

2022-23

Student Affairs

# ANNUAL REPORT



DEPAUL UNIVERSITY  
DIVISION OF STUDENT AFFAIRS

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# A MESSAGE FROM THE VICE PRESIDENT

The 2022-23 academic year felt much like pre-pandemic times at DePaul University. However, the university and the Division of Student Affairs experienced significant changes as well as a few major milestones, which include the inauguration of DePaul's 13th president, Dr. Rob Manuel, and the university's 125th anniversary.

In honor of 125 wonderful years, the university celebrated the 125 Faces of DePaul—a special group of groundbreaking leaders with a strong commitment to the university's Vincentian mission. This distinction was bestowed on members within our division, both past and present. My predecessor Cindy Summers was recognized for her ability to establish and foster programs, such as Health Promotion & Wellness, LGBTQIA+ community services, and sexual violence prevention programs. We continue to honor Cindy's memory through our work with the initiatives she deeply cared about.

Our Director of Student Involvement, Courtney James, was honored for creating and implementing events that build a sense of community and tradition among students. In seven years, she helped start and orchestrate several popular annual events including the Blue Demon Welcome, Midnight Breakfast, Ugly Sweater Party, and Tree Lighting Ceremony.



Kate O'Brien, Sr. Associate Athletics Director for Academic Advising & Student-Athlete Development, was praised by the university for her Title IX work as well as maximizing athletes' academic potential by mastering the dual pressures of participating in a sport and earning a college degree.

While the division had its victories, we were also faced with some challenges at the start of the 2023 calendar year. With the fall census and completion of the FY24 budget process, the university understood that it had to make some difficult decisions in order to improve the financial health of the university. Decisions, such as consolidating certain non-academic departments to increase organizational efficiencies and staff reductions, affected our division.

DePaul Housing, Dining Services, and Student Centers moved from Facility Operations to Student Affairs. From this transition, the Department of Residential Education merged with Housing to form the Department of Housing & Residence Life, which was a natural fit.

Another noteworthy update was the introduction of "Designing DePaul," which outlined a number of initiatives that will help position DePaul for monumental impact. Staff participated in Designing DePaul sessions in winter and spring, as these initiatives are strongly tied to the programs and services we provide in Student Affairs.

While our work with Designing DePaul has only just begun, I invite you to follow Student Affairs' journey over the last year

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



# WHO WE ARE

## 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 & VALUES

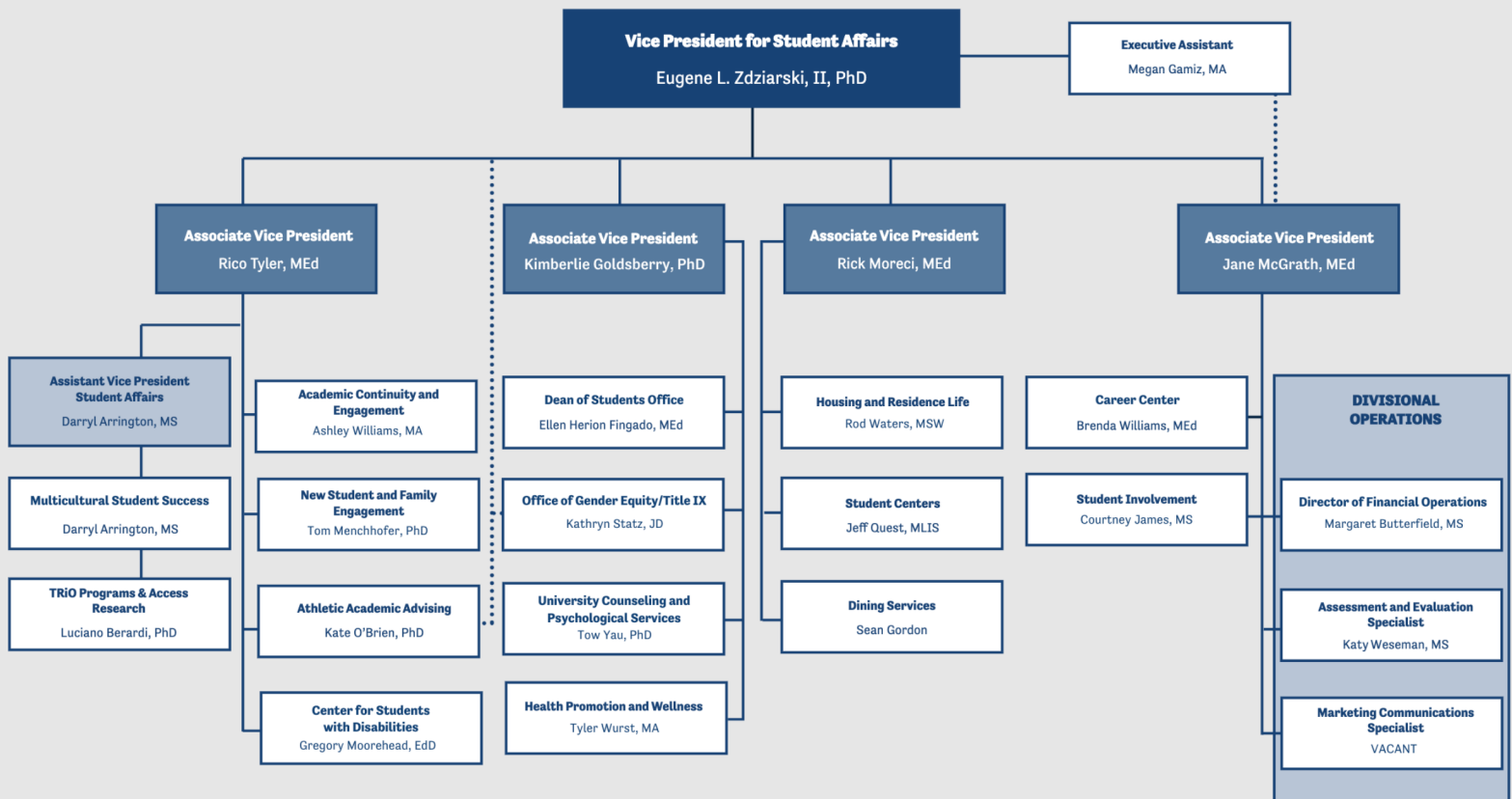
We believe in the promise of every student and their ability to positively impact their world. We put our mission and purpose into practice with:

- 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





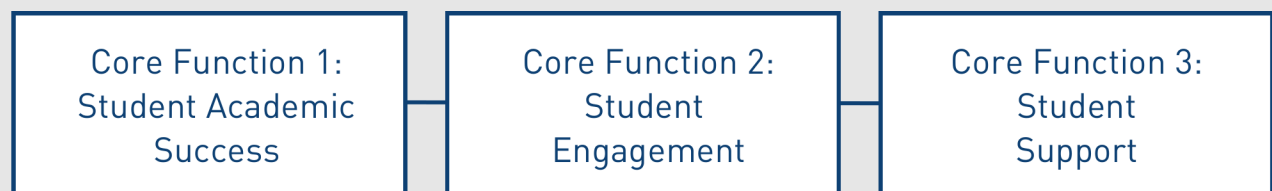
# ORGANIZATIONAL CHART



*\*This information was current as of May 2023.*

The Division of Student Affairs employed approximately 120 full-time staff, 12 part-time staff, 15 graduate assistants, and 730 student staff during the 2022-2023 academic year.

## CORE FUNCTIONS

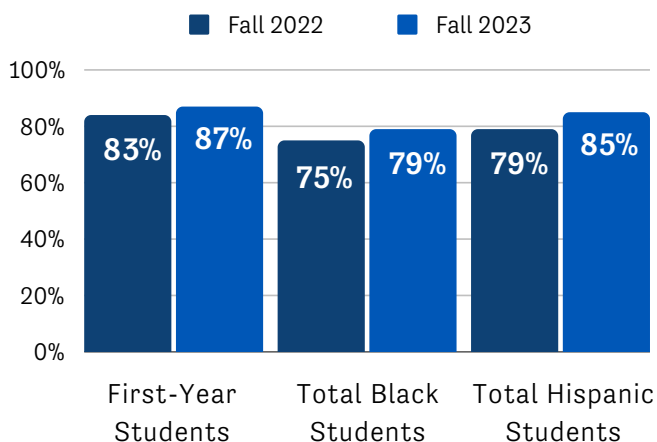


# STUDENT ACADEMIC SUCCESS

The Division of Student Affairs has programs and services that focus on academic persistence and contribute to continuous enrollment and degree completion. As part of this core function, Student Affairs develops, implements, and assesses purposeful and structured collaborative academic programs and services that support student transitions and create connections with university-wide resources. During the 2022-23 school year, retention and tutoring assistance were areas that Student Affairs' departments excelled in academic success.

## Retention

Thanks in large part to the academic programs offered by Student Affairs in 2022-23, DePaul experienced a significant growth in student retention. First-year student retention, in particular, grew by 3 percentage points—an accomplishment the university has not seen since 2013. DePaul also saw a notable increase in retention among all Black and all Hispanic students.



Source: IRMA DePaul University | 2022-23





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## The following are noteworthy efforts from departments around academics and retention:

- The Office of Multicultural Student Success (OMSS) engaged 145 scholars with endowed scholarships, and successfully retained

**97%** *of OMSS scholars in 2022-23.*

Twenty-three of these students graduated by the end of spring quarter.

- While mental health continued to be a challenge for students and institutions alike, the academic preparation of some incoming students was a cause for concern. In 2022-23, the Center of Students with Disabilities enrolled a number of students who required a level of academic support not customarily provided on college campuses.

*With the help of the staff at the Center for Students with Disabilities, I was able to apply and receive accommodations for when I take my Licensure Exam. I am proud of myself for advocating for myself and going through with the process of applying for accommodations because it sets myself up to succeed.*

Source: Student Affairs Annual Assessment  
Project Survey Data | Spring 2023

- At the end of fall quarter, the Academic Continuity & Engagement (ACE) team launched a non-enrolled outreach campaign targeting 905 undergraduate students resulting in numerous referrals to academic advisors for additional support.

*ACE has ensured my academic stability through my senior year. I meet with my advocate weekly to go over a homework plan, and it has drastically improved my academics and my mental health. It makes getting the degree more attainable, and I learn more about how to 'talk' to my own self internally in a loving way instead of with judgment or harshness.*

Source: Student Affairs Annual Assessment  
Project Survey Data | Spring 2023





## Tutoring Assistance

Departments in Student Affairs also provided a number of tutoring support opportunities to students in 2022-23, which contributed to academic success. The following are just a few examples:

- As part of TRiO's Student Support Services, 200 students were offered programming and educational services, including tutoring, educational guidance, financial literacy, and career planning.
- Athletic Academic Advising (AAA) formally launched a Peer Mentoring Program, which was well received by student-athletes. AAA hosted three events (one per quarter) that had near perfect attendance.
- Transfer students who both engaged with Academic Continuity & Engagement (ACE) and made use of the Transfer Peer Mentor Program had the highest persistence. Multiple forms of academic engagement are paramount to persistence as demonstrated by more than 10 percent engagement points for students who both engaged with ACE and a peer mentor, compared to students who did not engage with either.

**90%** of TRiO students demonstrated persistence

**94%** of TRiO students were in good academic standing at year end

**75%** of TRiO students attained a bachelor's degree by the end of Spring 2023



# ILSE ARCINIEGA

## A model of Student Academic Success

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Ilse Arciniega, graduate assistant in the Office of Multicultural Student Success (OMSS), aided student success by connecting Monarch and Rising High scholars important Chicago community organizations and contacts. She successfully acted as a liaison for scholars who faced financial and home insecurities throughout the year. Those scholars received support through the Student Emergency Assistance Fund (SEAF) to help cover rent, groceries and Deferred Action for Childhood Arrivals (DACA) renewal application fees.

Another group Ilse actively supported is MOCHA, a student organization that stands for Mothers of Color Handling Academia where she served as its president. MOCHA's purpose is to create programs and events that raise awareness of the barriers that restrict student parents' access to education and to help student parents succeed during their college career. In Spring 2022, Ilse and MOCHA joined forces with The Basic Needs Hub at DePaul to host a donation drive so student parents had the supplies they needed to care for young children, specifically diapers, wipes and formula. As a student parent herself, Ilse noted:



***"Through this drive, we can at least assist someone with one month or even a couple of weeks of resources. It's nice to know that someone doesn't have to make the decision of buying diapers for the month or paying tuition."***

**- ILSE ARCINIEGA**

OMSS graduate assistant, MOCHA president  
& awarded a 125 Faces of DePaul distinction



# STUDENT ENGAGEMENT



Student Affairs' programs and events provide out-of-classroom opportunities for students to participate, connect, and learn within the DePaul community. These engagement opportunities contribute to students' personal and educational success as well as increases students' satisfaction with their DePaul experience.

## Academic & Career Readiness

Through Student Affairs' programs, workshops, and events in the 2022-23 school year, students were actively engaging themselves in DePaul's academic community and preparing themselves for the professional world.

### The following are engagement efforts from departments around academic and career readiness:

- Students who are eligible for Access, Attainment & TRiO (AAT) programs are from under-represented populations such as low-income, first-generation, ethnic minority backgrounds, etc. AAT at DePaul offered training and activities aimed to help AAT-eligible students discover their career interests and identify opportunities for funding and experiences (e.g., internships, research studies). TRiO Pathways activities, offer student participants key information to connect stages of their learning with career interests and networks.



## Academic & Career Readiness (cont.)

- Academic Continuity & Engagement hosted several workshops and programs for students to attending during Fall Quarter. The Student Success Fair had high attendance with 205 students. Of the students who attended the fair,

**97.2%** *persisted to the Winter Quarter with good academic standing.*

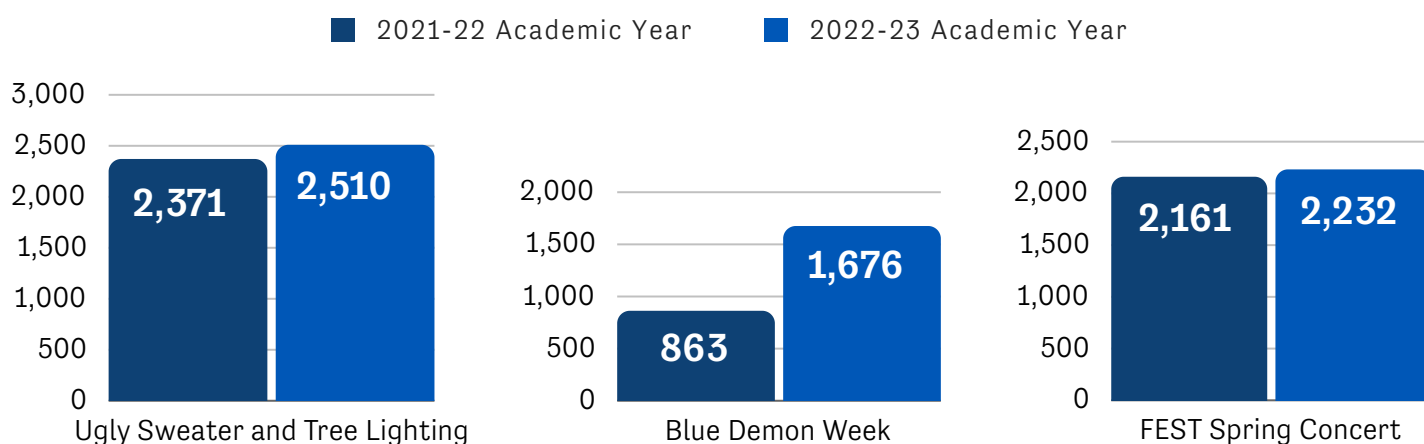
## Affinity & Belonging

College student development research shows that students who feel like they belong at their university experience higher rates of academic success than their peers. At DePaul, we have data to back up this claim. The Division of Student Affairs administers the Blue Demon Engagement survey to new students each fall quarter. Every year, we see that students who participate in Student Affairs programs demonstrate higher sense of belonging and affinity to DePaul scores than their peers. Those with higher scores in these indices also have higher GPAs and retention rates.

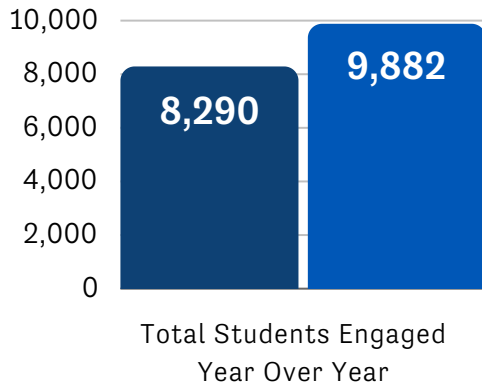
Student Affairs measures students' affinity to DePaul through their connection to the university's history and traditions and engagement with our programs and services. We understand students' sense of belonging to the institution through connection to peers and their perception of acceptance in university communities.

**This year we saw growth in on-campus engagement with annual programs, thus creating affinity and increased belonging for students:**

- The Office of Student Involvement (OSI) experienced a year-over-year increase in all of their campus activities/events as measured by DeHUB event swipes.



■ 2021-22 Academic Year ■ 2022-23 Academic Year



OF ALL UNDERGRADUATE STUDENTS

**64.7%**

WERE ENGAGED IN 2022-23

## DEI Programming

Programming around diversity, equity, and inclusion (DEI) is essential in community building among students and helps students from marginalized identity groups feel more included on campus.

**The following are engagement efforts from departments around DEI programming:**

- The Cultural & Resource Centers (CRCs) provide connection and support around shared identities. This support yields positive outcomes around belonging and academic achievement. In response to a sense of belong survey administered to students who visited the CRCs last year, a respondent wrote that the CRCs made them feel more connected to DePaul by providing *"a safe haven for individuals with the same background as me."*

Black undergraduate students who swiped in at the CRCs in 2022-23 had a higher average GPA (3.26) compared to the average GPA of black undergraduates (3.06).

- The Career Center produced five DEI focused events with 186 student attendees, which was a

**120%** *increase in the number of students engaged in this DEI initiative from the previous academic year (2021-22).*

- In Fall 2023, the Department of Housing & Residence Life added All-Gender Housing as an option in the 2023-24 housing application. There were 311 students who selected All-Gender Housing in their housing agreement. Meaning, 100 percent of All-Gender units were secured for 2023-24. Outcomes from this program will be shared in the next annual report.



# Events by the Numbers

How Student Affairs' departments engaged  
Blue Demons in 2022-23

## New Student & Family Engagement (NSFE)

**2,870** freshman students attended 2022  
Premiere DePaul orientation  
programs organized by NSFE



**939** transfer and adult under-  
graduates attended 2022  
Transition DePaul orientation  
programs organized by NSFE

Source: Slate Attendance Data | Summer 2022

## The Career Center

enhanced the career fair experience, yielding  
positive outcomes compared to the prior year.

**10%** increase in  
employers present



The Career Readiness Team  
hosted a new Career Fair  
Prep lounge for resume  
reviews, headshots, and  
elevator pitch practice.

**85%**

increase in student  
participation

Source: Handshake Participation Data | 2022-23

## Health Promotion & Wellness (HPW)

HPW hosted

**141**

unique events



A total of

**6,668**

students attended  
HPW events

Source: DeHUB Participation Data | 2022-23

## Blue Demon Dining

powered by Chartwells' hosted its "Delight-Ful"  
event, where students demonstrated caring  
through acts of kindness.

**4,500+**

acts of kindness were  
completed on campus



Source: Chartwells Attendance Data | Fall 2022

## Student Involvement

DePaul Esports events experienced a

**200%** increase in unique  
engagement



Source: DeHUB Participation Data | 2022-23

## Housing & Residence Life

Resident Assistants (RAs) facilitated

**331** Educational Engagement  
Programs and Events



Source: DeHUB Participation Data | 2022-23



# DEPAUL ESPORTS

## A model of Student Engagement

DePaul Esports is an inclusive community that honors and respects human dignity through gaming and in gaming. With dedicated full-time staffing, the Office of Student Involvement successfully stabilized the DePaul Esports program, ensuring its continuity and growth. Student Involvement's competitive, recreational, and gaming center offerings attracted a peak engagement of nearly 1,500 unique users, demonstrating the increasing popularity and success of the program.

After DePaul Esports brought home their first national title from the Electronic Gaming Federation in Spring 2022, they kept the momentum going on to the next year. Here are some impressive data points from the 2022-23 DePaul Esports program:

**7,052**

total Esports  
engagement

**33** Esports  
teams

**61.1%**

increase in  
total engagement  
from the previous year

**1<sup>st</sup> place**

standing in the Fall 2022 League of  
Legends™ BIG EAST Championship



Source: DeHUB Organization & Participation Data | 2022-23

## CORE FUNCTION 3:

# STUDENT SUPPORT

Student Affairs offers 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. Through advocacy, health and wellness programs, and peer mentorship, Student Affairs was able to support students in 2022-23.

## Advocacy

Advocacy programs ensure that every student has access to the resources and support they need. Making the transition from high school to college can be overwhelming for any student. Therefore, it is important for universities to be advocates for their students, so they may help students navigate any obstacles that may potentially hinder their academic performance and personal growth.

### The following are examples of advocacy from departments to support DePaul students:

- The Dean of Students Office (DOS) awarded \$122,705.67 from the Student Emergency Assistance Fund (SEAF) to 139 students, to help students meet their basic living expenses. The ongoing impact of the COVID-19 pandemic along with general inflation and cost of living increases continued to impact students this year. From SEAF utilization data, DOS strategized the consolidation of other basic needs support services including but not limited to the Technology Assistance Fund and The Basic Needs Hub.





The Office of Gender Equity provided support for students in 2022-23 by facilitating the following accommodations



- **215** *case reports* were created and received by the Office of Gender Equity (OGE) in 2022-23. Each report required direct action from OGE team members, often including consultation with other support services (e.g., Health Promotion & Wellness, University Counseling & Psychological Services). Of the 215 case reports generated, 32 percent were related to the Anti-Discrimination Anti-Harassment policy, 23 percent involved alleged sexual offenses, 9 percent were connected to alleged stalking, 8 percent related to alleged sexual misconduct, 7 percent were associated with dating violence, and 6 percent were related to pregnancy and parenting.

**56** *OGE student accommodations*

**34%** *of OGE student cases involved a request for flexibility*

**23%** *of OGE student cases requested administrative withdrawal*

Source: OGE Maxient Case Data | 2022-23



## Advocacy (cont.)

- DePaul University's Student Care Team (SCT)—comprised of various departments within Student Affairs—assessed and coordinated a response to a wide range of concerns related to students within the academic year.

**395** *individual student concerns addressed by the SCT*

**23%** *of concerns were related to mental health*

**19%** *of concerns were related to student conduct*

**15%** *of concerns were related to sexual and relationship violence or harassment*

**7%** *of concerns were related to physical health*

**6%** *of concerns were escalated roommate issues*



The Student Care Team provided support for students in 2022-23 by addressing the following concerns



Source: OGE Maxient Case Data | 2022-23

## Advocacy (cont.)



- On Veterans Day, the Office of Veteran Affairs was featured on ABC 7 News as a testament to the programs and support DePaul provides its veteran students.

ABC 7 News interviewed Simone Ramsey (accounting major and U.S. Army veteran) and Jimmy Powers (computer science major and U.S. Navy veteran) who are part of DePaul's community of 500+ veteran students. The news piece also noted that DePaul has one of the largest populations of veterans among Chicago area colleges.



*"[DePaul has] a really great office here that helps students, as well as the Student Veteran Association."*

**- JIMMY POWERS -**

Computer Science major and U.S. Navy veteran



- Sophomore Students of Color Program: With the generous support of donor funds, Office of Academic Continuity & Engagement (ACE) gained two professional staff members who provided success coaching to sophomore and junior students of color, which addressed the ongoing gap at DePaul with students' persistence and success. With help from the Institutional Research & Market Analytics, ACE identified the most at-risk students and conducted interventions with them. ACE also launched the Rising to Success Scholarship program and noted an
- In November/December 2022, DePaul University and Blue Demon Dining powered by Chartwells worked together to provide food for undergraduate and graduate students with financial hardships over the Winter Break—from Thanksgiving through New Year's Day. This C.A.R.E.S. initiative, which stands for Community Action Reaching Every Student, provided

**89%** *participation rate across sophomore and junior students of color cohorts.*

**630** *meals to DePaul students facing food insecurity over Winter Break.*



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## Health and Wellness

Health and wellness is a large part of ensuring students are supported throughout their academic journey. According to various studies, promoting wellbeing in school at any level has a positive effect on mental health, motivation, self-esteem, and retention.

- During 2022-23, the Office of Health Promotion & Wellness (HPW) had

**206** *total student cases open.*

Of these cases reported,

**166** *total students received individual support from HPW staff in office.*

The three main types of open cases were related to: (1) sexual and relationship violence prevention; (2) alcohol and other drug prevention; and (3) general mental health or other reasons including stress management, sleep health, wellness planning, healthcare navigation, and assistance with health insurance.

- Health Promotion & Wellness also spent the 2022-23 academic year focusing on Alcohol and Other Drug (AOD) Prevention Programming for DePaul. HPW secured \$10,000 in grant funding to conduct a campus-wide alcohol use survey that will help the university better understand students' relationship with alcohol, develop new AOD programs, and review/improve existing programs to better address students' needs. Outcomes from this survey will be shared in the next annual report.



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## Peer Mentorship

DePaul values peer mentoring and offers a variety of peer support opportunities to students—from Chicago Quarter Mentors in New Student & Family Engagement to the Health Education Action Team (HEAT) in Health Promotion & Wellness to Resident Assistants (RAs) in Housing & Residence Life. Peer mentoring provides guidance and fosters relationships among students.

- In 2022-23, RAs completed

**4,968** *intentional interactions with students living in residence halls.*

According to RA reports, the interactions that on-campus residents valued the most related to their student development.

- Academic Continuity & Engagement (ACE) partnered with Transfer Admissions and student organizations to increase care for transfer students at the start of the year. By Winter Quarter, Transfer Peer Mentors served 433 transfer students and logged

**1,366** *unique conversations with transfer students.*

# CENTER FOR STUDENTS WITH DISABILITIES

A model of Student Support

In a 2022 blog post from PrepScholar, they named DePaul University one of the twenty-one best colleges for students with learning disabilities. PrepScholar noted of DePaul's Center for Students with Disabilities (CSD),

"More than a dozen accommodations are offered depending on the student's particular needs. CSD students also have access to a Learning Specialist Clinician for additional academic guidance."

The following are accomplishments by CSD in the 2022-23 academic year:

**16.2%** increase in the number of students registered with CSD from the previous year



CSD was awarded the first Andrew Bandes Siegel Scholarships to assist students seeking Education Support Specialist Services. The scholarship was established by Susan Bandes and Stephen Siegel in memory of their son, Andrew. Andrew participated in CSD programs prior to graduating from DePaul University.



In collaboration with University Counseling & Psychological Services (UCAPS), funding was secured to allow UCAPS and CSD to provide testing for students who may have Attention Deficit/Hyperactivity Disorder starting in the 2023-24 academic year.





# ANNUAL STAFF

# AWARDS

## Divisional Awards

### 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.

- ***Brenda Williams, Career Center and Student Employment***

### 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.

- ***Brent Ploughe, Housing & Residence Life***

### 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.

- ***Patrick Rezek, Student Involvement***
- ***Kayla Turner, Health Promotion & Wellness***

### 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.

- ***Courtney James, Student Involvement***

## Divisional Awards (cont.)

### 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.

- ***Jen Fox, Housing & Residence Life and The Basic Needs Hub***

### Vice President's Award

This award is presented in appreciation for extraordinary dedication to partnering with the Division of Student Affairs.

- ***University Registrar***

### Peggy Burke Outstanding Graduate Assistant Award

The Peggy Burke Outstanding Graduate Assistant Award recognizes a graduate student staff member who has gone above and beyond expectations, or has put forth a special, unique, or extraordinary effort within a department, the division, or the institution.

- ***María Paz Ribadeneira Del Corral***
- ***Kayla Schmidt***



# LOOKING AHEAD

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We are proud of our 2022-23 accomplishments and look forward to what the next year holds. In 2023-24, staff in the Division of Student Affairs will dig into the university-wide Designing DePaul initiatives. We will cultivate goals and a new divisional strategic plan to align with the focus areas presented in Designing DePaul.







2250 N. Sheffield Avenue  
Chicago, Illinois 60614

[studentaffairs.depaul.edu](http://studentaffairs.depaul.edu)