Dear friends and colleagues,

In the Division of Student Affairs at the University of Nebraska, we strive to work with our students to develop the whole person. Our intent is to produce students who grow intellectually, emotionally, socially and have high regard for their physical well-being.

Through the experiences and services our departments provide, students advance their leadership skills to become strong, effective leaders with high integrity and good character. We produce leaders who are civically engaged, who can relate to others and who can work with individuals from different backgrounds and cultures. We aim to create leaders who do well and do good.

Ensuring students have a safe and nurturing environment in which to learn, live and play is a top priority. We provide safe and clean residence halls, excellent dining facilities, indoor/outdoor facilities for an active lifestyle, and a health center with access to wellness programs. We provide numerous opportunities for students to learn and engage in leadership through student government, Greek Life, and leading one of the more than 500 student organizations on campus. They can become hands-on participants in service learning; and can have a positive impact through the Character Council and involvement in multicultural student organizations.

Most importantly, we strive to ensure that every student feels they matter. As our mission states, we foster social and learning environments that enhance students’ lives preparing them for lifelong success.

Our assessment activities help us determine how successful we are in reaching our goals. As evident in this report, Student Affairs programs are excelling in many areas — yet continuous improvement remains our goal.

We are committed to helping our students achieve success both in the classroom and in life. This success begins with graduation and extends years beyond as students forge paths to become industry leaders, entrepreneurs, humanitarians and Husker alumni.

Go Big Red!

Juan N. Franco
Vice Chancellor for Student Affairs
"A proper learning environment is important because students are here first and foremost for their education, but it is also the university's responsibility to provide the proper social environment because college is the time for immense self-growth for most students outside of the classroom."
**Division of Student Affairs**

*WHO WE ARE*

**OUR VALUES**

Learning that prepares students for lifetime success and leadership;
Excellence pursued without compromise;
Achievement supported by a climate that celebrates each person’s success;
Diversity of ideas and people;
Engagement with academic, business, and civic communities throughout Nebraska and the world;
Research and creative activity that inform teaching, foster discovery, and contribute to the economic prosperity and our quality of life;
Stewardship of the human, financial, and physical resources committed to our care.

**WHY STUDENT AFFAIRS?**

Recent research suggests that student mattering is correlated with academic success.

**Mattering**

*verb | mat•ter•ing | ma-tər-ɪŋ*

Feelings of significance, importance, and making a difference in the lives of others or to a larger social entity. *(France, 2011)*

In spring 2015, the Student Affairs Assessment Council administered a mattering scale to more than 1,500 students and received a 51% response rate (805 participants). A survey of UNL students demonstrated *statistical significance between students who are involved on campus and those who are not* based on composite mattering scores. In Student Affairs, we strive to connect all students to the UNL campus so they feel they matter and can achieve optimal academic performance.

**DIVERSITY**

We seek to attract a diverse staff to assist our students and provide a broad range of role models. Student Affairs has 14% of permanent staff members who identify as non-white, compared to 9% at the university as a whole.

*EMPLOYEE PROFILES BY RACE/ETHNICITY*
Foster a **campus culture** that promotes student leadership, wellness and personal and social responsibility.

[BACKGROUND]

Recognizing that learning occurs both inside the classroom and outside the classroom, the UNL Division of Student Affairs is committed to developing a future workforce ready to meet the societal challenges of their generation. More specifically, our programs and services help students advance by:

- Applying knowledge gained across curricular and co-curricular experiences.
- Learning and practicing skills that enable them to live productive and healthy lives.
- Attaining a greater understanding of self.
- Managing the college experience to achieve academic and personal success.
- Applying civic knowledge and skills to positively impact their communities.
- Using reasoning and reflective skills to guide individual and group actions consistent with their values.
- Understanding and appreciating differences and intersecting with diverse cultures and identities.

[GOALS]

- **Cultivate a campus climate where social justice and cultural respect are seamlessly integrated in each department within the Division of Student Affairs.**
- **Promote a campus-wide culture grounded in a multi-dimensional model of wellness:** physical, environmental, occupational, spiritual, emotional, social and intellectual.
- **Support the UNL health care management plan as it develops, supporting the well-being of the UNL campus community.**

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**Adoni Faxas**  
Grand Island, NE  
Business Management, Latin American Studies, Spanish and Global Studies major

"The most rewarding part of participating in service-learning in Guatemala was doing some volunteer work to serve the community and build houses for the working poor through Constru Casa.

Even though the work was hard, at the end of the experience, it was great because you saw how happy the families were by simply laying down some brick. It was their future that we’re building. Their future to be great and to have a great life."
**ALCOHOL USE**

Research shows that UNL students continue to improve their habits related to alcohol use. Data from the past 14 years shows a trend toward a decrease in binge drinking.

To further support healthy habits, Campus NightLife provides social programming. **56% of students agree that as a result of attending Campus NightLife events, they can find social alternatives to drinking.** Furthermore, if not for attending the Campus NightLife event, 10% of students claimed they would have been participating in alcohol use that evening.

**AN INCLUSIVE CAMPUS**

- **74%** of students are bothered when they observe verbal harassment based on sexual orientation, gender or race.
- **87%** of students believe they should intervene in problematic situations.

Through experiential learning, students forge friendships with individuals from different cultures and ethnic backgrounds, pushing themselves beyond comfort zones. Such experiences invite critical thinking about diversity and identity.

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**[SERVICE-STUDY EXPERIENCE IMPACT ON DIVERSITY RELATED OUTCOMES]**

- Communicate Respectfully with Others when in a Diverse Group
- Express Myself Effectively in a Diverse Group
- Respectfully Disagree with Others
- Work with People Different Than Myself
- Challenge and Confront Negative Stereotypes
- Reach Out to People Different Than Myself
- Appreciate New Ideas and Culture
- Understand the Impact of Identity and Culture on Relationships
- Understand My Identity and Culture

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Establish a **transparent system of accountability** that advances opportunities for continuous improvement.

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**[BACKGROUND]**

The Student Affairs Assessment Council facilitates outcomes-based assessment of student learning, development and programmatic outcomes in order to enhance the collegiate and educational experiences outside the classroom. The Council focuses on the following activities:

- Helping students attain a greater understanding of self and personal attributes.
- Demonstrating students’ abilities to learn and practice skills that enable them to live productive and healthy lives.
- Promoting academic achievement and personal success in the college.
- Collecting, analyzing and summarizing data for departmental program reviews.
- Providing staff with professional development opportunities related to assessment and program evaluation.
- Measuring the impact of our work in Student Affairs, both individually and collectively.

**[GOAL]**

- Utilize **division-wide and departmental assessment data to improve** existing programs and services, respond more quickly to student needs, and/or eliminate as necessary.

**[TRAINING]**

In a 2015 survey, 81.25% of the Student Affairs Assessment Council (SAAC) identified the need for additional training to engage more fully in assessment. 56.25% of respondents also expressed that their department did not regularly use data for planning and decision-making. As a result, the Council is developing a training series that will be available later this year to educate departments and professionals, and to improve data-driven decision-making.

**[STUDENT AFFAIRS ASSESSMENT SERIES]**

- Module 1 — Assessment Basics
- Module 2 — Elements of Assessment
- Module 3 — Data Collection
- Module 4 — Description & Analysis: Quantitative Data
- Module 5 — Description & Analysis: Qualitative Data
- Module 6 — Communicating Your Results

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**Harrison McMinn**

*Biology and History major*

*Omaha, NE*

"The University Health Center Student Advisory Board receives data from focus groups with different student populations to get tangible information in regard to student opinions and use of the health center. We have already seen the data we collected be implemented by Nebraska Medicine through policy changes and design changes in the upcoming building. In the future we will continue to work closely with Nebraska Medicine in order to monitor changes in data trends and assess the benefits and/or consequences of new programming."
FUNDING DECISIONS

- Data from the number of students using Counseling and Psychological Services (CAPS) combined with the length of appointment wait times demonstrated continued increased student needs.

- As a result, a Committee for Fee Allocation Subcommittee requested additional monetary support from ASUN on behalf of CAPS.

\[\text{CAPS VISITS}\]

- Data helped the student government leaders understand the need for additional counselors. The Committee for Fee Allocations approved an increase of $50,520 for 2016-2017 with $15,000 designated to students with immediate counseling needs and $35,520 to assist with overflow during the busiest times.

CONTINUOUS IMPROVEMENTS

In 2014 University Housing Dining Services completed a comprehensive review process with national consulting agency Envision Strategies. Results from the 2015 EBI survey administration also were reviewed, and after careful consideration of customer feedback and expert recommendations, significant innovations were implemented in fall 2015.

Changes included extending meal hours and locations, adding breakfast into weekend meal schedules, creating late night meal options, and providing every residence hall student who has a meal plan with three free guest meals each semester. 2016 survey results show the considerable impact of the changes:

85% of student reported that extended meal hours positively impacted their overall housing experience.

83% of students reported that the Sunday dinner in their own dining hall positively impacted their overall housing experience.

74% of students reported that weekend breakfasts positively impacted their overall housing experience.
Secure and manage the **human, financial and physical resources** necessary to support our mission.

**[BACKGROUND]**

The needs of our student population are ever changing. It is critical that our students and staff have access to 21st century facilities (e.g. housing, recreation, health programming and services, which meet the needs of those we serve). To remain competitive, facilities supported by the Division must be comparable to benchmark institutions.

We are committed to attracting and hiring the most qualified, creative and committed staff to ensure quality programs and services that contribute to retaining and graduating a student body. Once hired, we must advocate for, and invest in, a diverse workforce confident that the return on investment will pay dividends for current and future students. This is especially important in a dynamic federal and state policy environment which requires adequate training for responses and compliance with ADA and Title IX.

**[GOALS]**

- Continue development and project management of major **new and proposed construction and renovation projects** in such a manner as to ensure successful completion on time and within budget.
- Explore creative **new sources of revenue** while protecting existing budgets to aggressively pursue excellence.
- Develop, implement and institutionalize a transparent, accountable and educational system that **meets the intent of the Campus Sexual Violence Elimination Act**.
- Support a collegial environment that **attracts exceptional employees**, values holistic wellness, affords personal and professional growth opportunities, and ensures retention of an excellence workforce.

**TITLE IX EDUCATION**

In working with Institutional Equity and Compliance to meet requirements for the Campus Sexual Violence Elimination Act, all incoming students are asked to complete an online training prior to attending campus. This same training is made available to faculty and staff. In 2015-2016, 9,428 individuals received Title IX training online and the student peer education organization Prevent presented **62 times to educate more than 7,000 students** at UNL with a focus on bystander intervention.

Of the fraternity and sorority leaders who received training on sexual assault and misconduct:

- 98% expressed that they have a **very clear understanding of consent**.
- 83% have considerable awareness of **awareness of resources** for support.
- 82% feel **better equipped to intervene** in situations where it might occur.

STUDENT SATISFACTION AND LEARNING

The 2015 EBI Resident Assessment indicated that University Housing met or exceeded satisfaction levels of Carnegie peer institutions in 14 categories related to student satisfaction, learning and program effectiveness. Furthermore, 2016 results surpassed the prior year’s success.

[UNIVERSITY HOUSING PERFORMANCE YEAR-TO-YEAR COMPARISON]

[NEBRASKA UNIONS RENOVATIONS]

11,392 MEETINGS HOSTED
INCLUDING 4,984 RECOGNIZED STUDENT ORGANIZATION EVENTS

90% OF RESPONDENTS ARE SATISFIED OR SOMEWHAT SATISFIED WITH THE UNIONS.

- **NEBRASKA UNION:**
  - Colonial Rooms renovation
  - A/V upgrades
  - Food court furniture
  - Trash & recycling containers
  - Completed transition to Union Bank
  - Fischer Lounge furniture
  - Canvas prints
  - Fountain lighting/sound systems installed
  - Implemented EMS scheduling for reservations
  - Improving South Entrance (in progress)
  - Big Ten Room renovation (in progress)

- **EAST UNION:**
  - Event Space A/V and additional power outlets
  - Lighting, flooring and furniture (1st floor)

- **JACKIE GAUGHAN MULTICULTURAL CENTER:**
  - Carpet replacements
  - Canvas prints
Communicate the educational **value of engagement outside the classroom** and construct a common campus identity.

[BACKGROUND]

As prospective students, parents, public officials and others debate the changing role of higher education for the future, it is important for the Division to communicate its role in creating learning and living conditions that contribute to student success. Our facilities, programs and services are as unique as our individual purpose statements but the principles of good practice remain central to our work and unify our diversity.

Through every experience beyond the classroom our students gain vital skills and experiences they can leverage to employers. It is incumbent upon us to educate the campus community about our students’ experiences and our commitment to high-quality programming and facilities throughout the Division.

[GOALS]

- Present unified **data to clarify the role of Student Affairs** and demonstrate the complementary role of student programming and facilities in building the optimal academic environment.
- Develop **communications to educate** internal and external audiences on the Division.

[COMMUNICATIONS]

Keeping our students and community members informed is vital to building successful programs, developing advocates for our students and sharing student success. Many newsletters exist to connect specific audiences to our work.

- **Campus Recreation Newsletter**
- **Center for Civic Engagement Newsletter**
- **Husker Advocate** — sent to division by the OVCSA
- **In the Loop** — sent to academic advisors by Student Involvement
- **Next@Nebraska** — sent to all students by Student Involvement
- **Parent Association Newsletter** — managed by the OVCSA
- **RSO Newsletter** — managed by Student Involvement
- **Various Housing Newsletters for Residents**
- **Various University Health Center Newsletters**

**Spencer Hartman**
Agricultural Economics major
Imperial, NE

"Time spent investing in my fraternity, the Engler club, and serving my peers in student government has provided me some of my most rewarding experiences as an undergraduate student. These campus community experiences have pushed me to grow in civic engagement and public service, and taught me the value of investing in people. I am proud to call UNL my home because of the thriving communities to which I choose to belong."
UNL students excel at gaining employment skills from experiences outside the classroom through participation in student organizations, Greek life, service-learning, student government, intramural sports and/or academic groups and honor societies.

As compared with data from more than 57 colleges and universities in 2015, UNL students met and exceeded national averages for priority skills ranked by 260 employers.

The campus culture of UNL inspires students to participate in activities that enhance the qualities employers seek.

78% of students believe campus activities taught them to balance social activities with academic obligations.

64% of students believe campus activity participation helped improve time management skills.

54% of students believe campus activity participation helped improve their stress-management.
REVENUE SOURCES

UNL is more than classrooms and instructors. We are a vibrant environment with services, facilities and programs designed to develop a community where students’ interests and needs can be met. To help achieve that goal, Student Affairs receives funding from multiple sources.

WHAT IS UPFF?

Some facilities, services, opportunities and programs at UNL are self-sustaining; some are supported by tuition and tax monies; others are financed by "student fees," or what we call University Program and Facilities Fee (UPFF). Although paid by students for programs and services oriented to students, UPFF assessments are not "user fees." They are, rather, part of the cost of attending the University.

UPFF funds include funding for programs and activities managed by student organizations and debt assessments to fund bond agreements for construction and renovations of the Nebraska Unions, University Health Center, Jackie Gaughan Multicultural Center, Outdoor Adventures Center, East Campus Recreation Center and Campus Recreation Center. The UPFF is reviewed annually by the ASUN Committee for Fee Allocations, the Chancellor and the Board of Regents.

$6,105,171
went directly back to students as student employees last year.

Tom Waldo
Agricultural Economics major
De Witt, NE

"Working with the Committee for Fee Allocations has been instrumental in bettering my knowledge of programs available to students at the University, developing my skills in leadership and cooperation, and familiarizing myself with the appropriations process. It is important for students to understand what UPFF fees are so they know how they can benefit from them and provide a voice for the appropriate use of their money."
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"Through my many jobs on campus over the past three years, I have learned so much about the world around me that I have become even more appreciative of the differences people have. I love the social aspect of my role and the idea that I am able to serve as a positive influence to a building of over 500 individuals. I have developed some serious problem solving and mediation skills which will help me in my future career. Perhaps the greatest thing I have gained is understanding my heart for assisting students during every developmental stage."
FRESHMAN RETENTION & GRADUATION PERSISTENCE

Keeping students in school is vital to degree completion. Like other campus entities, Student Affairs tracks the success of first year student retention and graduation rates to help gauge the success of programs within cohorts of students.

STUDENT SUPPORT SERVICES (%)

Funded by a U.S. Department of Education TRIO grant, the Student Support Services (SSS) program aids undergraduates who are first-generation, low-income or have a disability. An approximated 19% of all UNL students are eligible for SSS programs, including academic tutoring, advising and specialized instruction with smaller class sizes for core classes. TRIO and SSS have successfully served the UNL campus and aided in student retention and graduation since 1982.

SERVICES FOR STUDENTS WITH DISABILITIES

UNL is committed to ensuring equal access to curricular and co-curricular opportunities for students with disabilities. Providing a range of services, SSD implements reasonable accommodations for students to increase student success campus-wide.

[6-YEAR GRADUATION RATES (%)]

[STUDENT RETENTION]

WHO USED SERVICES FOR STUDENTS WITH DISABILITIES LEFT UNL, AS OPPOSED TO 15% OF STUDENTS WHO DID NOT USE THE SERVICE AND LEFT CAMPUS.
Members of the Greek community consistently outperform the UNL average for both retention of first-year students and graduation rates. Founded with scholarship as a tenet, fraternities and sororities served as the first form of structured peer academic support; and they continue to excel today with fraternity and sorority grade point averages being higher than the UNL campus average.

**OFFICE OF ACADEMIC SUCCESS AND INTERCULTURAL SERVICES (OASIS)**

Through the OASIS Student Success Program, students gain exposure to academic skill seminars, diversity programming and one-on-one peer mentorship.

- **80%** of participants in student success seminars feel more engaged on campus as a result of their participation in the class.
- **90%** of participants reported learning about peer academic resources through participation in the class.
- **86%** of participants feel more confident in their academic abilities as a result of OASIS peer mentorship programs.

**STUDENT SUPPORT**

OpeN Shelf, housed in the UNL Lutheran Center, is a campus initiative to support students who experience food and shelter insecurity. The pantry, which began in 2013, provides hygienic products and connects students to local food banks. In 2016 the UNL Student Expenses Survey provided increased understanding of students' food and shelter insecurities.

- **6%** of UNL students may not have a place to stay in spring or summer break.
- **29%** of UNL students worry about having enough food until they get money to buy more.

Retention Data from Department Reports, 2015 | UNL Student Expenses Survey, 2016 (n=1,962) | OASIS First-Year Mentorship Program End of Year Survey, 2016 (n=17)
Parents Recognition Award

The Office of the Vice Chancellor for Student Affairs annually coordinates the Parents' Recognition Awards in partnership with the UNL Parents Association and the UNL Teaching Council. This ceremony is unique as it recognizes faculty and staff who are nominated by students’ parents.

The awards program:
- promotes communication between students and parents.
- encourages positive relationships between students and faculty and staff.
- provides positive feedback to campus employees.

The 2015-2016 Program Honored 194 Faculty and Staff from all 9 Colleges and 20 Other Departments.

Vice Chancellor’s Character Council

The Character Council is a campus-wide student group that works with the Office of the Vice Chancellor for Student Affairs to promote integrity and amplify positive character through community interaction and recognition of individual demonstrations of citizenship, caring, commitment, dependability, open-mindedness and respect.

Each semester the Council recognizes students for acts of integrity with the Franco’s List distinction. Since the program’s inception in fall of 2012, the program has recognized more than 200 students, including 30 students in Spring 2016.

Daryl Swanson Campus Life Impact Award

The Office of the Vice Chancellor for Student Affairs annually selects one Recognized Student Organization at the University of Nebraska that has made a significant impact on campus or student life beyond its mission statement for this honor. The recipient is announced each spring at the Student Impact Awards hosted by Student Involvement.

Outstanding Student Leadership Awards

On behalf of the Vice Chancellor for Student Affairs, multiple committees annually select one male and one female student for recognition of exceptional leadership contributions and efforts to develop leadership qualities in fellow students at the University of Nebraska. The award recognition includes a scholarship for the following semester’s tuition.
STAFF DEVELOPMENT & RECOGNITION

[STUDENT AFFAIRS STAFF COUNCIL]

This group is designed to enhance communication with the Vice Chancellor for Student Affairs, give staff a voice to help enhance leadership support, promote a sense of community, and recognize successes in the Division, both individually and collectively. Appointed representatives from each department meet monthly.

Additionally, the Student Affairs Staff Council plans professional development activities for staff to network and enhance skills to better serve the student community. In 2016, they were instrumental in founding Franco Friday coffee hours that served as townhall events twice per semester.

[JAMES V. GRIESEN EXEMPLARY SERVICE TO STUDENTS AWARD]

This award annually recognizes one individual who has gone beyond the performance or their assigned work, devoting extra time and effort in serving the needs of students.

Brianna Ridenour
Management major
Alliance, NE

"I was not fully aware of my passion for diversity and inclusion until the fall of 2015. That is when several presidents of minority student organizations joined forces to raise awareness of issues they were facing on campus. Thus, we created the Executive Council of Multicultural Organizations. We helped organize the Black Lives Matter Rally on UNL’s campus in November 2015. I am grateful for UNL’s response to our ideas and the way they are already underway on projects to combat issues such as racism and discrimination, working to create a more inclusive campus."