

STUDENT AFFAIRS ANNUAL REPORT

2018 -
2019



TCNJ
THE COLLEGE OF
NEW JERSEY

GREETINGS *from the* VICE PRESIDENT *for* STUDENT AFFAIRS



The Division of Student Affairs comprised of key areas including Athletics, Counseling and Prevention Services (Anti-Violence Services, Physical and Mental Health, and Substance Support and Counseling), Dean of Students Office (Career & Leadership Development, Off Campus Services, Student Conduct, Title IX/CARE), and Student Services (Residential Education/Housing, Student Center, Bookstore, Food Service, Student Involvement, among other auxiliary enterprises) delivered a strong year of support and guidance for students, the campus, and institutional leadership. Yet the year was not without challenges as we demonstrated resolve to deliver on the promise of a transformative educational experience that challenges and supports our students.

Perhaps most notable of 2018-19 were the multitude of campus crises that impacted our community. The year began with full excitement like any other year until tragedy struck with the death of Coach Klein followed shortly by a racially bias incident that scarred the campus. As key personnel were already deployed, we were immediately challenged by the loss of four students in succession. Each tragic within its own context resulting in broad sweeping rise in anxiety for our community. Yet, each time, we were able to identify and support those directly impacted and develop action plans for follow-up which included an open, direct discussion about the racial climate on campus and mental health resources and support. Like any learning organization, our challenges allowed us to demonstrate leadership, test policies and best practices, and support students. And, by the end of the spring semester, we hosted the campus' first Out of the Darkness Walk (Suicide Awareness) raising over \$13,000.

Our efforts to raise awareness reached beyond the aforementioned. Recognizing our values to take care of one another, we were able to successfully institutionalize a grant position focused on healthy masculinity and counseling, aligning our funding with our priorities - supporting our students. To this end, we had an outstanding Day of Giving, which raised nearly \$17,000 for Lion's Lifting Lions, a program which supports students in distress. The momentum of this successful event served as a springboard for the opening of the Shop Food Pantry, a long term dream that was finally realized in 2018-19.

GREETINGS *from the* VICE PRESIDENT *for* STUDENT AFFAIRS (continued)

During the 2018-2019 year, the Division of Student Affairs coalesced around our strategic goals guided by the 5 values of Leadership, Resilience, Health & Wellness, Diversity & Inclusion, and Operational Excellence. These values, illustrated on the welcome signage entering the Brower Student Center, has allowed us to manage a continuous growth in service demand in counseling, health, students of concerns, Title IX investigations, residence hall programming, and more. Still further, understanding that an organization, such as ours, is only as strong as the people that help it run, allowed us to create model for Organizational Health that compels members of the division to be invested in their personal growth, collegiality, and the pursuit to deliver the best to our students. Our Organizational Health model demonstrates our commitment to developing talent, enhancing efficiency, and delivering a high touch student affairs program.

In the way forward, I am inspired the opportunities before us. We will lay out new plans for student housing, athletics, and student learning opportunities. I am encouraged by the culture of assessment we have built and reflective the student affairs family has become and I know it will yield promising results for our students in the years to come!

Sean O. Stallings

Interim Vice President for Student Affairs



TABLE *of* CONTENTS

<i>Student Affairs Overview</i>	<i>4</i>
<i>Student Affairs Mission & Values</i>	<i>5</i>
<i>Strategic Planning Values & Goals</i>	<i>6</i>
<i>Departmental Highlights</i>	<i>8</i>
<i>Year in Photos</i>	<i>12</i>

STUDENT AFFAIRS OVERVIEW



We believe that our students will positively change the world, so we're driven to provide opportunities and experiences that will prepare them to successfully take on the challenges they will face. Our division engages in the constant pursuit of excellence and works to provide TCNJ students with the highest quality programs, services, and facilities.



STUDENT AFFAIRS MISSION & VALUES



Mission Statement

Guided by the mission of The College of New Jersey, the Division of Student Affairs, comprised of innovative educators, enriches an inclusive, intercultural environment to foster student learning, healthy behaviors, and personal growth.

Division Values

To accomplish this mission, the Division of Student Affairs is focused on the following strategic values:

Leadership: Develop leaders to make a positive difference in a global society.

Diversity and Inclusion: Build upon and sustain an inclusive community.

Resilience: Strengthen students' resilience, capability to recover from setbacks, and ability to thrive in ever-changing environments.

Health and Wellness: Cultivate a holistically healthy and well student body.

Operational Excellence: Enable student affairs to continuously improve in all areas of performance, including decision-making, efficiencies, supporting and developing people, and maximizing resources.

STRATEGIC PLANNING VALUES & GOALS

The Division of Student Affairs views strategic planning as a continuous quality improvement activity. The process of strategic planning is as valuable as the final written result, and Student Affairs utilizes strategic planning to increase organizational learning, develop shared understanding, and advance the strategic priorities of the institution.

Additionally, Student Affairs engages in ongoing program reviews, audits and Enterprise Risk Management reviews. Like strategic planning, the purpose of these are to focus on continuous quality improvement of departments/programs within our division. This is a reflective process where departments/programs have the opportunity to identify gaps and/or areas needing improvement. It serves to identify areas of strength and best practices and to provide development for staff.

You can see some accomplishments related to our Division values below.

1 Leadership

- Created & launched new upperclassmen athletics leadership program, Lions Leading Lions, while continuing the first year and sophomore program for a second year.
- The Fall Leadership Conference attendance increased by 40%, and the program was revamped to be more inclusive of students' time in collaboration with several departments.
- From the class of 2018, 73.3% reported that they participated in an internship for one or more semesters.

2 Diversity & Inclusion

- Intentionally recruited, hired and retained individuals from underrepresented populations in highly visible student staff positions.
- Made progress in diversifying professional areas within Student Affairs when able through hiring and training.



3 Resilience

- Saw a 125% increase in students who utilized the Alternative Resolution process offered by Title IX Office.
- Res Ed & Housing student staff completed more than 6,000 individual conversations with their residents on skill-building and resiliency for a total of 1,618 hours.
- Increased programming in all four areas of our signature Health and Wellness programming initiatives: EAT, SLEEP, MOVE, BREATHE.

4 Health & Wellness

- Our THRIVE Wellness Expo saw 896 attendees, an increase of almost 25% from the previous year.
- Res Ed & Housing offered new Wellness Plans, which 10% of the residential population completed.
- Created a centralized hub for Health & Wellness with a Recovery & Wellness Suite in the Recreation Center after being awarded a Division of Mental Health & Addiction Services grant of nearly \$1 million.

5 Operational Excellence

- Increased fundraising for Lions Lifting Lions to \$28,030.46, which is a fund that provides financial support to TCNJ students who are unable to meet essential expenses due to a temporary or unexpected hardship.
- Gained a 44.85% increase in room rental revenue and a 9% increase in utilization for student events within the Brower Student Center.



Employed or attending graduate/professional school one year after graduation



Participants attended the Out of the Darkness Walk



17% in soft drink purchases



DEPARTMENTAL HIGHLIGHTS



Dean of Students

The Dean of Students (DOS) profile includes several offices across campus; Career and Leadership Development, Student Conduct and Off-Campus Services, Title IX, and CARE. These areas promote student development and enhance students' TCNJ experience through programs, services, partnerships, leadership experiences, connections, and policy development which support a healthy and well campus climate and facilitate the successful navigation of campus and post-graduate life.

Key accomplishments for 2018-2019 included:

- The Dean of Students Office hosted its first off-campus resource fair for students. Forty different vendors and offices participated, and 150 students attended the event.
- Career & Leadership Development joined the DOS Office and is focused on strengthening the leadership and career readiness skills for our community.
- Title IX and AVI were recipients of NJ State VOCA Grant for over \$100,000 dollars.
- The SHOP, TCNJ's first food pantry, opened its doors on February 25, 2019 and had 30 visits during the Spring 2019 semester.
- Drafted a proposal and received approval of a new Global Leadership course: Leadership in Arts to Jamaica in collaboration with the School of Arts & Communication, Center for Global Engagement and Communication Department for Winter 2020.
- Seventy-two percent of the class of 2017 responded to the annual One-Year-Out Survey. Of this group, 98% were employed or attending graduate/professional school. The overall salary was \$56,200, which was 11.25% higher than the national average.
- The Career Center had 705 appointments over the academic year. The top 5 areas for student appointments were, in order: Internship; Job search; Mock interviews; Career assessments; Grad school prep.

DEPARTMENTAL HIGHLIGHTS



Athletics

The College of New Jersey Athletic Department strives for excellence in providing a nationally competitive athletic and academic experience. We support the well-rounded student-athletes by developing the student-athlete academically, athletically and socially in preparation for life after college. The Department aims to recruit, advance and graduate student-athletes who are committed to personal growth, character development, serving the greater good of the campus and community, and embracing the ideals of the NCAA Division III Philosophy.

- During the 2018 Day of Giving campaign, Athletics saw a 151% increase in the number of donors and a 24% increase in total dollars.
- The 2019 Golf Outing completely sold out two courses with an increase in participation of 43% and a 280% increase in net revenue.
- There were 14,513 events hosted in TCNJ Athletics Facilities during the 2018-2019 fiscal year.
- We had 534 student-athletes engaged in our Athletics programs.
- Our Athletics teams won 10 NJAC Championships.
- We had 17 All Americans and 1 Individual National Champions.
- We earned 8 NJAC Coach of the Year, 3 Regional Coaches of the Year and 1 Hall of Fame Induction.

DEPARTMENTAL HIGHLIGHTS



Student Services

Comprising of the Bookstore, Brower Student Center, Dining, Housing, Residential Education, Student Involvement, and Student Transitions, Student Services focuses on providing intentional programs and services that create multiple pathways for students to engage in high quality seamless learning experiences, friendly, welcoming, inclusive student-focused environments, with educational and helpful services and resources, and rich and diverse programs.

- A new class ring was designed and marketed in 2018-19. The class ring initiative resulted in almost tripling the number of rings purchased from the year before.
- The Brower Student Center hosted 1,854 internal (non-student) events and 424 external events. The Student Schedulers assisted over 315 clients in-person this year, in addition to answering hundreds of emails.
- Residential Education hosted 461 Community Events completed by student staff members, an increase of 58% from the previous year, with a total of 5,983 residents attending.
- Office of Student Transitions created a Roar Booklet specifically for the fall transfer student cohort and fully integrated transfer students into the Welcome Week program.
- The total number of student events from August 1, 2018 through August 1, 2019 was 8,823.
- Data collected from a national survey of TCNJ students in 2017 informed Dining Services to focus on vegetarian and vegan options, which led to changes including the creation of the "Veggie Loop" in Eickhoff Dining facility.
- Members of Fraternity & Sorority Life completed 30,562 hours of community service and donated \$84,578 to philanthropic causes.

DEPARTMENTAL HIGHLIGHTS



Health & Wellness

The Health & Wellness Department believes health and wellness to be a pre-requisite to the pursuit of knowledge. Its mission is to promote and nurture a community of care supportive of healthy life long behaviors that cultivate personal success and relationships by providing TCNJ students with opportunities for skill development in all areas of wellness: intellectual, spiritual, occupational, emotional, physical, social, and environmental through excellent and accessible education, services, and programs.

- Counseling & Psychological Services received a total of 938 requests for services during 2018-2019, an increase of 16% from the previous year.
- Student Health Services had 5,806 total visits this year, up from 5,315 visits last year.
- ADEP provided TIPS training to 582 students, including 342 Fraternity & Sorority Life members and 171 Athletes and Sports Club members.
- Anti-Violence Initiatives (AVI) saw an almost 40% increase in individual clients from 49 last year to 68 this year.
- RECreate Your Night had 7,940 participants engage in their programming.
- The Fitness Center had 117,277 swipes into the facility, the highest in the past 5 years.
- The Community Counseling Collaborative, a new program as of Fall 2017, saw an increase of almost 100% in clients from TCNJ this year.
- AVI outreach programs increased by about 28% from 104 in FY18 to 133 in FY19.

YEAR *in* PHOTOS



Before and after photos from the Lions Stadium turf replacement project during Summer 2019.



Participants in TCNJ's first Out of the Darkness Walk in April 2019.



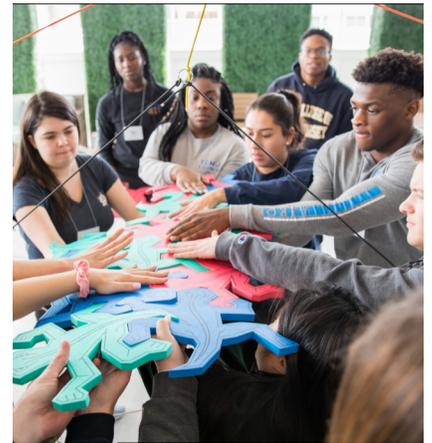
One of the options for the new TCNJ Class Ring



Faith Eichenour '21 of the Women's soccer team.



Students enjoying a ride during CUB's annual Funival event.



Students participating in an exercise at LeaderShape in January 2019.

