

Mid-year Report

March 3, 2017

The following is an executive summary of the division's priorities and major accomplishments for the 2016-2017 year, and strategic priorities for the coming year. Any connections to Vision 2018 goals and objectives are indicated in parentheses following the title of the accomplishment.

March 2016-February 2017 top strategic accomplishments:

During the summer of 2015, the vice president's divisional council determined which Vision 2018 objectives would guide the division's strategic planning initiatives for the next three years. While the division identified four objectives and respective strategies to focus on through the end of the university's strategic plan, the past year has required more focus on Vision 2018 Objectives 4a and 1a.

1. Foster Diversity and Inclusion: **Ensure that all students, faculty and staff feel welcome and are able to succeed (Vision 2018 Goal 4, Objective 4a)**
 - a. The division has done much to support the university's Action Plan on Speech and Race, and also established its own action plan on race and climate in fall 2016, consisting of four target areas: ensuring cultural competence, supporting effective student protest, revising guest speaker processes and improving staff morale.
 - i. Prior to the development of the university's Action Plan on Speech and Race, a divisional strategy group engaged with Institutional Research and Market Analytics to conduct the **Higher Education Research Institute's Diverse Learning Environments survey during Spring Quarter 2016 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.
 - ii. **Several divisional staff are on the President's Diversity Council, as well as committees reviewing the establishment of a Black Student Center, a university Bias Response Team and the Guiding Principles of Speech and Expression.**
 - iii. 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 is currently reviewing Faculty Council, Staff Council and Student Government Association feedback on initial recommendations.
 - iv. **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.
 - v. **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.

2. Enhance Academic Quality and Support Educational Innovation: **Increase university retention and graduation rates (Vision 2018 Goal 1, Objective 1a)**

- a. 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**.
 - i. Student Affairs worked to add a **low performer flag to BlueStar**, the university's student success software, in fall 2016.
 - ii. **All divisional staff were given access to BlueStar** so they can track student contacts and share notes with advisors and faculty members.

- b. 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.

Other Accomplishments 2016-17

1. **Student progress and persistence (Vision 2018 Goal 1, Objective 1a*)**

- a. 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 and must occur while students are discerning career choices in college.
 - i. The program was awarded a \$50,000 Network for Vocation in Undergraduate Education (NetVUE) grant, which will be used to fund two years of programs related to vocation which began in fall 2016. **Also addresses Vision 2018 Goal 3, Objective 3a*

- b. Student Affairs' department of Athletic Academic Advising (AAA) **played a key role in student athlete success** at DePaul during 2015-16.
 - i. Announced in early summer 2016, six teams from DePaul boasted the highest grade-point averages in their respective sports during the 2015-16 academic year.
 - ii. 83.2 percent of all student athletes were named to the BIG EAST All-Academic Team.
 - iii. DePaul had 178 student-athletes on the Athletic Director's Honor Roll (3.0 or higher term GPA) and 127 athletes on DePaul University's Dean's List (3.5 or higher term GPA).

- c. **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.

- d. To support staff conversations with students about academic progress and success, the division made **one-year retention and four- and six-year graduation reports for students affiliated with the division available in fall 2016**.

2. **Addressing campus climate issues (Vision 2018 Goal 4, Objective 4b)**
 - a. Staff serving on search committees are **required to complete the BUILD workshop on ensuring the recruitment and retention of a diverse workforce.**
 - b. **Hiring managers are required to update the vice president regarding the diversity of the candidate pool** prior to inviting candidates for on-campus interviews and making final offers.
 - c. The Center for Identity, Inclusion and Social Change and the Office of Religious Diversity **collaborated to facilitate a Campus Action Project session**, which taught students strategies for engaging in action/activism, for a group of leaders on September 19, 2016 and in a PAX 212-701 class on October 11, 2016. In addition, Religious Diversity collaborated with the Center for Black Diaspora to **deliver a session on campus protest policies and logistics** for a group of students, also on September 19, 2016.
 - d. Student Affairs established a committee in fall 2016 **to plan and deliver cultural competency training** to the division. As of January 2017, the group has developed competencies and learning outcomes, determined the format and have identified possible facilitators. The committee is planning three, one-day retreats during the spring and summer of 2017.

3. **Increased student engagement (Vision 2018 Goal 4, Objective 4b)**
 - a. The Office of Student Involvement **developed and implemented four new “Meet and Greets with Student Organizations”** in winter 2017. The program offers students the opportunity to talk to current student organization members and learn more about the organizations. Each Meet and Greet is two hours in duration and focuses on one category of student.
 - b. The Office of Student Involvement **partnered with LeaderShape to offer “Catalyst,” an emerging leaders program**, in spring 2016. The program focused on students using their unique talents to become positive agents of social change.

4. **High-quality, easy-to-navigate student services (Vision 2018 Goal 1, Objective 1a)**
 - a. A **veteran career fair was established** in collaboration with the Career Center in Spring Quarter 2016. Another veteran career fair is scheduled to take place on March 12, 2017.
 - b. Also in spring 2016, **Adult, Veteran and Commuter Student Affairs established a Lincoln Park office**, and is now better able to meet the needs of DePaul’s student veterans.
 - c. **Offcampushousing.depaul.edu was launched in Spring Quarter 2016.** The web site allows students to easily and securely search area apartment listings, as well as seek out roommates. 34 property managers listed 79 properties on the site, and 1,031 students registered since offcampushousing.depaul.edu launched in June 2016

5. **Strengthen our sense of community and affinity (Vision 2018 Goal 2b, Objective 4b)**
 - a. **An online Community Engagement System was officially launched in winter 2017.** Student Affairs, the Steans Center and Information Services were key partners in the development of the system. It will allow the university to more accurately track and report service engagement and community partnerships between DePaul and numerous partners in Chicago and beyond.
 - b. The Center for Identity, Inclusion and Social Change **introduced a new, two-day leadership retreat for students** interested in working toward a more equitable society in Winter Quarter 2017.
 - c. Adult, Veteran and Commuter Student Affairs invited alumni and new graduates to the **first Veteran Alumni/Graduation Ceremony in Spring Quarter 2016.** AVCSA presented attendees with graduation cords and alumni pins.

6. Staff development (Vision 2018 Goal 5, Objective 5b)

- a. The division **held its second annual professional development symposium** on November 30, 2016. Themed “Identity Consciousness: Honoring Difference to Impact Student Success,” the day-long symposium featured sessions covered held identities and how said identities inform or impact work and student interactions.
- b. A divisional planning group **implemented a critical incident response training in early September 2016** related to the division’s new Student Protest Safety Teams. The training reviewed critical incident policies and procedures, a general contact tree for reporting or calling in support, and role playing through hypothetical critical incidents.
- c. During the summer and fall quarters of 2016, the division’s leadership council engaged two consultants, internal experts at DePaul, **to help strengthen team dynamics and improve conflict resolution methods.**

March 2017-February 2018 strategic priorities:

The following outlines the four objectives and respective strategies that will be the division’s focus through the end of the university’s strategic plan.

1. Increase university retention and graduation rates (Vision 2018 Goal 1, Objective 1a)

- a. Address gaps in degree completion across racial and ethnic groups by conducting an inventory of all current relevant support services across the division, and by identifying gaps in these programs and services. Make recommendations for interventions that support the populations identified as persisting and graduating at lower rates.
- b. Student Affairs will continue to refine the four- and six-year retention and graduation reports developed last year. Staff are able to see retention rates for identified student leaders.
- c. Technology staff in the division are **finalizing and implementing a predictive analytics model** to help determine which factors influence persistence and attrition.
- d. Our staff are also working with Institutional Research and Market Analytics (IRMA) to **determine if student financial data can be integrated into the predictive analytics model** and the calculation automated on a regular cycle by IRMA.

2. Ensure that all students, faculty and staff feel welcome and are able to succeed (Vision 2018 Goal 4, Objective 4a)

- a. Assess campus climate at regular intervals and play a major role in moving campus climate assessment forward to address the concerns of our diverse student body.
 - i. Student Affairs and institutional partners are **conducting the Higher Education Research Initiative’s (HERI) Diverse Learning Environments (DLE) survey in winter/spring 2017.** Data will be analyzed in the summer/fall of 2017, results will be shared with students and the departments that provide relevant services to students, and recommendations will be made to improve campus climate.
- b. Study how departmental policies and processes enhance or mitigate success for various student identities.
- c. Student Affairs will continue **focus on building cultural competence across the division**, increasing opportunities for staff to develop their cultural competence.
- d. Strengthen the division’s **inclusive hiring processes** to ensure a diverse candidate pool and staff.
- e. Strengthen opportunities for students to build affinity within and beyond their own identity communities.

3. Critical student transitions (Vision 2018 Goal 1, Objective 1a)

- a. Examine how freshmen, transfer students with less than 48 credit hours and adult students are served by current transition programs and support services and make recommendations for improvements.
 - i. Student Affairs is expanding the division's low performer initiative.
 1. **Staff will be trained on how to use the BlueStar system** to increase communication with identified student groups and report on their outreach activities.
 2. We will also work with IRMA to **develop a report comparing persistence over time of students who are low-performers to gauge how well outreach efforts are working.**
 - ii. A divisional task force met several times during Winter Quarter to review how the division welcomes new students. The goal is to **reduce redundancies and improve the efficiency and impact of welcome programs.**

4. Strengthen partnerships with the city and the region (Vision 2018 Goal 2, Objective 2b)

- a. Develop a university-wide centralized data collection system for community engagement and train staff to use it to gather and report data.
 - i. The Community Engagement system was launched in winter 2017. Contributors to community engagement will be trained on how to use the system, and full implementation is expected by fall 2017.
- b. Enhance Vincentian Service Day and further institutionalize it as a DePaul tradition.
 - i. Student Affairs will continue to **improve and expand marketing for Vincentian Service Day (VSD)**. The effort began in 2016, and staff will build on the identity that was expanded and strengthened last year.
 - ii. In addition, **a budget for VSD will be solidified**, and a new staffing model will be tested in spring 2018.

Divisional Accolades

Awards and Recognitions

- **DePaul was named a White House Healthy Campus in winter 2017** and was recognized at the White House on Healthy Campus Day on Jan. 13, 2017. The Office of Health Promotion and Wellness established a successful initiative that encouraged uninsured students to enroll for health insurance through the Affordable Care Act's Healthcare Marketplace, making DePaul eligible for the recognition.
- College Choice ranked DePaul among the **top 50 disability-friendly colleges and universities** in fall 2016.
- **DemonTHON**, a student organization that is mentored by a full-time staff member in the Office of Student Involvement, was **recognized at the Dance Marathon Leadership Conference in July 2016 as the Best Morale Dance for 2015-16.**
- **Carrie Don, business manager for Student Affairs, received the NASPA Region IV-E Outstanding Service to NASPA Award** during the NASPA IV-W/E regional conference in November 2016.
- **Amy Mynough, director of the Office of Student Involvement, received the Frank Harris Outstanding Student Government Advisor Award from the National Association for Campus Activities** in January 2017.

Significant leadership roles

- **Tyneka Harris Coronado, IS project leader in Student Affairs, is the chair of the Student Affairs Administrators in Higher Education (NASPA) Technology Knowledge Community.**

- **Courtney James**, assistant director in the Office of Student Involvement, is the **2017 National Association of Campus Activities (NACA) National Convention Chair-elect**.
- **Ellen Meents-DeCaigny, PhD**, assistant vice president, is the **National Director of Knowledge Communities** for the **NASPA Board of Directors** and **chair of the NASPA KC Publication Committee**.
- **James Stewart**, director of Adult, Veteran and Commuter Student Affairs, is **chair** of the **NASPA Adult Learners and Students with Children Knowledge Community**.
- **Scott Tharp**, assessment coordinator, is a **member** of the **National Advisory Council for the National Conference for Race and Ethnicity (NCORE)**.
- **Eugene L. Zdziarski, II, PhD**, vice president for Student Affairs, is the **chair** for the **NASPA Foundation Board of Directors**.