Campus Commons and various Residence Halls.

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 communities 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 staff and communicate and track participation.

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 student, faculty and staff 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 a faculty member, a staff member 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.

ENSURE THAT ALL STUDENTS, FACULTY AND STAFF FEEL WELCOME

DEVELOPMENT OF STAFF AFFAIRS ACTION PLAN

STUDENT AFFAIRS ACTION PLAN

A directional 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 Environment Surveys during fall 2016 and spring 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 continues 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 bonuses to decompress after critical incidents were all established.

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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.

Assessment

The division has strategically collected data for 15 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/LearningOutcomesBooklet.pdf.

During 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/saassessment.
2017-2018 Strategic Priorities

**PRIORITY 1: DEVELOP A STRONGER FOCUS ON RETENTION**

Goals
1. Fully develop the Low Performer Initiative
2. Develop and implement student success maps
3. Develop and implement a student coaching initiative
4. Leverage student interest data from the common application
5. Make retention the focus of the Annual Professional Development Symposium

**PRIORITY 2: PROVIDE HIGHEST QUALITY SERVICE TO STUDENTS**

Goals
1. Complete staff training plans, including integration into the onboarding committee
2. Implement a messaging campaign in divisional communications
3. Develop a train the trainer approach for consistent usage by Divisional Council
4. Integrate the Student Affairs way into administrative staff training
5. Complete student staff training plans
6. Complete evaluation tool and provide initial results of training

**PRIORITY 3: CREATE A SENSE OF PLACE AT DEPAUL**

Goals
1. Revise the divisional graphic identity
2. Redesign the opening of the school year
3. Ensure Student Affairs give-aways foster affinity
4. Be more intentional with “On Thursdays We Wear Blue”
5. Develop a proposal for the university-wide affinity group

**PRIORITY 4: BETTER LEVERAGE DATA**

Goals
1. Compile a comprehensive list of current Student Affairs data and reports
2. Determine gaps between current data and reports and university expectations
3. Evaluate department data needs
4. Revise divisional and department learning outcomes
5. Revise and re-launch divisional approach to building a culture of evidence

**AWARDS/HONORS**

Office of Multicultural Student Success
Office of Religious Diversity
Spirit of DePaul Award

**Flourishing, Operations and Assessment**

Student Affairs Administrators in Higher Education (NASPA)
Program Co-Chair
2017 IV-E Conference Committee NASPA
Dean of Students Office
Outstanding Staff Award 2017 NASPA East Outstanding Service to NASPA Award

**LEADERSHIP**

Adult, Veteran and Commuter Student Affairs
Chair
Adult Learners and Students with Children Knowledge Community (NASPA)

Flourishing, Operations and Assessment
Chair
Registration Chair
2017 IV-E Conference Committee NASPA

**Treasurer**

MAA IV East Advisory Board

**Conference Co-Chair**

2017 Mid-Level Administrators Conference NASPA

**Student Affairs**

Office of Student Affairs
Residential Education
Chair
2017 Regional Conference Committee NASPA

Treasurer

MAA IV East Advisory Board

**Club**

Residential Education
Chair
2017 Regional Conference Committee NASPA

Treasurer

MAA IV East Advisory Board

**Recognition**

New Student and Family Engagement Team Member
National Director of Knowledge Communities (NASPA)

Chair, National Director of Knowledge Communities (NASPA)

American Higher Education (NCORE)

Dean of Students Office
Residential Education
Chair
2017 Regional Conference Committee NASPA

Treasurer

MAA IV East Advisory Board

**Outstanding Student (S) Success**

Finance, Operations and Assessment
2017 IV-E Conference Committee NASPA

Treasurer

MAA IV East Advisory Board

**Technology**

Residential Education
Chair
2017 Regional Conference Committee NASPA

Treasurer

MAA IV East Advisory Board

**Office of Multicultural Student Success**
