





# Letter from the Vice President

With more than eighteen months of navigating through a global pandemic that sent faculty, staff and students to an all-remote environment, the Division of Student Affairs responded in remarkable fashion and worked tirelessly to engage our students in meaningful ways. In addition to adjusting how we delivered our programs and services to continue to meet student needs in a remote environment, a number of staff in the division took the lead on the university's response to the pandemic. They did this through participation in the Community Health Team and the Return to Campus committee, where they were integral to setting health, safety and conduct policy; tracing COVID-19 cases among the community; and conducting on-campus vaccine and testing clinics, among other things.

The FDA's emergency-use approval of a COVID-19 vaccine in winter 2020 offered hope for a return to some kind of normal in 2021, but vaccination rates and questions about mandates and regular testing clouded the near future and complicated planning. Agility and flexibility were required of our entire university community.

Even in the midst of COVID-19 uncertainty and disruption, you will see that this report reflects the tremendous and outstanding work of staff throughout the Division of Student Affairs. They did all of this even while they themselves struggled with anxiety, doubt and exhaustion brought on by the pandemic. I could not be prouder of the Student Affairs effort during this time and the great things we achieved. I am happy to share this annual report with you.

Gene Togiarski

**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.

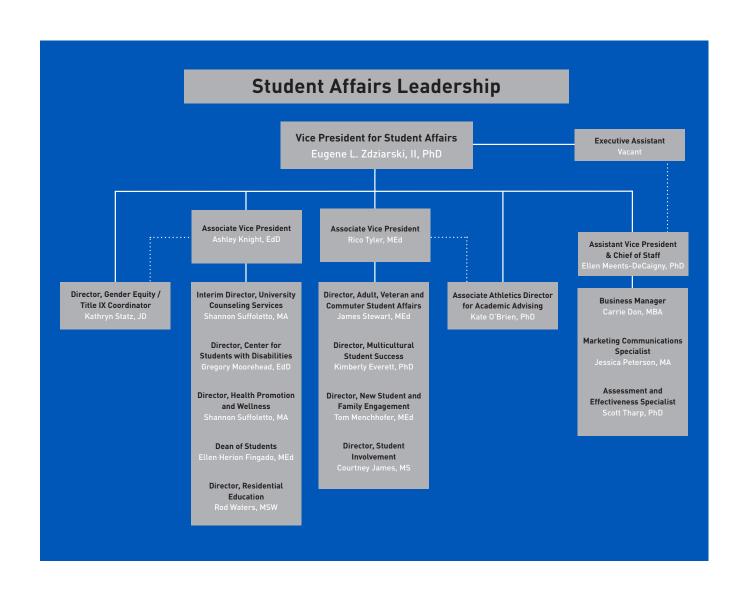
We put our mission and purpose into practice with:

- 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, 11 part-time staff members, 20 graduate assistants and 534 student staff members during 2020-2021.



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



# By the Numbers

While numbers aren't the only thing that matter in terms of Student Affairs' effectiveness in delivering engagement, support and success programs and services to DePaul's students, they can provide a quick snapshot as to how many students engage with us and some of the effects that engagement has.

#### STUDENT ENGAGEMENT

2,208 students checked into the virtual PRESIDENT'S ANNUAL TREE LIGHTING CEREMONY

**482** students participated in **MIDNIGHT BREAKFAST**, receiving breakfast packets via mail.

2,114 students attended real-time community building events, such as Take Home Tuesday and Hot Cocoa from Sheffield, during Winter Welcome Back.

There were 1,469 engagement points with streamed series and vodcasts, including Get to Know DePaul and Wake Up with OSI.

The spring MID-TERM CEREAL BAR drew

165 in-person and 592 take-and-go students,
all of whom received a DePaul-branded bowl.

**534 ESPORTS** matches, events and experiences were logged during 2020-21.

### By the Numbers

#### STUDENT SUPPORT

#### MENTAL HEALTH FIRST AID TRAINING

117 DePaul community members,

including all of Study Abroad and all Athletics coaches, completed the eight-hour training.

125 students received Technology Assistance Fund money totaling almost \$85,000 between September 2020 and June 2021.

**304** student cases were reviewed by the **STUDENT CARE TEAM**, which proactively addresses concerns that might interfere with degree completion.

total of about 1.100 students.

**\$188,198** on captioning services in FY 21, with \$38,909 of that coming from CARES Act funds.

146 students received Student Emergency Assistance Fund money totaling over \$134,000 between July 2020 and June 2021.

**UNIVERSITY COUNSELING SERVICES** met with

896 students in over 5,540 appointments, and offered 379 group counseling sessions.

Participation in the **Students Together Are Reaching Success (STARS) program doubled to 400 students**.

#### STUDENT ACADEMIC SUCCESS

2,115 students responded to the Academic Continuity and Engagement midterm emoji poll that aimed to identify students who were struggling academically.

1,308 students who were not registered for winter quarter classes in an effort to provide support and boost enrollment.

771 students were identified as at-risk for going on probation during winter 2021.

STUDENT AFFAIRS was able to make contact with 43 percent of these students to decrease risk of probation, and only 54 students (7 percent) went on probation at the end of winter quarter.

1,608 students accessed the STUDENT SUCCESS
COACHING program for 5,072 appointments using text,
meetings and coaching sessions.

Over 80 percent of student-athletes earned a 3.0+ and were named to the DePaul University Athletic

Director's Honor Roll.

A record **189** student-athletes were named to the **BIG EAST ALL-ACADEMIC TEAM** for earning a 3.0+ GPA for the academic year.

48 first-year, first-generation students
participated in GENERATION SUCCESS' TRAILBLAZERS
CHICAGO QUARTER CLASS, DOUBLE THE NUMBER OF THE
PRIOR YEAR.

# 2020-21 Priorities and Highlights

The following section shares some of the division's 2020-21 priorities and highlights. This does not reflect all of the work done by our dedicated staff during this time, rather we share some of our work specific to advancing the university's and division's strategic goals and priorities.



### Student Academic Success

### ACADEMIC CONTINUITY AND ENGAGEMENT (ACE) INITIATIVE

The ACE Initiative serves to provide proactive information and reactive intervention to students who are at risk of not persisting toward their degree as identified by Institutional Research and Market Analytics (IRMA) through predictive analytics. The initiative targets four different student groups: first year, first time in college; sophomores; juniors/seniors and new transfers.

Thousands of students received some kind of outreach during the year as part of the ACE initiative.

#### Outreach has included:

- A mid-term email emoji poll among all enrolled undergraduate students (13,893 students) was initiated on October 5, 2020. The purpose of the poll was to identify undergraduate students who were struggling academically or emotionally.
  - o Sixty-two percent (8,627) of students opened the email, and 17 percent (2,322) clicked on one option in the email. The poll, which asked students how they were feeling, yielded 2,115 unique responses (15 percent response rate) and the following results:
  - 23 percent (484) of respondents voted "Good"
  - 42 percent (890) of respondents voted "OK"
  - 35 percent (741) of respondents voted "Bad"
  - 363 respondents left comments
- Any students who responded 'bad' received personal email outreach from a Student Affairs professional, who connected the students to pertinent resources and services.

- A communication campaign was conducted at the end of each academic quarter during 2020-21 to students who were not registered for the following quarter. The initiative identified degree-seeking undergraduate students enrolled in the prior quarter who had not yet registered for the upcoming quarter.
- In December 2020, a total of 1,308 students were eligible for outreach and 961 students had one of the following successful interactions with a staff or student employee:
- o 51 percent (490) of the interactions resulted in the staff member leaving a voicemail.
- o 25 percent (243) of the interactions resulted in a quick chat where the students simply thanked staff or confirmed that they intended to register.
- o 17 percent (162) of the interactions resulted in full conversations where staff fielded questions and concerns and provided information on resources and supports.
- o 7 percent (66) of the interactions resulted in an email if a phone call was not possible.
- A winter 2021 intervention communication was launched to mitigate an almost 100 percent increase in students on probation after fall quarter. 771 undergraduate, degree-seeking students were identified as a probation risk throughout winter quarter.
  - o The ACE Persistence Committee and coordinated college outreach contacted 43% of the identified probation risk students.
- o At the end of the winter quarter, only seven percent (or 54 students) of the identified probation risk group went on probation.

#### STUDENT SUCCESS COACHING

The Student Success Coaching Program provides all first-year students with access to a success coach beginning in the winter quarter of their first year. 1,467 of 2,521 first-year students in winter 2021 participated in the program by engaging in at least one form of contact with at least one coach. Students who were engaged in the program in the winter persisted at a 95.8 percent

rate compared to a 93.7 percent rate for those who did not participate in the program.

	2019/2020	2020/2021	% Change
Coaching sessions	928	1,025	10.45%
Unique students engaged	397	430	8.31%
Total texts sent or received	18,196	45,232	148.58%
Texts sent	12,561	33,541	167.02%
Texts received	5,635	11,691	107.47%

Student Success Coaching increased across the board, but saw very large increases in texting interactions between coaches and students.

	Appointments	Unique students engaged	% of class engaged
All interactions (Chat, Conversation, Coaching Session)	5,072	1,698	68.8
Conversations and coaching sessions	1,743	780	31.6
Coaching sessions	1,025	430	17.4

Coaching interactions were categorized into three distinct interaction types. These interactions were documented in BlueStar.

#### CHICAGO QUARTER

In partnership with the Center for Teaching and Learning, Student Affairs created new online Common Hour modules to provide more options for Staff Professionals and Chicago Quarter Mentors (CQM) to deliver content and engage with new, first-year students in a virtual environment. In addition, the Common Hour curriculum updates for fall 2020 provided Staff Professionals and CQMs additional activities and new ways to engage first-year students in an online environment.

For the first time, four Chicago Quarter sections were offered during winter quarter 2021 to support the large number of new, first-time, first-year

students starting college in January. These sections were modeled off of the classes offered in the fall (i.e. full teaching teams and Common Hour curriculum).

#### ATHLETIC ACADEMIC ACHIEVEMENT

Student Affairs supports athletic academic success through the office of Athletic Academic Advising. The following data reflect the achievement of 219 student-athletes participating in 15 BIG EAST Conference sports who are enrolled in six of DePaul's ten colleges, collectively pursuing 63 different majors. In 2020-21:

- The program GPA was 3.556, with every team achieving above a 3.0 GPA average for their players (two above 3.9 and three above 3.7).
- More than 80% of student-athletes earned a 3.0+ and were named to the DePaul University Athletic Director's Honor Roll—90% in Fall, 82% in Winter and 81% in Spring.
- More than 60% of student-athletes earned a 3.5+ and were named to the DePaul University Dean's List (undergraduate students only)—75% in fall, 68.2% in winter and 62.6% in spring.
- More than 25% of student-athletes earned a perfect 4.0 each quarter (30% in fall, 29% in winter and 28% in spring).

#### UNDOCUMENTED STUDENT SUPPORT

The Monarch Butterfly Scholarship, established by the Student Government Association in 2017 as a student fee to support undocumented students, was expanded in four ways:

- 1. To allow transfer students to apply
- 2. To allow allocable uses of scholarship money to include COVID-related emergencies
- 3. To require all Monarch scholarship recipients to become a part of the broader OMSS scholarship program, which requires participation in certain programs and services, in addition to identity-specific workshops and engagement with program staff that were open to all undocumented students, and
- 4. To include a graduate student Monarch scholarship, established in partnership with the Division of Mission and Ministry.

# Student Engagement

#### **ANNUAL TREE LIGHTING CEREMONY**

In its third year, this annual tradition brings together DePaul community members to celebrate the holiday season. Even in the midst of a global pandemic with the event presented virtually, 1,917 DePaul community members joined the President's Annual Tree Lighting event in November 2020. The ceremony had over 2,600 views with 2,028 students checking into the event to receive a DePaul holiday beanie mailed to them.

#### MIDNIGHT BREAKFAST

In winter 2021, 482 students participated in virtual Midnight Breakfast. In the past the event was an in-person breakfast served by administrators to students during the fall quarter final exam period. This year breakfast packets were mailed to students and included DePaul custom utensil kits, a breakfast snack item, coloring sheet and sticker. A virtual pancake artist performed at the event and afterwards, a comedy show was presented.

#### WINTER WELCOME BACK

2,114 students attended real-time community building events during Winter Welcome Back, a week-long series of events designed to welcome back and reinvigorate students after the long, six-week winter break. The welcome back took place during the first week of classes, January 4- 9, 2021. Events included the Virtual Involvement Fair, Take Home Tuesday and Hot Cocoa from Sheffield.

#### **SPRING ON-CAMPUS EVENTS**

As COVID restrictions lifted, a variety of weekly on-campus events were held during spring quarter 2021. Beginning the second week of spring quarter, students enjoyed the Midterm Cereal Bar, Arcade Night and Mini Golf.

757 students participated in the Midterm Cereal Bar, which was held in the Lincoln Park Student Center in May 2021. The event was meant to provide some sustenance and a break from studying during midterms, and free cereal and DePaul branded bowls were provided to students. Students could choose



to pick up their bowl and cereal and leave or stay in the Student Center to enjoy their cereal. 165 students participated in the in-person event, and 592 participated in the take and go part of the event.

"I think college is what you make of it, and I can easily say I see myself thriving at DePaul."

NICOLE SLADKOV, JUNIOR MAJORING IN BUSINESS ADMINISTRATION

#### **BLUE DEMON ENGAGEMENT SURVEY**

Student Affairs and Institutional Research and Market Analytics developed and conducted the Blue Demon Engagement Survey, which was launched in January 2021. Student Affairs conducted the survey to examine additional outputs related to student engagement. There were six indices in the survey:

- Affinity to DePaul
- Sense of belonging with other students
- Personal resiliency
- Social resiliency
- Academic self-management
- Personal self-management

There were a total of 942 usable responses representing a 23.6 percent response rate. Responses from students who participated in Student Affairs activities\* during the fall 2020 term were compared to the responses of students who did not participate in Student Affairs activities. Overall findings were:

- There was a positive relationship between engagement and affinity: The more events/activities student were involved in the greater their affinity to DePaul.
- There was a positive relationship between sense of belonging and academic achievement. More directly, the higher a student's sense of belonging, the higher their cumulative GPA.
- There was a positive relationship between resiliency and academic achievement—again, the higher a student's social resiliency, the higher their cumulative GPA.

#### **STREAMED SERIES (VODCASTS)**

There were 1,469 engagement points with virtual engagement experiences or vodcasts. These included streamed series like Wake Up with OSI (Office of Student Involvement), which previewed program and event opportunities each week and was streamed to the Official Class of 20xx Facebook pages, and Get to Know DePaul, which helped students understand the institution and some

\*Based on DeHub event participation and select "active" student group membership



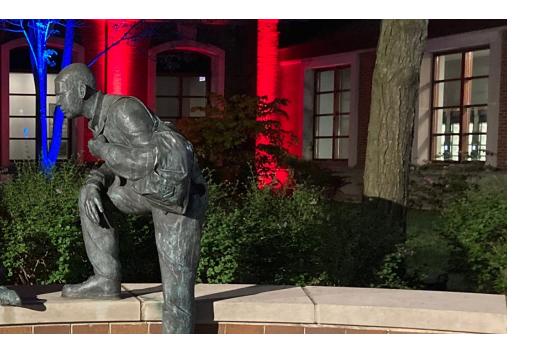
of its key players better. Over the course of the academic year, 92 unique students and 217 students total watched at least one Get to Know DePaul.

1,106 community members watched the new Back to Campus Vodcast on the OSI YouTube channel, and 470 watched via the OSI Facebook page. The vodcast featured weekly updates around on-campus gathering parameters, what's happening on campus, and more. Each week a different guest joined the vodcast to provide updates about different campus operations. DePaul community members could watch the vodcast live or on-demand.

### ENGAGEMENT OPPORTUNITIES FOR OR RELATED TO BLACK, INDIGENOUS AND PEOPLE OF COLOR

#### THE BLACK STUDENT EXPERIENCE

The Black Student Experience (BSE) is an umbrella initiative established in Student Affairs and housed within the Black Cultural Center to specifically serve Black students at DePaul. Along with multiple campus partners across divisions, various committees and teams collaborate to plan events, build support networks, and create resources for Black students. As part of BSE,



three annual events are offered: a welcome experience, a late fall/early winter program, and a graduation celebration. Because of the COVID-19 pandemic, only the welcome event was held in fall 2020.

#### PRACTICING ANTI-RACIST BOOK CLUB

The LGBTQIA+ Resource Center and The Women's Center offered two installments of their practicing anti-racist book club for faculty, staff and students. In the fall, the book was Ibrahim X. Kendi's Practicing Anti-racism and during the winter quarter, the book was Audre Lorde's Sister Outsider. Eighteen community members participated in the Kendi book club and 10 participated in the Lorde book club.

#### **REALIZING ABOLITION SERIES**

The Office of Multicultural Student Success offered Realizing Abolition to faculty, staff and students during the fall and winter quarters. In the fall, four meetings were held to examine abolition. During winter quarter, the series took participants deeper into abolition in action and to new and dynamic spaces through four meetings in January and February. 304 community members registered for the series, with event attendance as follows:

"At DePaul, we ask 'why here, why now?' DePaul's mission was a huge factor in my decision to enroll, and the faculty, artists and actors have really helped me."

BEN RAANAN, MFA IN DIRECTING, THE THEATRE SCHOOL

- 15 in attendance on September 30, 2020 (Transformative and Restorative Justice: A Tool Box)
- 19 in attendance on October 14, 2020
- 28 in attendance on January 21, 2021 (Carceral Ableism)
- 60 in attendance on January 27, 2021 (Migration is a \*Trans Issue)



# Student Support

### CONTACT TRACING/STUDENT SUPPORT EFFORTS RELATED TO COVID-19

- The university's Community Health Team, which three Student Affairs staff members provided leadership, managed 545 positive cases and 462 close contacts. These cases were reported and traced between July 1, 2020 and June 25, 2021.
  - o Overall 1,467 COVID cases were managed (including the positive and close contact cases).
  - o The Community Health Team organized four vaccine clinics on campus

- over eight days. 430 DePaul community members were vaccinated through the clinics.
- Student Affairs has played a significant leadership role in the COVID-19 response at DePaul.
- o Staff from throughout the division were critical members of the Restarting Campus Operations group.
- o The vice president was the university senior leadership liaison from the Community Health Team and Restarting Campus Operations groups.
- o The director of Health Promotion and Wellness was the co-chair of the university's Community Health Team.
- o The marketing communications specialist contributed significantly to university-wide communications on COVID and the COVID response, the university's COVID website and the student handbook.

#### STUDENT MENTAL HEALTH SUPPORT

#### MY STUDENT SUPPORT PROGRAM

During the pandemic, many more people suffered due to isolation, disrupted routines, illness and general worry about the virus, among other things. While demand for counseling services increased during this time, the ability of University Counseling Services to provide therapy was hampered due to state licensing laws that often restrict treating out-of-state and international clients.

In order to continue to offer students mental health services regardless of where they were located, Student Affairs partnered with My SSP in April 2021 to provide mental health and well-being services via phone, chat or secure video call. Students could access counseling support and self-directed digital content via the My SSP app. The service offers multi-lingual support and there is no cost to students.

"It is important for colleges to take care of their veteran students, and I think DePaul has done a great job with this."

JOEL GONZALEZ, CLASS OF 2021, BUSINESS ADMINISTRATION MAJOR

#### SISTAS...Y'ALL ALRIGHT?

In November 2020, 13 students participated in University Counseling Services' 'Sistas...Y'all Alright?,' a recurring, weekly, 90-minute workshop meant to provide Black- and female-identified faculty, staff and students with a safe space to engage in in-depth discussions about the stress experienced as a result of current societal issues and events. Participants were introduced to culturally specific coping strategies, tools and resources to assist with stress reduction.

#### **ASSISTANCE FUNDS: STUDENT FINANCIAL SUPPORT**

Two new funds were established by the university, which were made possible by generous donors and administered by Student Affairs: the Technology Assistance Fund and a mental health fund. The funds were established in response to the COVID-19 pandemic and students' associated needs and challenges. Student Affairs also continued to assist students in need through the Student Emergency Assistance Fund.

#### **TECHNOLOGY ASSISTANCE FUND**

Almost \$85,000 total was distributed to over 125 students. Students could apply for money from the fund in order to cover Internet, wifi and/or the purchase of a new laptop. This included 104 laptops, 44 laptop/internet combined requests, 77 internet requests at \$100 per quarter and one monitor request.

#### **MENTAL HEALTH FUND**

Student Affairs distributed \$4,000 to students from the mental health fund. The fund allows for multi-pronged student mental health support, from prevention to response, including help paying deductibles and co-pays in order to access mental health treatment and Mental Health First Aid training at DePaul.

#### STUDENT EMERGENCY ASSISTANCE FUND

The Student Emergency Assistance Fund (SEAF) serves as a lifeline for students in crisis or emergency situations, providing grants to help with food, rent, medical expenses, or simply to replace a lost Ventra card. During the COVID-19 pandemic, SEAF was an even greater lifeline, as more students were faced with job loss and medical crises that required emergency assistance. Generous donors stepped up to increase available funds for students during the academic year.

A total of \$134,325 in SEAF funds were distributed to 146 students, with the average award coming in at \$920. In a typical year prior to COVID, funds would



be distributed to approximately 35 to 40 students at a total amount of \$30,000 to \$35,000.

#### STUDENT CARE TEAM (SCT)

The Student Care Team brings together professionals from Public Safety, Residential Education, University Counseling Services, Health Promotion and Wellness, the Center for Students with Disabilities, the Office of Gender Equity and the Dean of Students office in order to review recent student contact and concerns in order to proactively address what could become much larger issues for the student and interfere with the successful completion of their degree.

The team reviewed 304 cases for the academic year, which is slightly fewer than the prior academic year. The cases were mental health, physical health and well-being concerns, student behavioral concerns, COVID non-compliance, harassment and discrimination.

"We aim to create open environments where we interact with students to ensure our peers are aware of resources offered by DePaul and the greater Chicagoland."

CLAIRE NEWBY, CLASS OF 2020, HEALTH SCIENCES MAJOR AND PEER HEALTH EDUCATOR IN THE OFFICE OF HEALTH PROMOTION AND WELLNESS

While there were very few students on campus, those students studying remotely needed a great deal of support from staff and faculty in order to manage academic pressures and remain enrolled. SCT provided case management, referrals, and individual meetings, and Student Affairs staff worked directly with faculty members, other staff members, family and community members to intervene in situations involving distressed students.

#### **HEALTH PROMOTION AND WELLNESS**

During the pandemic, two new mental health programs were offered by the office of Health Promotion and Wellness. In addition to the one-on-one support the office has always provided, they introduced Wellness Wednesdays and You + Me = We.

#### **WELLNESS WEDNESDAYS**

Wellness Wednesdays is an hour-long, educational program offered weekly during the lunch hour on Wednesdays. Topics have included recovery in college, mental health support for the Asian American/Pacific Islander (AAPI) community, cannabis harm reduction, substance use during COVID, and more. There were 99 student touchpoints and 88 unique student participants who engaged in Wellness Wednesday events.

#### YOU + ME = WE

You + Me = We was a 10-week program held weekly and offered during winter quarter. It focused on building new, healthy friendships covering different topics and allowing students to move into breakout rooms to talk to and meet new people. There were 68 student touchpoints and 37 unique student participants over the 10-week program.

#### **MENTAL HEALTH FIRST AID**

In addition to the two new programs, the office continued to offer Mental Health First Aid training, but partnered with student mentor programs and university departments in order to engage more community members in the training.

Mental Health First Aid training helps faculty, staff and student participants assist someone experiencing a mental health or substance use-related crisis. In the course, attendees learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help.

There were 117 DePaul community members that completed the training over nine sessions, including two for student leaders in Student Affairs (the Health Education Action Team and STARS peer mentors). Notably the entire Study Abroad department and all Athletics coaches completed the training.

#### OFFICE OF GENDER EQUITY

The Office of Gender Equity (OGE)/Title IX Office is responsible for enforcing both DePaul policy and federal and state laws, and interacts daily and provides services and investigative efforts to students, faculty and staff.

Specific to students, in the prior academic year, OGE:

- Supported 41 requests for accommodations for students including those who were pregnant and/or parenting.
- Managed 88 reports of students allegedly impacted by potential sex-based misconduct including reports from responsible employees where students disclosed experiences prior to enrollment.
- Fielded 16 stand-alone (unrelated to an investigation) No Contact Directives involving enrolled students
- Completed nine investigations of sex-based misconduct involving an enrolled student as either a complainant or respondent or both.

#### FIRST GENERATION COLLEGE STUDENT SUPPORT

Student Affairs created one new program and expanded another for first generation college students in 2020-21.

#### GENERATION SUCCESS EXPANDED (CHICAGO QUARTER CLASS)

Student Affairs' Generation Success program, for first-generation college students, doubled in size from the 2019-20 cohort of 24 students, starting 2020-21 with 48 students and two Chicago Quarter Trailblazer classes instead of one. As part of the initiative, the Office of Multicultural Student Success added a week of events leading up to National First-Generation College Student Day on November 8, 2020. Events included a FAFSA workshop, a meditation session and a conversation around self-care, among others.

### I AM FIRST CAMPAIGN, FIRST-GENERATION COLLEGE STUDENT CELEBRATION

The Office of Multicultural Student Success launched the "I Am First" Campaign in May 2021, which aimed to normalize and honor the first-generation college student experience.

Part of the month-long campaign included a week of virtual events honoring first-gen students. Events were:

- Networking 101
- Building Your Personal Board of Directors
- Post-Graduation Depression
- Negotiating Your Salary
- Providing Access Through Holistic Support (PATHS) Quarterly Institute.
   PATHS is a career-focused program for rising sophomores who are first generation, Pell-eligible or students of color.

In addition to the week of events, a social media square, email signatures and Zoom backgrounds were created and distributed so faculty and staff could show their support for first-gen students in these ways.

#### PEER MENTORING

In FY21, DePaul partnered with Mentor Collective, a company that supports peer mentoring by matching mentors with mentees, providing training materials to mentors, and tracking all activity on their communication system. Since partnering with Mentor Collective:

• The number of students participating in the STARS program (a mentoring program for first-generation, low-income students at DePaul) has doubled, from fewer than 200 in FY2018 to 400 today.

 Participation in the New Transfer Student initiative has increased from fewer than 20 in 2020 to 375 in 2021. As evidence of the program's impact, 94.5 percent of students with a peer mentor in fall 2020 re-enrolled for winter 2021, compared to 88.3 percent of all new transfers.

The following chart compares the 2020-21 quarter to quarter reenrollment of students of color and Pell-eligible students who participate in STARS and the same type of students who did not participate in STARS:

		STARS (350)	Non-STARS (1450)
Students of Color	Fall to Winter	88.7	88.0
	Winter to Spring	84.2	82.6
Pell-eligible Students	Fall to Winter	89.8	86.6
	Winter to Spring	84.7	80.3



# 2021-22 Strategic Priorities

In September 2021, DePaul's Joint Council met and approved the university's strategic focus for the coming year and the last three years of the university's strategic plan, Grounded in Mission: The Plan for DePaul 2024. Student Affairs activities are represented in five of the university's priorities in the coming years, and these will be the division's focus during the 2021-22 academic year (and beyond):

- Strengthen programs that serve students of color, first-generation students, lowincome students, and LGBTQIA+ students to broaden participation. (Goal 2.1 C)
  - o Identify and build on synergies between the Office of Multicultural Student Success and TRiO and reduce duplication of efforts.
- Develop programs that focus on the retention and degree completion of student populations most at risk. (Goal 3.2 E)
- o Fully establish the people of color retention specialist roles and their associated activities in the Office of Academic Continuity and Engagement (ACE).
- Leverage predictive analytics to identify students at risk of attrition quarterly and ensure intervention. (Goal 3.2 G)
  - o Complete a full-scale review of ACE communication efforts to at-risk students identified by predictive analytics and ensure the effectiveness of the communications to decreasing attrition.
- Enhance the Career Center's ability to help students become career-ready. (Goal 3.3 E)
- o Implement and further develop the Future Forward program in the Career Center.
- Increase the number of students participating in internships through engagement with employers, alumni and funders. (Goal 3.4 A)
  - o Increase awareness and opportunities for students to have at least one internship experience by expanding corporate connections, faculty and staff partnerships and developing a "Here we intern" plan.



# Staff Accomplishments

#### **EDUCATION**

### Adult, Veteran and Commuter Student Affairs

James Stewart

PhD, Curriculum Studies
DePaul University

#### Office of Multicultural Student Success

Christopher Love *MBA*DePaul University

#### YEARS OF SERVICE

#### Fifteen Years

Anthony McGeath,
University Counseling Services

Stacey Kvet

University Counseling Services

#### **Twenty Years**

Ellen Meents-DeCaigny,
Office of the Vice President

#### **AWARDS/HONORS**

#### **Health Promotion and Wellness**

Shannon Suffoletto Spirit of DePaul Award

#### **University Counseling Services**

Anthony McGeath

Spirit of DePaul Award

#### **LEADERSHIP**

#### New Student and Family Engagement

Dani Blackwell

Vice President

DePaul Staff Council



#### Office of the Vice President

Ashley Knight

Vincentian Mission Institute and Mission Ambassador

#### PRESENTATIONS (EXTERNAL)

### Adult, Veteran and Commuter Student Affairs

Megan Giedraitis

Veteran Peer Advising
Student Affairs Administrators in Higher
Education (NASPA) Military Connected
Student Conference

James Stewar

Panelist, Sophomore Student Experience/ Retention Roundtable National Association for Campus Activities

#### Office of Student Involvement

Courtney James

Panelist, Girls who game: Creating inclusive communities for female and fem-identifying gamers (with Dixon, R., Novis, S. and Rourke, D.) Illinois High School Esports Association

Utilizing streaming for student engagement.
NACA Live Virtual Conference and the
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