

2023-24 Student Affairs Annual Report

Brief Overview

The Division of Student Affairs experienced tremendous growth and reorganization this past year. Laura Bulleit accepted the position of Vice President for Student Affairs in mid October. In mid November, Kellie Raffaelli was named Dean of Students, a move that emphasized the importance of this position as a dedicated student advocate and served as the catalyst for a new organizational structure within the Division. Our new structure is organized around a leadership team which consists of the Vice President, Dean of Students, three Assistant Deans and an Executive Director. This tiered structure allows for succession planning and an upward trajectory for aspiring leaders.

In terms of growth, we welcomed the Center for Diversity and Inclusion back into Student Affairs and have set the stage for Residence Education to return to Student Affairs with the start of the 2025 fiscal year. Our unprecedented growth included two new directors, and an executive director: Danielle Meirow, Director of Student Leadership & Involvement; Christian Montesinos, Director of International Programs and Services; and Cody Kangas, Executive Director of Career Services. In addition, thirteen new staff were hired: Tiffany Jaeger in the Dean of Students Office; Amy Hjerstedt and Thomas Tolley in Student Leadership & Involvement; Natalie Anderson, Nick Kwiek, Kevin Manninen, Melissa Michaelson, and Alison Tuovila in Career Services; Kelli Garrison, Amanda Schwass, and Emily Humes in the Center for Student Mental Health and Well-being, Mariana Nakashima in International Programs & Services, and Veronica Horning in the Wahtera Center for Student Success. Our three Assistant Deans, Rob Bishop, Anna McClatchy, and Laura Putwen were promoted from their previous positions as directors in their respective areas.

To accompany our reorganization and growth, the directors in Student Affairs developed a new mission and vision for the Division. We will work during the upcoming year to set general priorities/goals that align with the new mission and vision.

Mission: We are educators committed to the success of every student. We foster community through the Michigan Tech experience and together we

- **Celebrate** and respect individuality
- **Support** and challenge students to grow to their full potential
- **Inspire** students to be active and courageous leaders in a global society

Vision: Student Affairs is a community of professionals where staff feel empowered to share ideas, engage in continuous learning, and lead with integrity to provide innovative programming and intentional engagement to support student's personal and professional growth.

The departments within Student Affairs are committed to ensuring the success of all of our students. Highlights from each area not mentioned elsewhere in this annual report include the following (specific metrics can be found in Appendix A):

Academic & Community Conduct

- Saw a 63% reduction in reported academic misconduct cases; Completed the Academic Integrity Rating System (AIRS) assessment

Career Services

- Hosted 2 career fairs, 6 Career Fest events including partnerships with InvestUP and the Fox Cities Chamber of Commerce

Center for Diversity and Inclusion

- Awarded the King-Chavez-Parks 4S grant for Husky Connect, expanding program scope to include connection with Career Services and corporate partners

Center for Student Mental Health & Well-being

- Created an embedded clinician position with REHS and shared position between CSMHW and CDI (Student Wellness and Engagement Coordinator).

Dean of Students - Student Development

- Collaborated with campus dining, the Library, and the Sustainability departments to increase accessibility to food resources/options across campus, offering fresh food from the dining hall

International Programs & Services

- Integrated the Study Away Programs back into the IPS umbrella; increased study away participants by 156%

Student Leadership & Involvement

- Created stronger relationships with National Panhellenic Council (NPC) and the North American Interfraternity Conference (NIC) to support our fraternity and sorority life community; realized 18% growth in number of fraternity and sorority members

Wahtera Center for Student Success

- Revitalized the Academic Intervention Team (AIT), using the Civitas to identify students at risk of not persisting; saw a reduction of at-risk students from 254 to 19 during spring semester

Top 5 Accomplishments

- First Year Student Retention rate—all time high of 87.6%
- Career Outcomes
 - 93.5% placement within 6 months
 - \$75,315 average starting salary
- Creation of P.A.W.S. (Peer Awareness for Well-being and Support) Peer-to-peer support program
- Free Speech Initiatives
 - Free Speech Education Team
 - Overnight camping policy development
 - Free Speech & Individual/Community Responsibility Panel during Orientation Week
- Administered the Student Satisfaction Survey with a 20% response rate from undergraduates
 - First satisfaction survey since 2018
 - Executive summary and infographic will be delivered in early July

Goals & Initiatives for 2024-2025

Student Affairs Curriculum

The Division of Student Affairs will begin development of a curricular approach to the programming and services we deliver outside the classroom. The curriculum will provide a strategic and purposeful framework to our work with students, incorporating learning outcomes and assessment to align Student Affairs' services with university mission. Several key staff will attend the American College Personnel Association's Institute for the Curricular Approach (ICA) in October to begin work on the curriculum. Our

goal is to have the curriculum 40% developed (a target recommended by ICA) by the launch date of fall 2025.

Student Outreach & Support

The Academic Intervention Team will employ the use of our predictive analytics tool, Civitas, along with existing reporting mechanisms to provide targeted outreach and support to students identified as at-risk or of concern. All students identified as at-risk will receive outreach within 3-5 business days. The effectiveness of this outreach will be measured through a Civitas initiative analysis of those students who did or did not engage with our staff to determine if our interventions are having a positive impact on persistence rates. Further analysis of the two groups of students will help us evaluate where our efforts should be focused.

Living and Learning Communities

Residence Education will investigate options for collaborative living communities within the residence halls. Using models developed within the Sustainability and Pavlis Living and Learning Communities, the residential curriculum, industry best practices, and predictive analytics, staff will determine the feasibility and potential for continuing to operate the two remaining theme communities with academic themes.

Metrics

The Division of Student Affairs continues to support students in a number of ways through our individual departments.

Program/Initiative	2023-2024 Number of Students Served (unless otherwise indicated)	2022-2023 Number of Students Served (unless otherwise indicated)
Dean of Students Office		
Student Support Cases	520	460
Absences	1270	1378
Student Withdrawal	103	110
Late Drop Requests/Approvals	46/33	40/30
Emergency Fund Requests	52	53
Emergency Funds disbursed	\$10,388	\$6229
HuskyFAN Food Pantry	7162 pounds distributed	5887 pounds distributed
HuskyFAN Donations	\$16,333	\$8710
Early Intervention Team Cases	94	58
Student of Concern Reports	252	141

General Concern/Complaint Reports	50	38
Center for Student Mental Health & Well-being		
In-person individual & group appointments	3825	3609
In-person unique students	667	651
In-person emergency contacts	125	75
TELUS appointments	320	292
TELUS unique students	179	179
TELUS emergency contact	22	16
Health & Well-being programming attendees (not unique)	14917	9097
Mental Health First Aid participants (includes faculty & staff)	94	—
Question/Persuade/Refer participants (includes faculty & staff)	283	—
Career Services		
Fall Career Fair	3926	3335
Spring Career Fair	1381	1202
Student Appointments	590	500
Summer Co-op	124	120
Fall Co-op	128	159
Spring Co-op	83	135
Academic & Community Conduct		
Academic Conduct Cases	108	289
Community Conduct Cases	399	258
Sexual Misconduct Cases	34 (supportive measures only, no formal or informal process cases)	12
International Programs & Services		

Undergraduate Students	55	46
Graduate Students	699	700
Alumni (through OPT program)	455	374
Scholars	57	28
Study Abroad (including faculty-led) participants	169	66
Student Leadership & Involvement		
Undergraduate students in an RSO	49%	—
Graduate students in an RSO	40%	—
Student Activity Fee funds spent	\$365,570	—
Afternoon on the Town participants	1024	—
Make a Difference Day participants	501	—
Community service volunteers	966	830
Community service hours	14,920	14,098
Fraternity & Sorority participants	558	472
Fraternity & Sorority philanthropy dollars raised	\$54,775	\$50,995
Wahtera Center for Student Success		
Orientation Participants Fall, Total	1806	1612
Orientation Participants Spring, Total	41	45
EXSEL Participants	77	84
Disability Services - New student cases	249	187
Success Coach Meetings, Fall	290	870
Success Coach Meetings, Spring	253	482
Midterm Outreach, Fall	94	132
Midterm Outreach, Spring	144	142