

Three young men are posing together in front of a winter-themed backdrop. They are all wearing red sweatshirts with a white and blue 'DEPAUL' Christmas sweater design featuring snowflakes and small houses. The man on the left is making a peace sign, the man in the middle is smiling, and the man on the right is also making a peace sign. A semi-transparent dark blue banner is overlaid at the bottom left, containing the text '2021-22 STUDENT AFFAIRS ANNUAL REPORT'.

2021-22 STUDENT AFFAIRS ANNUAL REPORT





LETTER FROM THE VICE PRESIDENT



The 2021–22 academic year was an interesting one, as DePaul moved toward more in-person classes and events and had more staff back on campus and students in the residence halls. Student Affairs was again able to pivot at multiple points in response to the COVID-19 pandemic and continued to offer a variety of programs and services, both in person and remotely. ■ Options for remote and in-person programs and services weren't the only ways that Student Affairs adjusted its work to meet student needs. Residential Education and Housing and Dining Services re-implemented much of what they learned in the prior academic year to accommodate residential students who contracted or were exposed to COVID-19, but with a much larger on-campus population. With the vaccination requirement came a weekly COVID-19 testing requirement for those who were not vaccinated for religious or medical reasons. Student Affairs implemented and managed on-campus testing, and the Dean of Students office handled a significantly increased number of conduct cases for non-compliance. ■ We also added to our operations in 2021–22 by welcoming two new areas to the Division of Student Affairs from Enrollment Management: The Career Center and TRiO/Access and Attainment. Organizational change like this is always complicated, and emerging from the pandemic transitioning these new units to the division was more challenging than it otherwise would have been. ■ This annual report touches on these issues, provides information on other strategic and significant accomplishments, and shares our priorities for the 2022–23 academic year. I hope you will take a moment to review this, and with us, celebrate our wins and understand our challenges. I welcome any questions you may have. ■

EUGENE L. ZDZIARSKI, II, PHD
VICE PRESIDENT FOR STUDENT AFFAIRS

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.

community

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

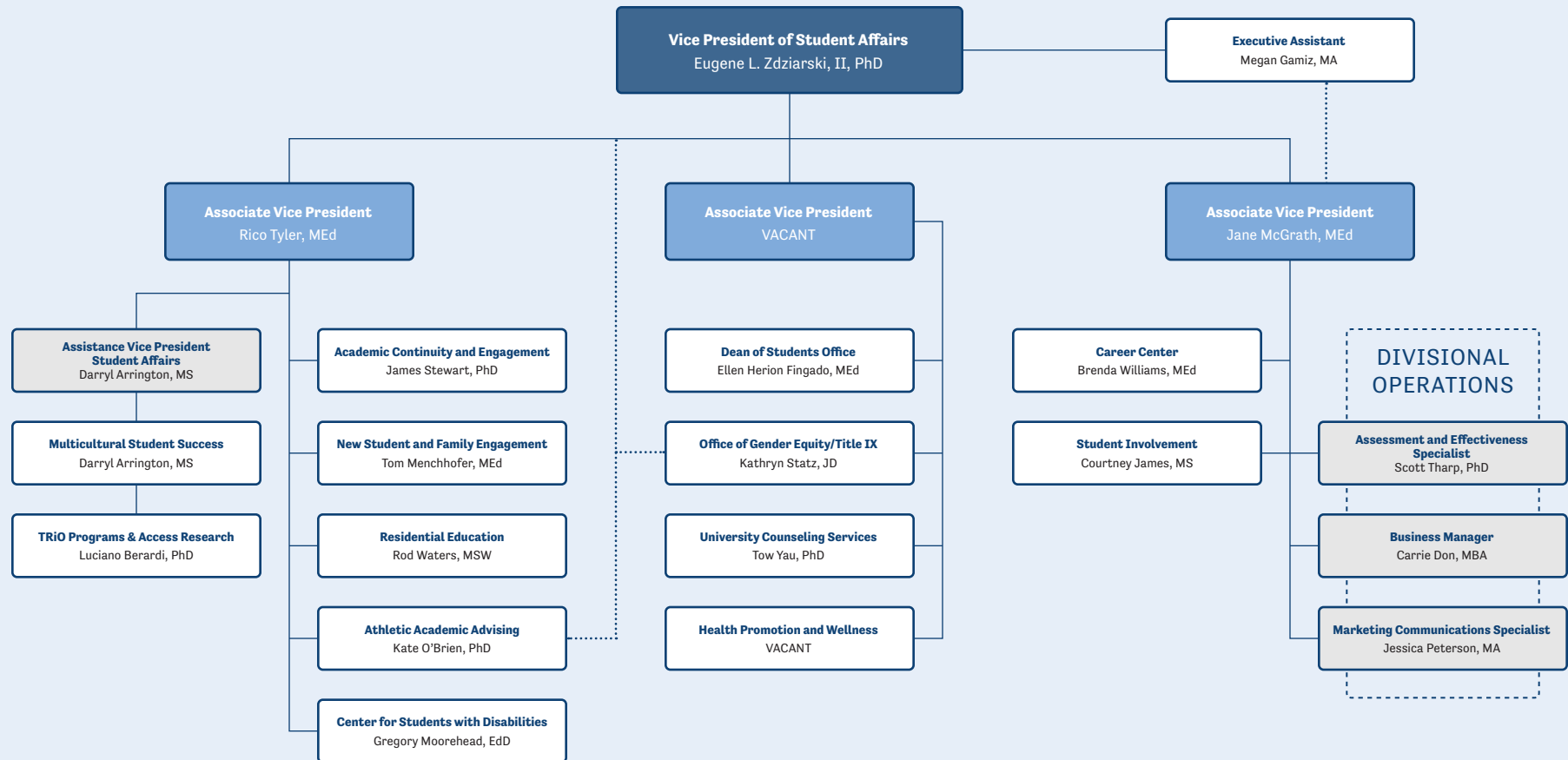


“Being able to put on events to make the DePaul community better is uplifting to me. We really do positive things here.”

ANKIT PAL '22 | FORMER PRESIDENT OF THE DEPAUL ACTIVITIES BOARD,
HEALTH SCIENCE MAJOR AND POLITICAL SCIENCE MINOR

ORGANIZATIONAL STRUCTURE*

Student Affairs employed 108 full-time staff members, 8 part-time staff members, 18 graduate assistants, and 646 student staff members during 2021–22.



*This information was current as of January 2022.

CORE FUNCTIONS

Student Affairs developed three core functions 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.

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.

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.

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.

service



BY THE NUMBERS

STUDENT ACADEMIC SUCCESS

While numbers are not the only thing that measure Student Affairs' effectiveness in supporting DePaul students, they provide a quick snapshot of how many students engage with our programs and services, how they engage, and the impact of that engagement.

- ➔ Almost **80%** of **STUDENT-ATHLETES** earned a **3.0+** and were named to the **DePaul University Athletic Director's Honor Roll**—81.1% in fall, 80.4% in winter and 79.5% in spring.
- ➔ Athletic Academic Advising's **32 TUTORs** provided **2,196 hours** of in-person and virtual tutoring during the 2021–22 academic year.
- ➔ Two Athletics teams, **WOMEN'S TENNIS AND SOFTBALL**, earned the **highest GPA** in the BIG EAST.
- ➔ The **19** Students Together are Reaching Success (STARS) **PEER MENTORS** in the Office of Multicultural Student Success (OMSS) logged **1,439 conversations** and **6,432 text messages** with their mentees.
- ➔ **88%** of **OMSS SCHOLARS** who were enrolled in 2020–21 **returned** for the 2021–22 academic year.
- ➔ **TRiO Student Support Services** engaged **190** participants and marked a **97% retention rate** for participants.
- ➔ **64%** of **TRiO McNair** graduating scholars **were accepted** into graduate school or a post-baccalaureate experience.
- ➔ **Academic Continuity and Engagement** matched **414** unique students with **TRANSFER PEER MENTORS**. Mentors logged **1,875 total conversations** and sent **7,569 text messages**.

achievement

STUDENT ENGAGEMENT

- ➔ The **OFFICE OF STUDENT INVOLVEMENT** had over **42,000 interactions** with **8,290 students**.
7,226 of those students were undergraduates, accounting for almost 56% of the undergraduate population.
- ➔ **FALL 2021 WELCOME WEEK** signature events had **13,518 student visits**:
 - **3,019 students** visited the fall **Involvement Fairs**
 - **2,537 students** were at the **Lincoln Park Blue Demon Welcome**
 - **463 students** attended the **Welcome Back Bash** hosted by Residence Hall Council
- ➔ In its third year, the **UGLY SWEATER PARTY** drew **1,593 students**.
- ➔ **HEALTH PROMOTION AND WELLNESS** hosted almost **300** events with over **2,500 total attendees**.
- ➔ **NEW STUDENT AND FAMILY ENGAGEMENT** welcomed **2,844 new freshmen** through 17 virtual Premiere DePaul orientation programs during the summer of 2021.
- ➔ **NEW STUDENT AND FAMILY ENGAGEMENT** welcomed **1,115 transfer and adult students** through 8 virtual Transition DePaul orientation programs.

engagement

assistance

STUDENT SUPPORT

- ➔ The **OFFICE OF GENDER EQUITY** responded to **187** student-specific reports.
- ➔ The **CENTER FOR STUDENTS WITH DISABILITIES** enrolled a record **1,293 students** during winter quarter, a **9.5% increase** over the prior year.
- ➔ The **DEAN OF STUDENTS OFFICE** held **1,367** student and/or family appointments across the three assistant deans and one dean of students.
- ➔ The Dean of Students Office awarded **\$122,705** from the **STUDENT EMERGENCY ASSISTANCE FUND** to **132 individual students**.
- ➔ Staff from **HEALTH PROMOTION AND WELLNESS** were involved in developing response procedures and responded to **1,158 confirmed** positive COVID-19 cases during the academic year.
- ➔ **RESIDENTIAL EDUCATION** supported **416 students** who tested positive for COVID-19 and were required to isolate.
- ➔ The university's **24/7 TELE-MENTAL HEALTH SERVICE** (MySSP) supported **791 students** over **1,530 appointments**.
- ➔ The **CAREER CENTER** provided **5,168** advising appointments, a **12.8% increase** from the previous year.
- ➔ The Career Center provided **819 asynchronous resume and LinkedIn review services**, a **FOUR-FOLD INCREASE** from the previous year.
- ➔ **450 students** participated in the Career Center's **FUTURE FORWARD** program.

In Peterson's (2019) guide to best schools for students with Learning Disabilities, DePaul University was ranked #11.

PRIORITIES AND HIGHLIGHTS

BY CORE FUNCTION



STUDENT ACADEMIC SUCCESS

Academic Continuity and Engagement

- The Sophomore Success Program for underrepresented students of color (Black, Latinx or Multiracial) is one of multiple programs run through the office of Academic Continuity and Engagement. The program was initiated to address a variety of variables that impact student persistence to graduation.
- In the 2021–22 academic year, all Black, Latinx or Multiracial sophomore students (1,016 students) received an introduction to the program. A subpopulation of these students was identified (646 students) as at-risk for attrition, requiring extra support and direct outreach from staff coaches. This at-risk determination was made using a combination of faculty alerts, low engagement and/or grades in the learning management system as well as lower predictions of persisting to the following quarter.
- Staff coaches reached out to each of these students using a combination of texts, emails, and phone calls to encourage meetings and participation in the program.
- Staff coaches engaged with 227 unique students throughout the 2021–22 academic year. These points of engagement included multiple meetings and communications. Deeper and consultative relationships between coaches and students formed as students from both fall and winter continued to engage with the program into the spring quarter. Students engaged with the program had notably higher retention rates in fall 2022 in comparison to those that have not engaged with coaches (a statistically significant difference of 9% points).

Athletic Academic Achievement

- Student Affairs supports athletic academic success through the office of Athletic Academic Advising. The following data reflect the achievement of student-athletes at DePaul:
 - The average program GPA for the academic year was 3.495—every team was above a 3.0 (nine teams were above a 3.5).
 - More than 60% of student-athletes earned a 3.5+ and were named to the DePaul University Dean's List (undergraduate students only)—67.5% in fall, 66.0% in winter and 62.4% in spring.
 - Almost 25% of our student-athletes earned a perfect 4.0 each quarter (24.5% in fall, 25.8% in winter and 24.9% in spring).
 - 89% of student-athletes are undergraduate students—11% are graduate students—and they are enrolled in six of DePaul's ten colleges and are pursuing 70 different primary majors.

TRiO Student Support Services

- TRiO students have access to advisors who assist with academic planning, career development, and financial aid. TRiO SSS staff provides tutoring and supplemental instruction to strengthen academic performance. Staff facilitate mentorship connections between students and alumni to develop and refine future education and career plans. The department implemented three significant projects and programs in the 2021–22 year:
 - A manual for tutors and graduate advisors which will be used for training and assessment of student employees.
 - Two new full-time positions (a retention specialist and workforce training coordinator).
 - A pilot program for students with at-risk academic standing that would support them in getting back on track.

“Don’t just assume that you can’t do things because you are scared you won’t be good enough or that you don’t have the background. I reached out to my professors and peers to make connections and now I’m really happy with where I am.”

CAMILA CORTEZ '22 | ENVIRONMENTAL SCIENCE

STUDENT ENGAGEMENT

Student Athlete Engagement

- Athletic Academic Advising (AAA) collaborated with the office of Health Promotion and Wellness, the Career Center, Sports Medicine, and Athletics to offer student engagement opportunities in three categories: Take Care DePaul Athletics (Health and Wellness), Build Your Blueprint (Career and Professional Development), and Community Service. AAA coordinated Student-Athlete Orientation (including Bystander Intervention Training for incomers) in the fall and offered three student-athlete specific courses: LSP 111 The Socioeconomic Impact of Sport in Chicago, UIP 290 Student-Athletes: Explore Careers, and UIP 295 Student-Athletes: Kickstart Your Career Strategy for sophomores in fall, winter, and spring quarters respectively.

- Athletic Academic Advising led a group to evaluate and rebrand the Student-Athlete Development Program into the DePaul Student-Athlete Experience. Composed of four pillars the program will add advocacy and allyship training to meet the department's Diversity Equity and Inclusion goals as well and partner with Mission and Ministry to bring their Meet Me at the Mission programming to student-athletes. In addition to the four pillars, the group, with help from an associate professor of Counseling and Special Education and an associate vice president for Student Affairs, drafted learning outcomes and will convene an advisory board for assistance in assessing the program by offering and annually.



“I’m grateful that DePaul holds events like this. I mentioned at the Annual Tree Lighting Ceremony that this place feels like a home away from home.”

KENNEDY CADICHON '22 |
NEUROSCIENCE

Black Student Engagement

- The Office of Multicultural Student Success piloted three new Black Student Experience events during the year: The Black Leader Institute; Here, We Include Connection (with the Career Center); and The Black Excellence Awards. The Black Student Experience offers innovative programs and services to increase black students' engagement, sense of community, and academic success.

Esports

- The Office of Student Involvement (OSI) worked with Undergraduate Admissions to recruit students to DePaul via the DePaul Esports program housed in OSI. A staff position funded through the Academic Growth and Innovation Fund allowed a closer and more successful collaboration with Admissions around Esports.

Rosalie Rendu Student Food Pantry

- Residential Education implemented the Res Ed Pantry Drive in support of the Rosalie Rendu Student Food Pantry at DePaul. Students donated non-perishable food items via a move-in bin that was then transported to the Rendu pantry. Food collected helped stock the pantry for an entire summer.

New Student Orientation

- With required new student orientation occurring virtually in summer 2021, New Student and Family Engagement staff designed and implemented optional in-person events for incoming first-year, transfer, adult, and rising second-year students.
 - Blue Debut: These orientation-related events took place in August and were open to incoming students and rising second-year students.
 - Sophomore Tours: These campus tours took place in July and were open to rising second-year students only.
 - Welcome Week Tours: These campus tours took place during Welcome Week, immediately prior to the start of class. The tours were open to incoming students and rising second-year students.
- Orientation leaders conducted outreach to each new student after the student attended the virtual Premiere DePaul or Transition DePaul orientation program. This outreach aimed to keep students connected, answer questions, and encourage them to participate in ongoing events throughout the summer prior to starting classes. 22,069 total text messages were exchanged between orientation leaders and incoming students.



Blue Demon Engagement Survey

- Student Affairs partnered with Institutional Research and Market Analytics to administer the New Student Blue Demon Engagement Survey to new students for the second year in a row. The survey was sent to all first-year freshmen in fall 2021, yielding a 23% response rate with 677 usable responses. As in the prior year, the analysis compared responses from students who participated in Student Affairs programs (based on DeHUB and Handshake event participation) with those who did not. The results demonstrated that students who participate in Student Affairs programs had a higher average GPA and likelihood to persist from fall to winter and fall to spring quarter in their first year. Additionally, those who participate in Student Affairs programs demonstrated a significantly higher score on the survey's sense of belonging index (3.68 points vs 3.39 points). The findings also show that there is a relationship between academic success, enrollment, and students' sense of belonging.

STUDENT SUPPORT

Gender Equity

- The Office of Gender Equity (OGE) partnered with the Department of Housing, Dining, and Student Centers to implement gender-welcoming housing. The option, while offered informally in the past, was not something that every student knew about. This critical option for students who seek it will be publicized and celebrated during 2022–23, and the residence hall floor (located in Seton Hall) will be unveiled as this designated space for the entering 2023 class.
- OGE participated in an Athletics Task Force to implement NCAA Attestation requirements relative to campus sexual violence disclosures. This multi-departmental group developed a process required for all NCAA institutions to take reasonable steps to confirm whether

incoming, continuing and transfer student-athletes have been disciplined through a Title IX proceeding or criminally convicted of sexual, interpersonal, or other acts of violence

- OGE collaborated with the LGBTQIA+ Resource Center to develop a gender identity training module for faculty and staff. The module has been presented to a variety of audiences including the Sexual and Relationship Violence Working Group, DePaul Central, the Psychology Department, and the College of Liberal Arts and Social Sciences, and received a positive response.

Students with Disabilities

- In winter 2021 the Center for Students with Disabilities (CSD) opened a stand-alone testing center at the Loop Campus in Lewis Center 1404. The center enhances the CSD's capacity to provide test-taking accommodations to eligible students.
- Susan Bandes and Stephen Sigel endowed a \$50,000 scholarship in honor of their late son and benefitting students who use the CSD's clinician services. The Andrew Bandes Siegel Memorial Scholarship will remove barriers to access and expand the impact of the service.

Student Mental Health

- The Office of Student Involvement, Health Promotion and Wellness, and University Counseling Services collaborated to offer a student Mental Health Fair in spring of 2022. The event was hosted over two days on the Loop and Lincoln Park campuses and addressed the increasing mental health needs of students during the COVID-19 pandemic. There were four interactive learning stations and two creative/artistic stations with which that students could engage. Almost 600 students took advantage of this opportunity to learn critical new information about mental health.

Counseling Services

- University Counseling Services piloted online scheduling for brief screening consultation appointments. The option is now available for students to use during the 2022–23 academic year. The department also filled nine of eleven open positions, evaluated, and contracted with a new 24/7 tele-mental health service, launched a single new phone number for all services and appointments, and established a new name: University Counseling and Psychological Services.



Residential Education

- Residential Education, along with the Department of Housing, Dining, and Student Centers, played a significant role in coordination of on-campus isolations for student testing positive for COVID-19. Residential Education staff acted as front-line responders amid the COVID-19 pandemic. Staff had to pivot numerous times to adapt policies and protocols to support students in line with changing Centers for Disease Control and Prevention COVID-19 guidance. Increasing numbers of COVID-19 cases changed how staff could program, meet with students, and perform other duties. Throughout the academic year, Residential Education supported 416 students who tested positive for COVID-19. Residential Education staff developed an internal tracker that allowed Residential Education to monitor students in isolation. Additionally, the residence director on duty sent twice daily check-in emails to ensure the well-being of our students.
- Residential Education implemented a Residential Education Diversity and Inclusion Committee to provide staff and students the tools and resources to respond to trauma experienced due to local and national tragedies. The committee reviews and makes recommendations regarding programs, resources, and services that bring awareness and draw attention to equity and inclusion. They share this information via resident assistants and through social media campaigns.

Career Center

- The Career Center implemented a new event, Here, We Include Connection, to connect employers with DePaul's talented diverse students. Eighty-two students and 23 employers participated in the event.
- Students in the Career Center's Future Forward program demonstrated greater progress towards career readiness markers than their first-year peers. Future Forward students were more likely to have a resume (98% vs 84%), be confident in their ability to network as part of learning about career paths (94% vs 87%), and feel more prepared to communicate their unique skills to potential employers (97% vs 92%). The Career Center further developed a partnership with Undergraduate Admissions to position Future Forward as a yield strategy, delivering two successful parent and prospect information sessions, leading to over 900 students accepting offers to participate in the 2022–23 cohort, approximately double the size of the 2021–22 cohort.
- The Career Center's Career Curriculum Team developed and received approval for new courses that will be implemented in 2022–23. They include:
 - UIP 230 (Professional Skills for Career Success) with new topics (Designing High Impact Presentations and Design Thinking: An Innovative Approach to Problem Solving)
 - CLD 216 Exploring Graduate & Professional School (2 credit course)
 - CLD 215 Internship: Analysis & Reflection (0 credit course)
 - CLD 500 Design Your Life & Career (2 credit course)
 - CLD 505 Develop Your Career Toolkit (2 credit course)

“Throughout every year, I’ve met plenty of close friends and colleagues. When I reflect on my time at DePaul, one thing that stands out to me is the way that other people are so supportive and determined to help others.”

WYNANTE CHARLES '22 |
HEALTH SCIENCE

2022–23 STRATEGIC PRIORITIES

PRIORITY

STUDENT AFFAIRS STAFF

We believe in the expertise and experiences of our staff and commit to their employee engagement, well-being, sense of belonging, and career trajectory. We review and codify our talent management framework with structures for professional development, policies, and practices that attract, engage, retain, develop, and celebrate staff within the Division of Student Affairs. We further believe that our efforts as Student Affairs practitioners can be enhanced by actively engaging with university partners.

Objectives that focus our work on this priority for 2022–23:

- Review and codify our talent management framework to include recruitment strategy, onboarding plans and retention strategy.
- Review grades, titles, and salaries to ensure an appropriate level of consistency and equity across the division.
- Celebrate staff within the Division of Student Affairs.
- Develop initiatives to improve employee engagement.

PRIORITY

SENSE OF BELONGING

We believe that students can thrive when they feel they belong at DePaul. We believe a sense of belonging engenders self-confidence, affinity, and pride.

Objectives that focus our work on this priority for 2022–23:

- Advocate for appropriate places and spaces for students to engage.
- Develop training for divisional employees to understand how their communication and practices to become more inclusive, welcoming, and valuing of students, thus increasing sense of belonging.
- Each department creates metrics for contributions toward increasing sense of belonging among students (ex: participation, satisfaction evaluations reporting, etc.)

celebrate

PRIORITY

STUDENT RETENTION AND PERSISTENCE

We believe in the promise that a DePaul education is transformative. Each student has the potential to succeed and advance their social and economic mobility. We collectively work to help them succeed and to eliminate barriers that get in the way of success.

Objectives that focus our work on this priority for 2022–23:

- Deepen our understanding of student needs, including but not limited to self-care, life skills, Generation Z, adults, mental health, housing insecurity, and student well-being and create mechanisms and communications to share this with our campus partners.
- Be deliberate in engaging with faculty and help them understand how they can support students for success.
- Coordinate efforts and resources across the division on specific student populations in which measurable change in retention and persistence can be made.

advocate



ANNUAL STAFF ACHIEVEMENT

EDUCATION

James Stewart

College of Education
PhD, Curriculum Studies

Diann Pomeroy

College of Education
MEd, Clinical Mental Health
Counseling

Lauren Schmidt

*Kellstadt Graduate School
of Business*
MS, Management

YEARS OF SERVICE

30 Years

Jane McGrath

Associate Vice President

10 Years

Montey Caston

Office of Gender Equity

Christina Tus

TRiO Programs

Katy Weseman

New Student and Family
Engagement

DIVISIONAL AWARDS/HONORS

Student Affairs Excellence Award

This award is presented annually to one staff member who has exceeded expectations within their charged duties and responsibilities, made significant departmental contributions and has a demonstrated commitment to their own professional development through either on or off campus leadership, research and/or seeking to enhance their own knowledge, ability, or skills to better serve the campus community.

- **Leslie Watland**, Dean of Students Office

Outstanding New Staff Professional Award

The Outstanding New Staff Professional Award recognizes and celebrates a staff professional within the Division of Student Affairs who has had a positive impact on the campus community and brought benefit to the division and student experience in a relatively short period of time.

- **Flor Reza**, Academic Continuity and Engagement

Collaboration Award

The Collaboration Award is given to an ad hoc group or task force that has demonstrated the ability to bring people together to work collaboratively towards a singular, time-specific goal.

■ **Student Care Team:**

Ellen Fingado, Dean of Students

Shemar James, Dean of Students Office

Greg Moorehead, Center for Students with Disabilities

Bob Wachowski, Public Safety

Tow Yee Yau, University Counseling and Psychological Services

“Flor of Academic Continuity and Engagement responded to my email, and she began to guide me in a path of self-awareness. She helped me understand how to do things in my own unique way yet still focus on the tasks at hand.”

RUDY RODRIGUEZ | SOPHOMORE ELEMENTARY EDUCATION MAJOR AND
SPECIAL EDUCATION MINOR

Innovation Award

The Innovation Award recognizes and celebrates one staff professional who has demonstrated the ability to take initiative in developing a new or enhancing an existing program or service to meet the changing needs of students, the division or the university.

■ **Jessie Miller**, Career Center

Lou O'Brien Spirit of Student Affairs Award

The Lou O'Brien Spirit of Student Affairs Award recognizes and celebrates one staff professional who demonstrates a long-term commitment to the Division of Student Affairs and the student experience.

■ **Jessica Peterson**, Office of the Vice President

Vice President Award

The Vice President Award is presented to a member of the campus community in appreciation for their extraordinary dedication to partnering with the Division of Student Affairs in the advancement of student success, expanding engagement and/or mission enrichment.

■ **Institutional Research and Market Analytics**





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