



Division of Student Affairs

University of St. Thomas
Minnesota



2022-23



Division of Students Affairs



Dr. Chris Haug presented at our January 2023 retreat on the revised Principles of Good Practice for Student Affairs at Catholic Colleges and Universities. We also invited staff members from the Office for Mission, Campus Ministry, and the Center for the Common Good to participate in the retreat.

Dr. Haug also worked with our Tommie Advantage Continuing Implementation Team to discuss how we integrated the principles with our Tommie Advantage program.



I am so incredibly grateful for the impactful work of our division. We ground our work in the Principles of Good Practice for Student Affairs at Catholic Colleges and Universities. We create opportunities for students to connect with other students and develop a sense of belonging. We design co-curricular learning. We help build a culture of encounter.

Karen Lange, Ed.D.

Vice President for Student Affairs

PRINCIPLE ONE

Embraces all students as valued members of an inclusive and diverse community that embodies God's love for all.

PRINCIPLES OF GOOD PRACTICE | for Student Affairs at Catholic Colleges and Universities



"The plenary sessions were excellent, the workshop sessions were in-depth and created space to learn from one another, the evening social time was perfect. There were always staff available to answer questions and direct traffic. Catholic hospitality was lived!"

-ASACCU attendee



ASACCU 2023

Association of Student Affairs at Catholic
Colleges and Universities Annual Conference



St. Thomas hosted the Summer 2023 ASACCU conference on our campus June 27-30. We had 128 conference attendees and the conference included discussions, presentations, and opportunities to connect. Breakout sessions featured topics on supporting faith development, interdepartmental programming and caring for the well-being needs of the campus community. Keynote panelists included our former president, Dr. Julie Sullivan, Dr. Rob Kelly, president of the University of Portland and a new member of the St. Thomas Board of Trustees, and Dr. Montserrat Fuentes, president of St. Edward's University.



The Memorial for Deceased Students is a place that allows students, faculty, friends and families to mourn the loss of beloved St. Thomas community individuals and reflect upon the impact they had – on us, our friends, and the entire campus community.

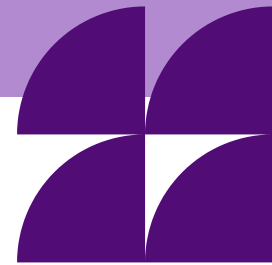
The project was initiated in 2018 by Karen Lange and represents years of work by students, administrators and community members who secured funding from the UG Student Government and designed the site. The dedication ceremony was held Oct. 9, 2022.

It sits at the heart of university student life, allowing everyone to honor the memory of all who have passed.

Memorial for Deceased Students



Amplified & Advanced Diversity and Inclusion Efforts



student leaders completed Intercultural Development Inventories (IDI)

LEADR Intercultural Competency Path

Students who are hired for leadership positions within the Division of Student Affairs are required to complete the IDI and attend trainings with a focus on intercultural competency development in the following areas:

- Awareness, acceptance and valuing of cultural differences
- Awareness of one's own culture and values
- Understanding the range of dynamics that result from the interaction between people of different cultures
- Developing cultural knowledge of the particular community served/encountered or to access cultural brokers who may have that knowledge
- Ability to adapt individual interventions, programs, and policies to fit the cultural context of the individual, family, or community

The Division of Student Affairs held a mini retreat for 129 student leaders, titled, "Elephants and Onions". This workshop provided activities to help students not only dig deeper into social justice and diversity, but also gain skills related to effective communication and engaging in critical thinking.

leadr

LEADERS FOR EQUITY AND DIVERSITY RETREAT

TUESDAY
AUGUST 30
8:30am to 1:00pm
ASC Woulfe Alumni Hall

Elephants
&
Onions

JOIN us as we talk about the "ELEPHANT" in the room - things people don't want to talk about but are super important to discuss, then we peel back the layers with those topics, talk about why people feel that way and why it's important to understand those differences!

The Division of Student Affairs collaborated with the Lavender Committee, and Human Resources, to develop and implement the Tommie P.R.I.D.E. (Promoting, Respect, Inclusivity, Dignity & Equity). The program is designed to engage all members of the St. Thomas community in learning about dynamics that contribute to bias against and discrimination of LGBTQ+ people.

Tommie P.R.I.D.E. Training



Latin@/x/e Retention and Success Work Group

In the spring of 2022, a group of Latin@/x/e students at St. Thomas sent a proposal to university leaders with ideas to increase the number of Latin@/x/e students and to improve retention of Latin@/x/e students at the undergraduate and graduate levels. The Vice President for Student Affairs, Dr. Karen Lange, appointed a special task force in response. This group was charged with identifying opportunities to make St. Thomas a more inclusive space for the Latin@/x/e community. This task force was established as a work group to enact change - each person committing to using their agency towards accomplishing the task force goals.



24 faculty, staff, students & alumni task force members

Many members of this task force are Latin@/x/e faculty, staff, students, and alumni at St. Thomas who stepped into this work on top of their regular duties, classes, and work. The university owes a huge debt of gratitude to them for their willingness to share their stories, their expertise, their time, and their hearts.

Cultural taxation is a reality, which should be recognized as a major contributor to work-related burnout and a threat to the well-being of Latin@/x/e faculty, staff, students, and administrators.





all in at st. thomas
be inclusive.
challenge bias.
create belonging.

ALL IN

**MAKING OUR
CAMPUS CLIMATE
MORE INCLUSIVE
IS EVERYONE'S
RESPONSIBILITY!**

Division of Student Affairs UNIVERSITY OF St.Thomas

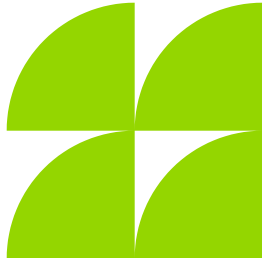
Collaborative Efforts

- **Anderson Student Center:** Enhancing awareness of club sports and student center activities among underrepresented groups, and improving campus climate through inclusive policies.
- **Campus Life:** Embedding an inclusion statement in job postings and student employee training materials, fostering inclusive environments for student clubs, and revising event approval processes for equity.
- **Center for Well-Being:** Integrating cultural competency into hiring, conducting staff training to address biases, offering support circles for BIPOC students, and reviewing policies through a DEI committee.
- **Dean of Students:** Implementing strategies to recruit diverse staff, establishing protocols for bias incident reporting, and providing targeted support outreach for underrepresented students.
- **Innovation & Changemaking create[space]:** Launching workshops addressing systemic racism and strengthening partnerships with diverse community groups.
- **Residence Life:** Expanding recruitment of diverse resident assistants, addressing discrimination and bias reporting within residence halls, and providing special population support.
- **Student Diversity and Inclusion Services:** Organizing events for intercultural understanding, offering personalized support and resources for BIPOC students, and integrating assessment and training opportunities.
- **Retention and Student Success:** Enhancing support for first-gen and underrepresented students, implementing student experience surveys, and offering inclusive workshops and learning tracks.
- **First-Year Experience:** Addressing hidden curriculum challenges, enhancing peer mentoring, launching special population-supported sections, and developing theme-based learning communities.

Three “Respectful Conversations” events were held to promote a culture of encounter where students had the opportunity to engage in dialogue, not debate. Students were divided in small groups with a facilitator and used the respectful conversation guidelines to listen deeply and understand the perspective of others.

150

students attended “Respectful Conversations”



CONNECT

The Division of Student Affairs provides education, engagement and information to our constituents through social media.

The different social media accounts showcase the stories of our division, highlight our engagements and promote the St. Thomas student experience.

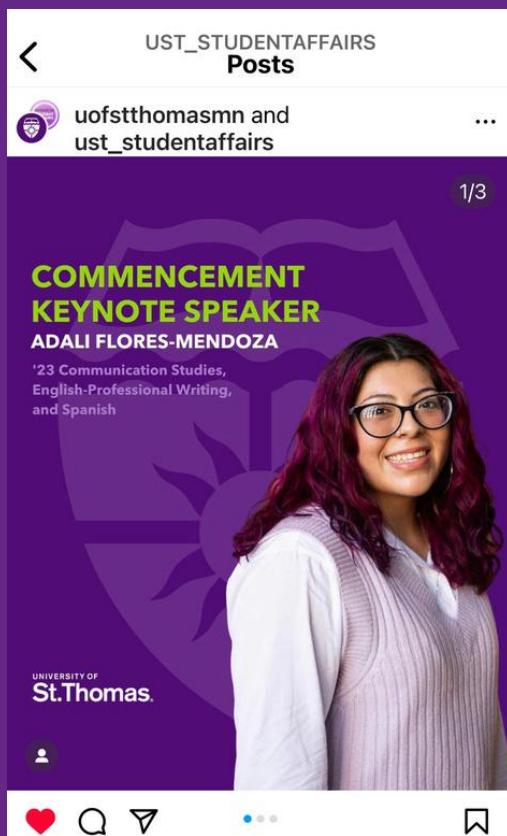
By leveraging our team of Student Affairs Social Media Content Creator Interns, we facilitate hands-on opportunities for students majoring in Marketing, Digital Media Arts, Communication Studies, and Journalism to apply their classroom knowledge.

Through this initiative, we actively contribute to the High Impact Learning Practices of internships, offering students practical experience, access to cutting-edge tools, extensive training, and a robust professional network to enhance their experiential learning journey.

..... **75,736** reach on Instagram
19,778 Instagram profile visits



Highest likes on a post = 471 likes



Highest comments on a post = 23 comments



Highest reach on a post = 4,806



ust_studentaffairs



@uststudentaffairs



@uststudentaffairs

Campus Life

Campus Life creates opportunities for students to connect with other students and develop a sense of belonging, develop and build upon personal leadership skills, and overall build their affinity with the University of St Thomas. Through both campuswide and smaller cohort-specific engagement initiatives, our work contributes to supporting the retention of priority student populations as well as overall retention and positive satisfaction with their student experience.



9,462

student club members

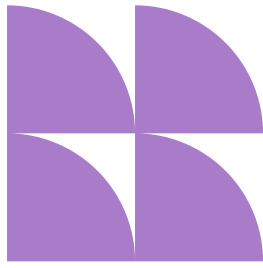
“Being involved in a student club has definitely helped me be more connected to my community on campus. It has also helped me build more leadership skills and be involved in a new way with activities and events on campus. We hold really large events that can be very overwhelming for a student to plan but with the whole support of the club, staff, and members, I feel like we pulled them off really well.”

-Club Officer, Second-Year Student



130+ student clubs
16 new ones in 2022-23





Campus Life staff provides primary management of the Tommie Link student engagement system that is used campuswide including by academic and student support departments, athletics, Center for the Common Good, and the law school as well as the Division of Student Affairs.

Anthology, a leading educational technology company, recognized St. Thomas and Assistant Director, Jeff Holstein in their newsletter, highlighting our remarkable utilization of the Event Check-In App. Jeff was invited to share valuable insights and strategies with other universities to enhance their attendance tracking methods.

Student Engagement & Leadership



86%

first-year students participated in 5 or more co-curricular activities

12,500+ students attended a STAR Student Engagement Event

Pack the Quad - Sept 9
674 students despite the rain

Tommie Fest - May 12
1625 students

87.8% of Second-Year Students participated in 5 or more co-curricular activities

How are students applying learning from leadership programming to their lives?

"I have used the leadership lessons about emotional professionalism in practice as I am captain of the cheer team. There is a balance to walk between being a friend and confidant of your teammates while also needing to talk to the coaches so they know how the team is doing and what might help."

-Neuroscience Student, Senior



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Student Diversity & Inclusion Services

Student Impact

"The REAL program gave us the perfect taste. The perfect taste for the resources we can use as students, the perfect taste in balancing a job, school, and fun. I am walking away feeling more knowledgeable. This is by far the best program on campus."

-REAL participant

49 Diversity Activities Board events led by students

13 of 13 Dease Scholars retained Fall '22-Spring '23

121 stoles provided to graduating seniors - 101 cultural stoles & 20 Lavender stoles

58 e-board members on the Multicultural Leadership Council

"Having the Multicultural Leadership Council (MLC) has been helpful for our clubs to not feel alone as we now know that together clubs are facing similar success and challenges as us. MLC can help each cultural club be better!"

-E-board member



LINKAGES

MENTOR PROGRAM

100%

SPOTLIGHT on Linkages

Retention Fall '22-Spring '23
23 of 23 Linkages Mentees retained



Centered on a collective identity with emphasis on interconnectedness

Experiential activities are purposeful and interactive

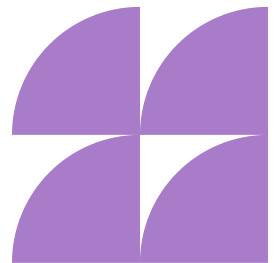
Non-hierarchical group dynamic

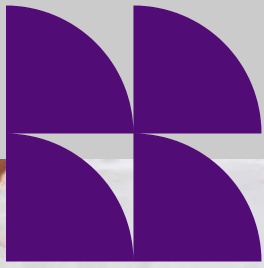
Room for student voice & conflict dialogue

Incorporating a restorative practice approach to workshops to strengthen community building

"My mentor is reliable, kind and always willing to listen and give advice. The Linkages crew genuinely cares about my success here at St. Thomas and have set an outstanding example of what I want my future to look like here."

-Linkages Mentee





create[space]



creative active learning

Merging the gap between the classroom and active learning, create[space] hosted over **18** classes in 2022-23

"Manuela and the student staff of create[space] host an environment of possibility for academic classes and events. Through material resources and expert advice, they create the conditions for arts-based pedagogies and inspired moments of improvisation. I am grateful for the opportunity to teach and learn in this space. I know my students benefit from the hospitality and educational potential of create[space] that brings lessons to life."

-College of Arts & Sciences faculty



6100

visits to the create[space] compared to 5,300 in 2021-22

**Hosted 170 events
Collaborated with 42 campus departments & student clubs**

"I learned very quickly that trying to maintain control of the outcome of the work almost sucked the joy out of creating the work. So, on the second piece that I created, I tried to just enjoy the process of creating it instead. It definitely gave me a newfound respect for the difficulty of coming up with original ideas and actually having them come out how you envision them in your head!"

-First-year student

When I step foot in there, it's like my ideas are on steroids, ready to explode into something amazing. We hang out, collaborate, and push the boundaries of what's normal, embracing the beautiful messiness of trying new things. It's not just about cramming knowledge; it's about unleashing my own creativity and making things happen.

-Art History student



Anderson Student Center

gathering
as a
campus
community



7428

events held in the ASC

**1.7 Million visits
in 2022-23**

66% of reservations in the Anderson Student Center are for group study

11% are for student organized events

2% are for external events

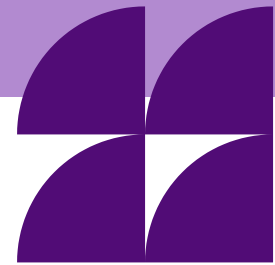


Tommie Central, the ASC information desk and university switchboard, employs over 40 students a year.

Women's Club Lacrosse competes against Marist College at the WCLO National Tournament in Round Rock, Texas



Club Sports



420

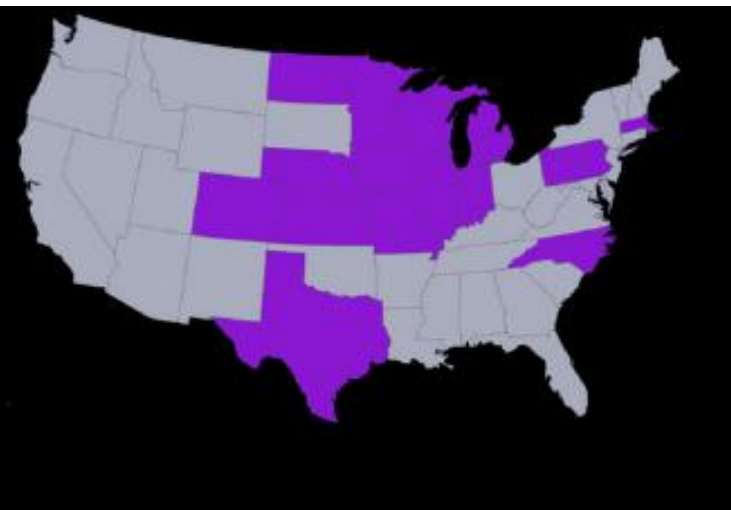
students participated in 16 club sports in 2022-23

Over 35,000 Round Trip Miles Traveled

Club Sports represented St. Thomas across 16 states

19 active club teams for 2023-24

Baseball, Disc Golf, Esports, Golf, Hockey(M), Hockey(W), Lacrosse(M), Lacrosse(W), Nordic Ski, Rowing, Rugby(M), Sailing, Soccer(M), Soccer(W), Softball(W), Tennis, Ultimate Volleyball(M), Volleyball(W)



Men's Club Hockey celebrates their victory over two-time defending champion UMary in Boston, MA.

"I think club sports is run really well at this university, and I am appreciative of the support we have."



"Keep putting the good work into growing club sports - being able to participate in soccer really improved my experience at St. Thomas!"

Collectively club sports set a new fund raising record in 2022-23



Over \$75,000 Raised

Top 5 Fundraising Groups

- Men's Lacrosse \$24,115
- Men's Club Hockey \$15,467
- Rowing \$13,940
- Men's Club Volleyball \$4,539
- Sailing \$2,825



Partnering with Development, club sports utilize the university alumni database and crowdfunding portals to better reach club alumni.



91%

FTFY students participating in club sports were retained at St. Thomas from Fall '21 to Fall '22. .

The institutional average was 85%.



Center for Well-Being

264

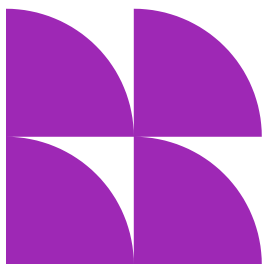
Outreach hours provided by Counseling & Psychological Services (CAPS) reaching 2,053 members of the St. Thomas community.

17%

Increase in mental health appointments at Health Services.

200

Sessions with focused coaching on resilience, stress management, procrastination, mindfulness, and other wellness areas support the emotional well-being of students provided by Health Promotion, Resilience & Violence Prevention

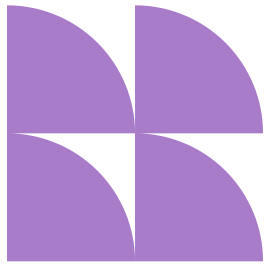


Integrated Care

Our integrated care model allows providers to consult and refer students across all of our partner areas in order to receive the seamless care they need.

"How integrated everything was...getting me connected to other services like body image group, group therapy, a nutritionist, a psychiatrist, getting tested for ADHD, and everyone in CAPS/CWB is genuinely warm, welcoming, caring, and kind. I've loved my time at CAPS"
-CWB client





Impact Data

"The graduate programs at the Minneapolis campus owe [Laurel] so much. So many of my friends have seen her and have been helped because of her work." -Graduate Student client



82%

of CAPS clients surveyed would refer a friend to the Center for Well-Being.



The Connor-Davidson Resilience Scale measures resilience or how well one is equipped to bounce back after stressful events, tragedy, or trauma.

2023 saw a marked increase from the previous year, and widened the gap between St. Thomas and the national average

ACHA-NCHA Connor-Davidson Resilience Scale - 2 (Range 0-8; higher is better)				
	2020 x̄	2021 x̄	2022 x̄	2023 x̄
St. Thomas	6.2	--	5.99	6.19
National	6.0	5.95	5.94	5.98*

*2020 survey conducted pre-pandemic



30% of CAPS clients reported at least some suicidal ideation pre-treatment.

66% of these clients decreased their suicidal ideation score post treatment.



Dean of Students

The CARE Team supports students by collaborating across campus on identification, assessment, intervention, and referral of students experiencing challenging circumstances that may affect their well-being, safety, or academic success. The CARE Team, student conduct, restorative practices and bias response is the work that takes most of our time in the Dean of Students Office. It is not the “flashy” work, but it is essential work that contributes to relationship building, student retention, and building a more just campus.



210

CARE Team cases

235 conduct incidents
980 meals distributed

“...I just wanted to thank you for your continued support during this semester and taking the time to meet with me. Talking things through with you and making a plan to make everything seem more manageable really helped more than you know. Also just knowing that I have support from the school and getting personal advice from you made finishing the rest of the semester feel so much more realistic...Meeting with you really impacted the trajectory of my semester.”

-Undergraduate Student



November 2022 - The 4th Annual Veterans Ball was attended by donors, alumni, faculty, staff, alumni, and students.



February 2023 - The 4th Annual PTSD Awareness Conference was attended by 100 counselors, social workers, therapists, and others.

Paul and Sarah Karon Veterans Resource Center

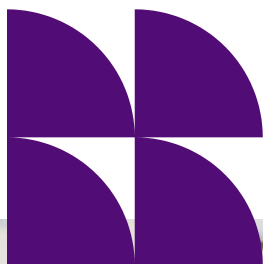


Orientation & Registration



Impact Data

- 98% of students were satisfied with the opportunities to connect with faculty at O&R
- 100% of students said O&R helped them understand the community values of St. Thomas
- 97% of students said O&R helped them identify ways they can actively support the values of St. Thomas



"I think the Orientation Leaders did a really good job at getting the small groups to get to know each other better and although the connections made at O&R may not be lifelong they helped make the first steps in the transition to St. Thomas a lot easier."

-First-year student



Off-Campus Student Life

92%

of FTFY students enrolled in the commuter section of FYEX 100 during Fall 2022 were retained to Spring 2023.

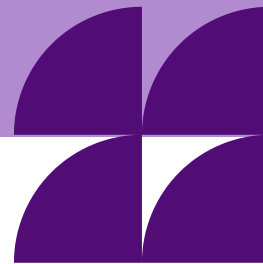
72 neighborhood complaints involving nearly 160 students resulted in developmental neighborhood intervention conversations with the Dean of Students staff.



Residence Life

"I love that I can form connections with other students whom I live with and go to class with. It makes class more fun because you're with all friends. Helps solidify new relationships."

-Resident student



"I like the quick and easy access to all of the amenities. I think it provides a great opportunity for engagement on campus, meeting new people, creating community, and really immersing yourself in St. Thomas' values."

-Resident student

2,785

students

the largest on-campus population in St. Thomas history

National Benchmark Data

	St. Thomas	Carnegie Class	All Institutions
Overall Program Effectiveness	5.50	5.02	4.99
Personal Interactions	5.80	5.28	5.23
Overall Learning	5.51	5.15	5.05
Overall Satisfaction	5.73	5.21	5.23



Living Learning Programs

Impact Data

- **93%** reported the LLC positively impacted their belonging to St. Thomas
- **87%** reported an increased sense of community
- **87%** reported the LLC helped them connect with peers

96%

of LLC students were retained Fall '22-Spring '23.
Institutional Average was 92%



"I feel the biggest values of my LLC community were definitely empathy and inclusion. A lot of the events were focused on inclusion and making everyone feel included. The girls in my community were very inclusive as well. Everyone in the LLC is so caring and easy to reach out and talk to."

-Psychology and Neuroscience LLC student

"Honestly the friendships made due to the fact that we were all close to each other are friendships that I know will last a lifetime. Having the engineers in Tommie North separated between 2 floors might be the smartest thing they could have done for the LLC for studying and research purposes as well as building relationships."

-Pathways to Engineering LLC student

12 Living-Learning Communities
550 students



"I liked learning about ways to be engaged at St. Thomas. The course showed me that everyone is welcome at St. Thomas, no matter where they come from."



"I really like how the class was super close knit and it was easy to talk and make connections. We covered everything that we would need to help us survive our first year."



First-Year Experience

FYEX 100 IDEA evaluations

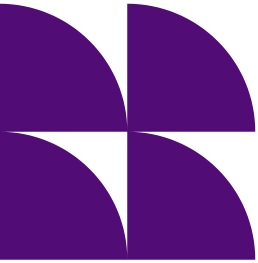
- **4.51/5** "Helped students to interpret subject matter from diverse perspectives (e.g., different cultures, religions, genders, political views)"
- **4.51/5** "Encouraged students to reflect on and evaluate what they have learned"
- **4.48/5** "Asked students to share ideas and experiences with others whose backgrounds and viewpoints differ from their own"

FYE Peer Mentor Program

Expanded the program from 10 to 25 peer mentors

94% agreed that their "mentor is an asset and a benefit to me" (compared to 91% in fall 2021)

92% agreed that "having a mentor positively adds to my experience in FYE" (compared to 88% in fall 2021)



Foundations for College Success

"It was helpful to learn about the different resources and activities on campus. I started this class as a brand new freshman, and I was very overwhelmed with college life. I felt very confused on how to do basic things at college, and this FYEX 100 made me feel more confident. It was nice to have a group of freshmen to talk to who are going through the same things as me."

-FYEX 100 student



Retention & Student Success



Tonia Jones Peterson, director of retention and student success, was featured in the Chronicle of Higher Education publication: Leading (newsletter) titled "Influencing toward a culture of retention."



Developed and led First-Gen Engagement Mapping initiative to better understand first-gen student engagement in existing programs.



Degree Completion Initiatives: from Dec. 22 to July 23, doubled the amount of students on track to graduate in four years.



Served as the institutional lead of the Student Success Academy through the Higher Learning Commission conducting institution-wide inventories, providing progress updates and analyzing data in year two.



Partnerships Matter

Retention & Student Success sends a survey to new students six weeks into their first semester and orchestrates responses from partners including financial aid, academic counseling, residence life, and human resources depending on a student's requests or concerns.

I truly appreciate the quick response. Thank you for connecting me to the right resources, it is much appreciated.
-Undergrad student





Commencement

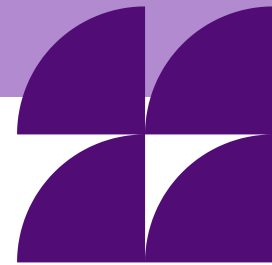
2,048 graduates

9,661 guests

1,821 live-stream views

2,048

graduates participated in commencement



The Director of Campus Life served as coordinator for the 2023 commencement ceremonies. For 2023, the university made the decision to move commencement indoors. This year's commencement included a new ticketing system, recruitment of volunteers, and improved overall ceremony operations. Early feedback from graduates, families and faculty/staff was that it was a success, and we look forward to continue evolving how we celebrate the accomplishments of our graduates.

