



HELPING FLYERS

SOAR

STUDENT DEVELOPMENT 2023 IMPACT REPORT



University of
Dayton

DISCOVER. PRACTICE. CREATE.
IN COMMUNITY.

UNIVERSITY OF DAYTON DIVISION OF STUDENT DEVELOPMENT



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MISSION

The Division of Student Development cultivates student learning in the Catholic and Marianist tradition.

We challenge students to construct inclusive communities of purpose, demonstrate practical wisdom and choose value-congruent behaviors.

We support students as they create safe and healthy environments where differences are respected and celebrated.

We empower students to discover their vocation as they develop the skills needed to lead for the common good.

CORE VALUES

1. *Learning as an innovative process guided by the Catholic and Marianist tradition*

2. *Respecting the dignity of self and others*

3. *Building community by committing to the common good*

4. *Developing habits of self-care in pursuit of wellbeing*

5. *Reflecting on and exploring faith, purpose and calling*

6. *Advancing inclusive excellence*

7. *Using professional ethics and standards to inform our practice*

HELPING FLYERS **SOAR**



Dear Faculty, Staff, Students and Colleagues,

The Division of Student Development doesn't simply believe in students; we fully commit to them and their potential. And so, we continuously challenge students to adopt new perspectives, broaden their experiences, and expand their understanding. We also challenge the division — its department leaders and staff — to serve and grow in novel ways.

Over the past academic year, we modified a range of traditional practices, from adding digital parking permits and electric vehicles to changing how we identify and support students in crisis. We expanded services in our Food4Flyers pantry and increased international representation in our Global Learning-Living Community. We took vaccinations to student events and locations around campus, and we made mental health counseling and educational support more accessible.

Above all, we embraced learning as an innovative process. We continuously adapted and reinvented our work to meet students where, how and when they prefer to receive support.

This impact report celebrates some of those innovations as well as the division's accomplishments during the 2022–23 academic year. It only briefly summarizes your tremendous commitment to our Marianist values, traditions, community and, of course, students.

It's also the launching point — and a strong foundation — for us to continue the journey. In the coming years, we commit to:

- Developing leaders who transform communities
- Helping students realize their leadership potential
- Creating the foundations for lifelong health and well-being
- Striving for inclusive excellence and equity
- Promoting safety, accountability and personal responsibility

We all benefit from diverse thinking and intentional inclusion. Thank you for sharing your best, authentic selves with our community. It's a blessing and an honor to work alongside devoted trustees, faculty, staff and colleagues, and to serve and educate our students with you.

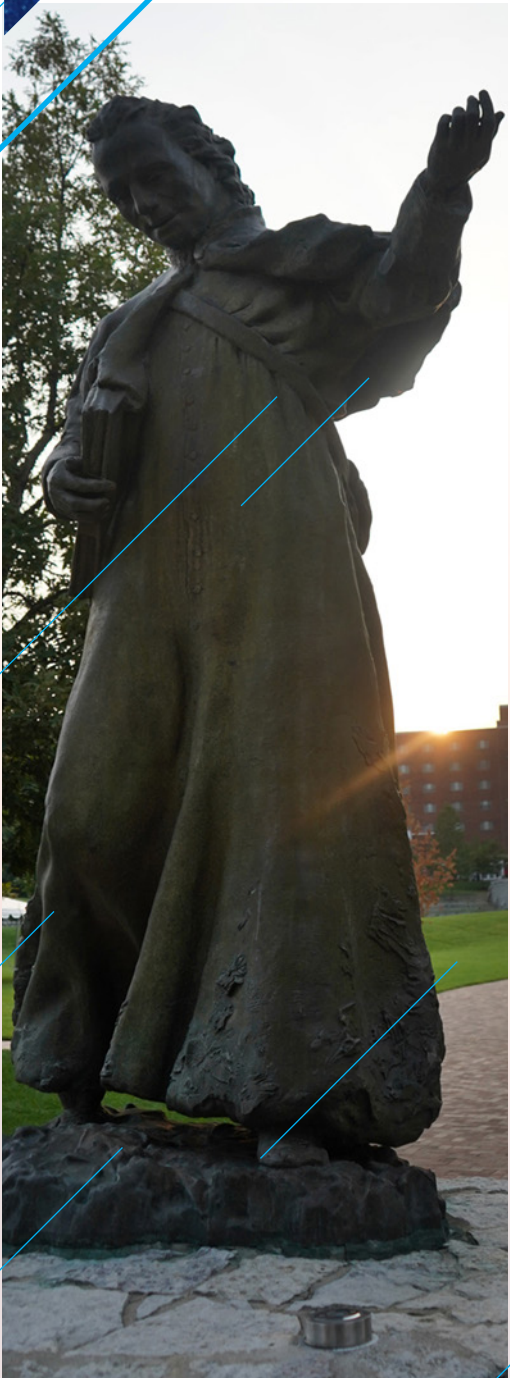
I'm inspired by your creativity, passion and dedication, and by the ways you put our Marianist values into practice every day.

Sincerely,

William M. Fischer

William M. Fischer, J.D.
Vice President for Student Development

EXECUTIVE SUMMARY



Throughout the 2022–23 academic year, our students had many opportunities to grow into self-aware, socially responsible leaders and to incorporate healthy and mindful practices in their daily lives. Learning and leadership started as soon as they walked onto campus as new Flyers and continued as they became mentors and leaders to others. It was an honor to support our students' academic journeys and to see them become capable, values-driven leaders.

To transform communities for the common good, we intentionally welcomed new Flyers to campus through orientations and Camp Blue so they felt confident being part of our community. Students engaged in personal and professional development as late-night ambassadors for the Center for Student Involvement and through community service and philanthropy projects led by Fraternity and Sorority Life. A Vision for Integrated and Applied Transformative Education (AVIATE) offered more events to help students reflect on residential life, and the Multi-Ethnic Education and Engagement Center (MEC) hosted study tables to help students practice and apply their learning. Housing and Residence Life increased engagement opportunities in Global Learning-Living Community to unite students with similar backgrounds and to expose interested students to diverse cultures.

To develop leadership potential, Student Leadership Programs offered 91 programs, drawing in 3,000+ undergraduate students. Over 200 students participated in a Fall Leadership Conference, and 35 female-identifying students completed a rigorous Women's Leadership Immersion program. Eighty-four first-year students participated in the Camp Blue leadership program. The Brook Center piloted ProjectConnect to introduce students from different social circles, and MEC hosted retreats for students from different backgrounds. The Residential Housing Association developed programs to build community within residential areas and sent its Executive Board to a national conference. Community Standards and Civility encouraged students to speak up and seek help for fellow students, and led peer discussions about choices that affect community.

To encourage health and wellbeing, the Student Health Center administered flu vaccines at events and locations around campus, and the Counseling Center added drop-in sessions and weekly groups. The Brook Center supported survivors of violence, held a Fresh Check Day to promote mental health and prevent suicide, and helped students develop healthier relationships with themselves and others. More than 2,300 students committed to 30 minutes of daily physical activity through Campus Recreation's On Your PATH to 30 program. The Food4Flyers pantry was extensively renovated to store food and personal hygiene products for students who needed help meeting their basic needs. The pantry became a space where every student is welcomed and belongs, and where they could fulfill essential needs with dignity.

The Department of Public Safety joined a national campaign to encourage positive interactions between law enforcement and individuals with mental health conditions. The Student Care and Advocacy team revamped its referral process and response protocols, which led to an increase in referrals.

To strive for inclusive excellence, campus groups collaborated to bring an acclaimed author to UD. Lawrence Ross, author of "Blackballed: The Black and White Politics of Race on America's Campuses," spoke about how fraternities and sororities can eliminate discrimination. The Program to Engage and Exchange Resources for Students (PEERS) organized First Friday events for students and connected first-year students to older mentors. The Brook Center hosted its second Lavender Ball to celebrate LGBTQ+ students and graduating seniors, and Housing and Residence Life staff received training on inclusive excellence.

To promote campus safety and personal responsibility, the Center for Alcohol and Other Drugs Resources and Education helped students understand risks and policies surrounding cannabis use. Emergency Medical Services commissioned a new Squad One, and the Department of Public Safety and UD Information Technology installed additional cameras in the student neighborhood. The Center for Alcohol and Other Drugs Resources and Education also worked with Housing and Residence Life to provide a living community for students who prefer a substance-free lifestyle.

To align processes, resources and infrastructure, the Housing Operations team produced videos to guide students through the housing process and successfully placed every student who applied to live on campus. Changes to the recruitment process encouraged more students to apply to become resident assistants and fellows, and Fraternity and Sorority Life created Advisor Roundtables to strengthen ties between student members and volunteer advisors. Budgets and Financial Operations helped Student Development departments navigate and streamline budget processes, and the Information Technology team kept on-premise applications up and running their best, with nearly no unplanned downtime. The division's weekly digests emails also improved, thanks to contributions from staff and graduate assistants.

The full report provides more information about these and other accomplishments, as well as testimonials.

TRANSFORMING COMMUNITIES for the COMMON GOOD

AS SOON AS STUDENTS STEP ON CAMPUS, THEY BECOME PART OF DIVERSE COMMUNITIES AND GAIN THE SUPPORT THEY NEED TO GROW INTO SELF-AWARE STUDENT LEADERS.

Throughout the year, students engaged in co-curricular learning with wide community impact.

- During orientation, incoming students were introduced to their new campus home. They also learned about available resources and Marianist traditions to help them prepare for the upcoming semester and become more confident about being a Flyer.
- Student Life at the Center for Student Involvement provided professional development opportunities to enhance late-night ambassadors' leadership skills. At the end of the academic year, surveys showed that personal growth, professionalism, leadership, problem-solving, organization and communication were critical aspects of their development.
- Fraternity and Sorority Life (FSL) members demonstrated exceptional dedication to service and philanthropy this year, and their impact was seen across Dayton and the United States. By supporting organizations such as the Make-A-Wish Foundation, Shoes 4 the Shoeless and St. Vincent de Paul, among others, members improved the lives of those in need.
- The Interfraternity Council participated in Movember, a charity that advocates for men's health issues and supports research into prostate and testicular cancers. Council members sported mustaches and raised nearly \$30,000 for Movember, earning sixth place in the national "Big Mo on Campus Challenge."
- The Multi-Ethnic Education and Engagement Center (MEC) hosted study tables in Alumni Hall throughout the academic year. Faculty tutors and campus partners from the Honors Program, Libraries, and Fitz Center for Leadership in Community were available every week to offer educational support for multi-ethnic students. They covered a variety of cross-disciplinary fields, including physics, mathematics, chemistry, history, art, English and communication.



SUPPORTING MULTI-ETHNIC STUDENTS

More multi-ethnic students connected with faculty tutors and campus partners at study tables this past year, particularly during finals week. During the 2022–23 academic year, 127 students participated in study tables. MEC study tables were an important resource for students to practice and apply their learning with staff and faculty support. When students interacted with faculty and campus partners outside the classroom, they formed stronger ties with the community. They were also introduced to additional learning opportunities, such as conferences, research roles, internships, scholarships and study abroad.

CREATING MORE PATH OPPORTUNITIES

A Vision for Integrated, Applied and Transformative Education (AVIATE) offered learning opportunities that qualified for Points Accumulated Toward Housing (PATH) credit. AVIATE partnered with Housing and Residence Life and other campus departments and student

organizations to support the learning goals of self-authorship, interculturalism and community living, and to encourage residential students to reflect on their personal networks and campus resources. AVIATE offered 26.7% more events last year, and student participation increased 4.4%.

LIVING IN DIVERSE COMMUNITIES

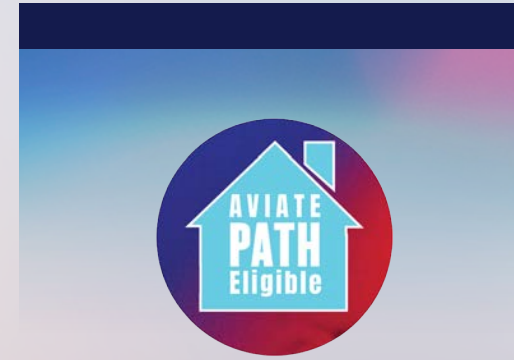
Integrated Learning-Living Communities united students with similar interests, allowing them to live in the same residential community, attend classes together and engage in co-curricular activities. For example, the Global Learning-Living Community was available to students who wanted to improve their intercultural competencies and gain exposure to diverse cultures. It included students from South Korea, the Netherlands and Kuwait, among other countries. Last year, there were 66 members and 16 unique engagement opportunities in the Global Learning-Living Community.

“I learned the importance of community and why finding a sense of belonging is so important to the Catholic Marianist values of UD!”

— UD first-year student, in-person orientation

“I learned a lot more about the resources available to me. I also got a lot of advice and was able to reflect on things to prepare more for starting school.”

— UD first-year student, in-person orientation



136,475
TOTAL PATH CREDITS
EARNED



71 DEPARTMENTS
AND
26 STUDENT ORGANIZATIONS
PARTICIPATED
IN AVIATE



94%
OF INCOMING STUDENTS
FELT CONFIDENT ABOUT
THEIR CHOICE TO ATTEND UD



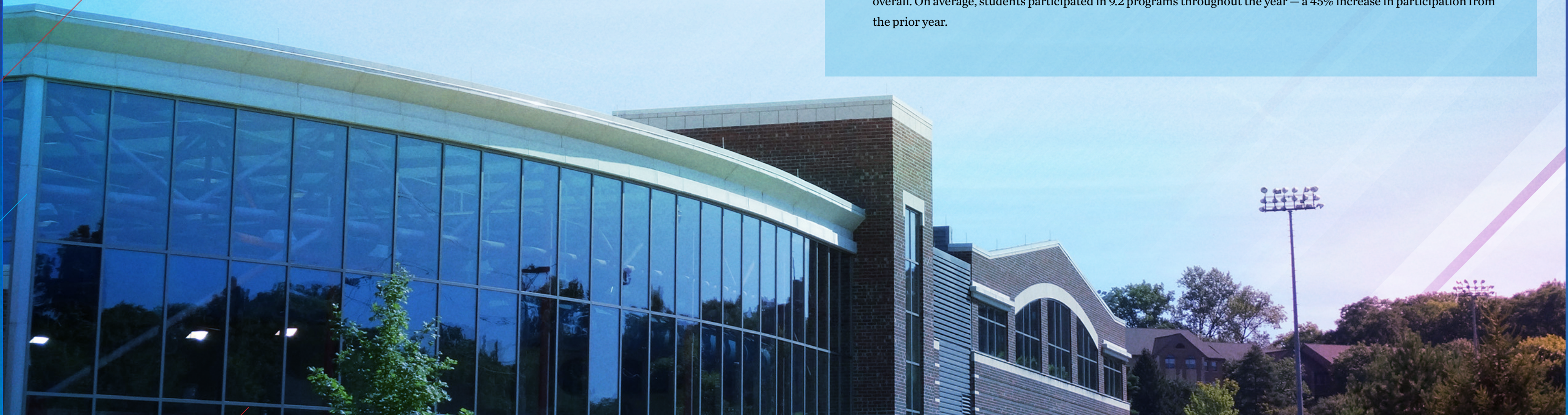
85%
OF INCOMING STUDENTS
FELT CONNECTED TO PEERS,
FACULTY AND STAFF AFTER
IN-PERSON ORIENTATION

DEVELOPING LEADERSHIP POTENTIAL

SOCIALLY RESPONSIBLE LEADERSHIP REQUIRES SELF-DISCOVERY, CHARACTER DEVELOPMENT AND PRACTICE. WE CREATE OPPORTUNITIES FOR STUDENTS TO LEARN AND TEST THEIR LEADERSHIP SKILLS WITHIN A DIVERSE COMMUNITY INFUSED WITH MARIANIST VALUES.

Responsible leadership celebrates diversity. We encouraged students to explore cultural, social and spiritual differences, and to put their faith and values into action.

- Supervisor Leadership is a cohort-based program offered by Campus Recreation to help student leaders grow personally and professionally through employment. Using their work experience as a foundation, students reflected on their achievements and challenges so they could apply lessons learned to future endeavors.
- Student Life at the Center for Student Involvement hosted 81 Campus Activities Board and UD LateNight events for students. In total, 4,940 students attended these events.
- Student Leadership Programs offered 91 programs, drawing in 3,008 unique participants and 27,643 participants overall. On average, students participated in 9.2 programs throughout the year – a 45% increase in participation from the prior year.





- The Multi-Ethnic Education and Engagement Center (MEC) engaged more than 1,300 students to promote student success, belonging and dialogue. It hosted affinity-specific retreats for students from different backgrounds and provided a safe space for them to explore their identities. Based on student feedback, MEC divided one large retreat into four smaller, more intentional retreats for Latinx, Black, first-year and multi-faith groups. In the upcoming year, MEC will work with campus partners to add a retreat for Asian American students.
- Over 200 students participated in the Fall Leadership Conference hosted by Student Leadership Programs. After the conference, 92% of participants could define leadership using one or more principles from UD's leadership philosophy. Additionally, 95% of participants identified an area where they could exercise leadership skills.
- Twenty-one students participated in a Restorative Justice Program facilitated by Community Standards and Civility. Students led their peers in a reflective circle to discuss how their choices impacted their community and those involved in the circle.

“I’ve gained self-awareness of my strengths and weaknesses and learned to be vulnerable. Being diverse and inclusive is not a box to check, rather it requires constant and real effort.”

— UD senior student, Student Leadership Programs participant

EXPANDING COMMUNITY

The Brook Center piloted ProjectConnect to bring students from different social circles together and expand their sense of community. Participants were grouped into four teams that met for six hour-long sessions. Co-Pilots led the teams through thought-provoking discussions and fun activities. The program concluded with a shared meal at a local restaurant. A total of 21 participants and eight facilitators participated in the pilot.

PREPARING WOMEN FOR LEADERSHIP

The Women’s Leadership Immersion program is a rigorous and collaborative experience for female-identifying junior and senior students. The program is led by accomplished female leaders from UD and the city of Dayton, who help students explore topics like leadership, networking, career advancement and financial wellbeing. In January 2023, 35 students participated in the program, learning from 31 female speakers who work in law, medicine, business and education. The program emphasized cultivating individual talents, positively impacting the community and raising awareness of power and privilege.

BUILDING AND RECOGNIZING EXCEPTIONAL COMMUNITIES

The Residential Housing Association (RHA) collaborated with Housing and Residence Life and area councils to build community within residential areas. They developed programs to encourage interpersonal connections, facilitate learning and acknowledge the exceptional contributions of its members. In May 2023, the RHA Executive Board attended the National Association of College and University Residence Halls annual conference at Ball State University to gain insights into developing community and campus impact.

BECOMING A FLYER

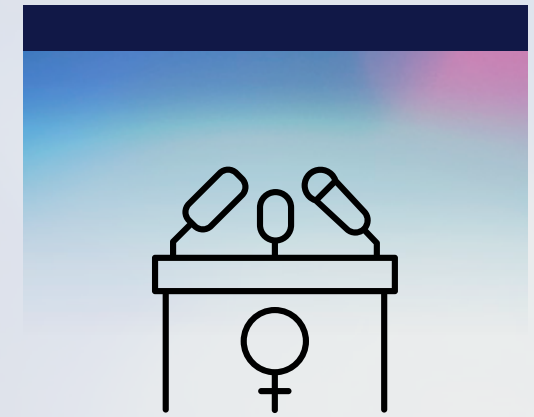
Camp Blue is a leadership program for first-year students that aligns with the University’s philosophies of learning, leading and serving. In 2022, 84 students participated — a 35% increase over 2021. Students were eager to connect with peers, discover resources and belong on campus. The program was a collaborative effort between numerous organizations, such as the Institute of Applied Creativity for Transformation (IACT), Student Leadership Programs, Campus Ministry, ArtStreet, Campus Recreation, Greater Dayton Regional Transit Authority and the Dayton Dragons, which gave students unparalleled access to campus and community resources. Students also completed a DiSC® leadership assessment. Through IACT, students who presented their Camp Blue experience at an open house earned the collaboration micro-credential.



84 STUDENTS

PARTICIPATED IN CAMP BLUE,
SUPPORTED BY

14 BLUE CREW COUNSELORS



**72 UD + CITY
OF DAYTON LEADERS**

HAVE LED WOMEN’S
LEADERSHIP IMMERSION
SESSIONS SINCE 2018

“Camp Blue helped me see that leadership is really important and that I have a lot of room for growth. It also showed me that it is easier to succeed as a team rather than an individual.”

— UD first-year student, Camp Blue participant



ENCOURAGING HEALTH *and WELLBEING*

STUDENTS LEARN THE FOUNDATIONS OF HEALTHY RELATIONSHIPS AND HOW TO BUILD SUSTAINABLE, LIFELONG WELLNESS PRACTICES SO THEY CAN THRIVE ON CAMPUS AND BEYOND.

We removed barriers to care, reduced stigma around mental health and encouraged students to care for themselves and others. Students learned how to deal with anxiety and stress, and become more resilient.

- On April 24, 2023, the Brook Center hosted Standing with Survivors to support survivors of power-based personal violence. Students, faculty and staff from 23 departments participated in the daylong event. Seventy-six volunteers distributed 3,000 Sexual Assault Awareness Month ribbons and survivor resource cards.
- The Brook Center held its first Fresh Check Day on September 20, 2022, a program created by the Jordan Porco Foundation to promote mental health and prevent suicide. The PATH-eligible event was supported by multiple campus groups and departments, and featured interactive expo booths, peer-to-peer messaging, exciting prizes and giveaways.

- The Brook Center created educational programming to help students develop healthier relationships with themselves and others. The Center facilitated 324 educational presentations and programs this past year, attended by 14,128 students.
- During National Collegiate Alcohol Awareness Week, the Center for Alcohol and Other Drugs Resources and Education (CADRE) worked with campus partners on five key alcohol-related themes: health, identity, recovery, personal responsibility and resources. It partnered with the Brook and Women's Centers to address increasing alcohol consumption among college-aged women and substance misuse among LGBTQ+ students. It also organized an event with the Counseling Center and the Student Health Center to discuss connections between alcohol and mental health.

“My mental health has benefited from my exercise habits. I feel less stressed because my mind takes a break from all of my responsibilities when I work out.”

— UD junior student, Campus Recreation On Your PATH to 30 participant





“As I began to work out more and more, I saw a huge improvement in my mental health. It gave me a slight boost in energy and focus during the day.”

— UD second-year student, Campus Recreation On Your PATH to 30 participant

- The Counseling Center offered drop-in sessions to improve access to services and reduce wait times. Over 500 students participated in more than 600 drop-in sessions, and 230 students attended 12 weekly groups. The Center also hired a therapist as the official liaison to the Multi-Ethnic Education and Engagement Center (MEC). The therapist facilitated informal consultations, psychoeducational seminars and support groups in MEC’s offices.
- The Student Health Center administered 70% more flu vaccines during the 2022–23 academic year by offering shots at different locations and events on campus. The Center also offered COVID-19 testing kits to students, faculty and staff. It distributed 3,600 COVID-19 test kits at various locations across campus and performed 2,000 COVID-19 tests during clinic visits.
- Campus Recreation celebrated the sixth anniversary of its On Your PATH to 30 program to promote healthy living among students. Last year, 2,359 students committed to 30 minutes of daily physical activity.
- During Kennedy Union’s student staff training, attendees identified areas for growth, including insufficient sleep, unbalanced diets and challenging academics, which they planned to prioritize throughout the academic year. At the end of the year, students participated in service learning at the Mission of Mary Cooperative in downtown Dayton, where they learned about food deserts and the importance of fruits and vegetables to maintain good health and wellbeing.
- The Student Care and Advocacy team used the Student Success Network to communicate with faculty and advisers on behalf of students affected by unexpected life events who required support outside the classroom. The team raised 355 flags to inform faculty members about students needing additional assistance.
- The Department of Public Safety joined the One Mind Campaign, a national effort sponsored by the International Association of Chiefs of Police to facilitate positive interactions between law enforcement and individuals with mental health conditions. All UD officers were trained in crisis response and mental health first aid, and Public Safety partnered with the Montgomery County Alcohol, Drug Addiction and Mental Health Services (ADAMHS) to provide resources to students experiencing mental health crises. Additionally, a UD officer was honored with the Q1 Crisis Intervention Training Award from ADAMHS.

“Seeing how much I have grown from last year to this year within PAVE is something truly astonishing to me. By far, the biggest leadership experience I’ve had, really throughout my entire life, but especially in PAVE, is leading the chants at this past year’s Take Back the Night demonstration.”

— UD junior student, PAVE peer educator





“Our trip to Mission of Mary was so impactful. It is easy to forget how much of a bubble UD can be. Seeing a neighborhood so close to campus that is struggling and seeing people who dedicate their lives to helping them is inspiring. It was also enlightening to learn how important food and health are, not only to physical health but to mental health.”

— UD senior student, Kennedy Union student staff member



**91%
OF STUDENTS**

WHO PARTICIPATED IN
ON YOUR PATH TO 30
HAD IMPROVED PHYSICAL
AND EMOTIONAL WELLBEING



THERE WERE
6,000
COUNSELING CENTER
APPOINTMENTS



70%
INCREASE
IN FLU VACCINATIONS
OVER THE PREVIOUS YEAR

PROMOTING PEER SAFETY AND WELLBEING

At the Brook Center, 61 peer educators served as Co-Pilots, Peers Advocating for Violence Education (PAVE) members, and Q*mmunity Leaders to promote the safety and wellbeing of fellow students. Co-Pilots led small-group discussions through ProjectConnect, and PAVEs delivered presentations on consent culture to first-year residents. Q*mmunity Leaders organized weeklong events like Pride Week. These peer educators simplified complex social issues and made them relatable to peers.

FEEDING AND WELCOMING ALL FLYERS

The Food4Flyers pantry underwent renovations to transform a small closet into a fully equipped food pantry. It now includes a full-size refrigerator, a freezer, and sturdy industrial shelving for shelf-stable items and personal hygiene products. This new pantry, co-sponsored by the Brook Center and the Dean of Students Office, increased students’ sense of belonging at UD. Everyone deserves to have their basic needs met, and our students are greeted with dignity and respect at the pantry.

EMPOWERING RESPONSIBLE ALCOHOL CONSUMPTION

The Alcohol Skills Training Program, previously an intervention service, was revamped into a prevention education program and made accessible to all students via AVIATE. The goal was to inform students about alcohol issues, such as blood alcohol concentration and symptoms of alcohol poisoning. It also offered recommendations for low-risk alcohol consumption, including abstinence. The program was managed by the Center for Alcohol and Other Drugs Resources and Education. It facilitated 18 Alcohol Skills Training Programs for 423 students.

PRIORITIZING STUDENT CARE

The Student Care and Advocacy team, established by the Dean of Students Office, has two case managers who organize interventions for students experiencing distress. The Campus Awareness Response and Evaluation (CARE) referral system changed its reporting form and used advertising and meetings with academic partners to increase access and awareness. The office also started issuing CARE reports from medical transports. These changes led to a 247% increase in referrals and, ultimately, more student support.



STRIVING FOR *INCLUSIVE EXCELLENCE*

DIVERSITY, EQUITY AND INCLUSION ARE A FUNDAMENTAL PART OF OUR MARIANIST EDUCATIONAL LEGACY. WE STRIVE TO ACHIEVE INCLUSIVE EXCELLENCE IN ALL OUR INTERACTIONS WITH STUDENTS, FACULTY AND STAFF SO EVERYONE FEELS LIKE THEY BELONG AT UD.



Over the past year, we warmly welcomed and respected people from all backgrounds and with different life experiences.

CELEBRATING OUR DIVERSITY

The Brook Center hosted 128 faculty, staff and students at the second annual Lavender Ball. The event included a brief presentation on the LGBTQ+ community's achievements during the past academic year. It also celebrated graduating seniors and recognized LGBTQ+ and allied student leaders with awards. President Eric Spina spoke about the importance of LGBTQ+ work and the need to advance LGBTQ+ visibility and allyship across campus.

WELCOMING MORE WOMEN INTO INTRAMURAL SPORTS

Last year, 4,140 students participated in Intramural Sports organized by Campus Recreation. Special emphasis was made to increase female participation. Flexible scheduling, marketing strategies and recruitment drives resulted in 1,650 female-identifying individuals joining the program, which played a vital role in building social connections on campus.

CREATING A MORE INCLUSIVE CAMPUS

Lawrence Ross, the acclaimed author of "Blackballed: The Black and White Politics of Race on America's Campuses," spoke on campus. His lecture explored the history of racism on college campuses and emphasized how fraternities and sororities can play a leading role in eliminating such practices. The event was a collaboration between Fraternity and Sorority Life, the College of Arts and Sciences, the Office of Diversity and Inclusion, Multi-Ethnic Education and Engagement Center (MEC), the College Panhellenic Council, and the Interfraternity Council.



LEARNING ABOUT INCLUSIVE EXCELLENCE

During the 2022–23 academic year, Housing and Residence Life staff participated in Leadership, In-Service, Training and Education (LITE) to learn about inclusive excellence. Topics included inclusive language, imposter syndrome, ending violence against women, LGBTQ+ visibility and inclusion, voter suppression, privilege and identity, and more. The training allowed student staff to broaden their understanding of diversity and inclusion and to learn how to create more inclusive communities by appreciating individuals' differences. Staff accessed training materials through Housing and Residence Life's weekly newsletter, the *Frequent Flyer*. Professional staff members incorporated LITE reflection materials into their weekly staff meetings to encourage discussion on the topics.

TURNING PEERS INTO LEADERS

Twelve undergraduate students served on the Program to Engage and Exchange Resources for Students (PEERS) leadership team. They organized PEERS First Friday events, which gathered up to 200 students, and offered monthly access to campus information, resources and advocacy services. PEERS also offered "pods," where first-year and returning students gathered in small groups to mentor and support each other, maintain accountability and provide companionship throughout the academic year.

ACHIEVING GOALS TOGETHER

During the past academic year, Student Development's Diversity Action Plan was

strengthened by establishing a framework to implement the plan's objectives. All 16 departments within the division took part in a mapping activity, where each team contributed at least one action item that aligned with the plan's goals. The Anthology Planning platform was used to track and report on the diversity action items and to link 40 items from across the division to the Diversity Action Plan.

LEADING THE CHARGE FOR INCLUSIVE EDUCATION

Student Development's Diversity Action Team expanded its program options and offered several workshops for the division's staff. These programs included a resource fair as well as training and discussions on the socialization of identities and positionality, canceling the culture of nice, religious and spiritual diversity, inclusive supervision, neurodiversity and diversity action planning. Representatives from 13 departments attended these sessions, averaging 19 people per session. Four out of seven sessions had more than 20 attendees, while the session with the highest turnout had 26 participants.

EMPOWERING OFFICERS WITH THE LATEST IN DIVERSITY TRAINING

The Department of Public Safety collaborated with the Office of Diversity and Inclusion to conduct several on-site training sessions and provide officers with the most current diversity training. Additionally, the department trained its officers on fair and impartial policing.



“When I reflect on my time at UD, Lavender Ball 2023 stands out as one of my favorite memories. I think this night proved we can be out, proud and celebrate our LGBTQ+/ally identities at UD. We are an incredibly strong and resilient community.”

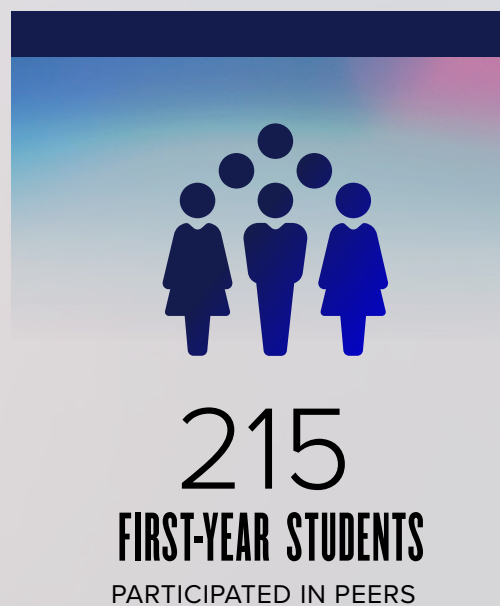
— UD senior student



128

STUDENTS, FACULTY + STAFF

ATTENDED THE LAVENDER BALL



215
FIRST-YEAR STUDENTS
PARTICIPATED IN PEERS



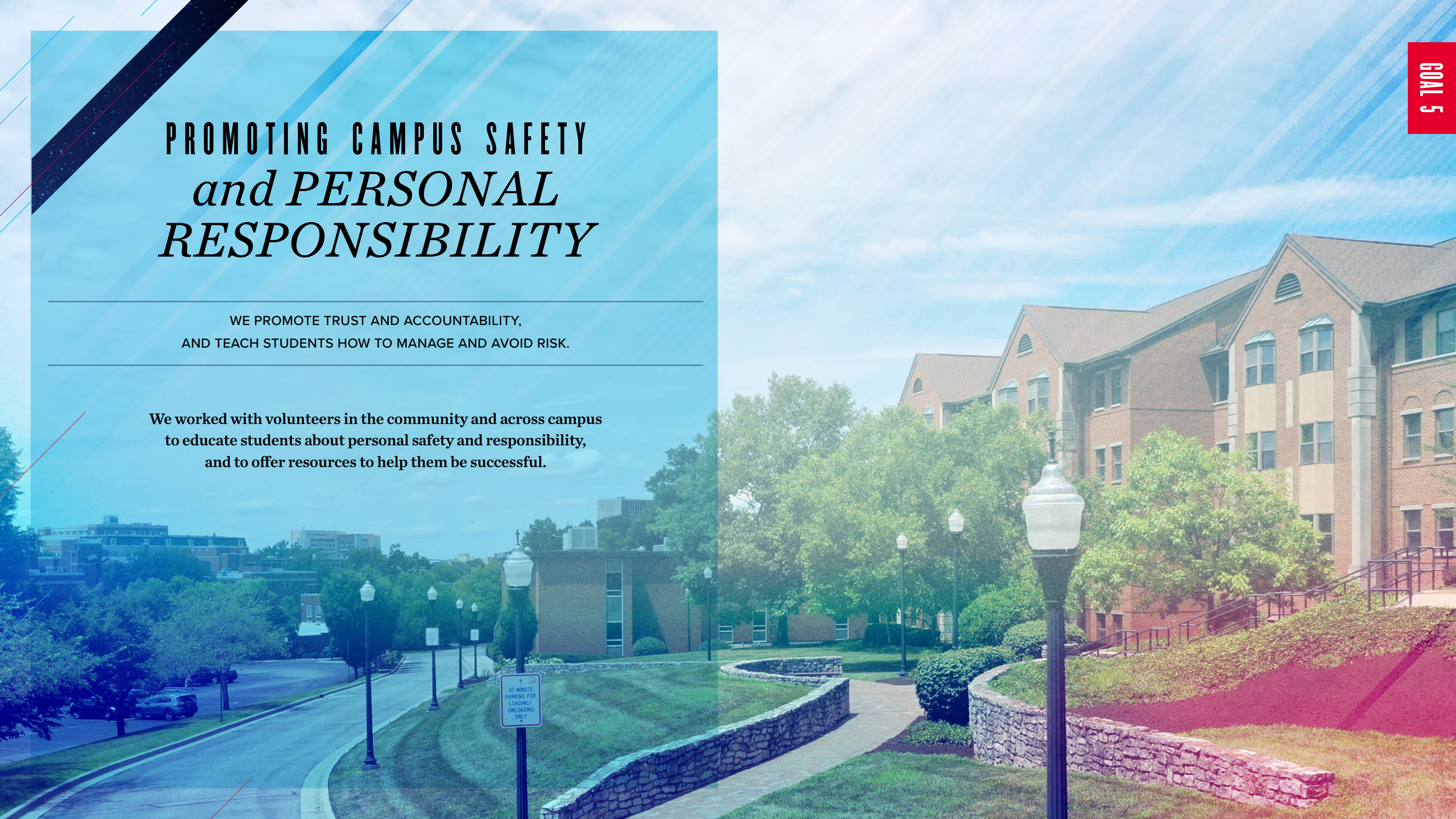
“Every semester at the MEC Recognition, there's a send-off to graduating seniors and a celebration of student engagement and leadership, and it includes acknowledgment of PEERS mentees and mentors and their impact at UD.”

— UD student,
MEC Fall Recognition Celebration

PROMOTING CAMPUS SAFETY *and PERSONAL RESPONSIBILITY*

WE PROMOTE TRUST AND ACCOUNTABILITY,
AND TEACH STUDENTS HOW TO MANAGE AND AVOID RISK.

We worked with volunteers in the community and across campus to educate students about personal safety and responsibility, and to offer resources to help them be successful.



“I learned that cannabis affects your short-term memory and therefore affects your long-term memory and your ability to learn and recall information.”

— UD student, Cannabis 101 program participant

PROVIDING SUPPORTIVE HOUSING

Center for Alcohol and Other Drugs Resources and Education (CADRE) and Housing and Residence Life provided a living community for students who prefer a substance-free lifestyle or are in recovery support programs. Over three years, the community has grown to accommodate almost 40 students. They live in a supportive environment and help plan campus and peer-led events throughout the year.

LOOKING OUT FOR EACH OTHER

Thanks to Community Standards and Civility’s promotions and education around medical amnesty, 52 students sought help for a fellow student by calling Public Safety. This was a 5% increase from the previous year and a 25% increase from two years ago.

EMPOWERING INFORMED DECISION-MAKING

With laws, regulations and ordinances around cannabis changing in many states, students perceive cannabis use as less risky. To address this, CADRE developed Cannabis 101. The program educated students about the effects of cannabis use, including use disorders, health risks, and how cannabis affects the brain. Students also learned about campus policies surrounding cannabis use and risk-reduction strategies.

FOCUSING ON SAFETY AND PREVENTION

Housing and Residence Life worked with UD Residential Properties and Community Standards and Civility to encourage responsibility and unity within residence halls and to minimize acts of vandalism. Recorded incidents of vandalism were notably lower than the previous year. Housing and Residence Life staff made a greater effort to educate residents about the harmful effects of vandalism. They also ensured that incidents were documented as soon as they occurred.



90%
OF PROGRAM PARTICIPANTS
UNDERSTOOD THE RISKS
ASSOCIATED WITH DRIVING
UNDER THE INFLUENCE
OF CANNABIS

MONITORING SAFETY

The Department of Public Safety and UD Information Technology installed 44 cameras in the student neighborhood to help the University monitor activities. These cameras helped control high-risk activities during late-night events and block parties.

WELCOMING SUMMER GUESTS

With fewer COVID-19 restrictions, the 2022 conference season saw higher revenue and occupancy over the summer. The Housing and Residence Life Guest and Conference Services team hosted educational conferences to promote personal and professional development, and worked with external partners to offer short-term accommodations for conference attendees.

IMPLEMENTING ECO-FRIENDLY MEASURES FOR PARKING SERVICES

This past year, the Department of Public Safety made changes to reduce its carbon footprint and conserve energy. The department acquired a new hybrid vehicle for parking services and installed a license plate reader system. This new system offers virtual permits, which diminishes the need for paper and the resources needed for mailing parking permits. Additionally, the electric motor in the hybrid vehicle uses less gas and produces fewer CO₂ emissions than conventional or diesel-engine cars. The system was tested successfully during the summer of 2023 and will launch in the fall. The new hybrid vehicle has been used daily since the 2023 spring semester.



88%
OF PROGRAM PARTICIPANTS
COULD IDENTIFY AT LEAST
3 STRATEGIES TO REDUCE THE
RISK OF CANNABIS USE

“Our new Squad One has allowed us to continue providing 24/7 emergency medical services to the University of Dayton and has already provided over 75 medical transports to local hospitals throughout its four months in service. Through UD EMS, our members can truly live out our motto of ‘students helping students’ and create a positive impact on our community.”

— UD senior student, Emergency Medical Services Chief

ENHANCING MEDICAL SUPPORT

UD Emergency Medical Services, a student-run organization, obtained a new Squad One. Over 10 years, the previous Squad One provided thousands of medical transports to area hospitals and medical evaluations for students experiencing health issues. The new Squad One will serve the UD community for many years.



ALIGNING PROCESSES, RESOURCES and INFRASTRUCTURE

OUR CHOICES ALIGN WITH OUR COMMUNITY'S NEEDS AND CREATE MEANINGFUL, EFFECTIVE EXPERIENCES FOR UD STUDENTS, FACULTY AND STAFF.

During the 2022–23 academic year, we improved infrastructure and processes to benefit students, faculty and staff.

- Fraternity and Sorority Life (FSL) regularly engaged chapter and faculty/staff advisers to strengthen the ties between students and volunteers. At monthly Adviser Roundtables, FLS shared updates and development opportunities with advisers. Advisers were also given an open forum to discuss chapter successes and challenges.
- Resident assistants and fellows for Housing and Residence Life helped foster a strong sense of community among residents and created meaningful experiences to help them navigate campus life. In 2022–23, changes to the recruitment process increased the number of applications from students interested in becoming resident assistants or fellows.
- During the spring semester, the housing assignments process occurred for non-first-year students. The Housing Operations team successfully placed every student who applied to live on campus. The team also produced educational videos to guide students through the process and answer questions.
- Eight Integrated Learning-Living Communities were offered to first-year students with similar majors or interests. Second-year students were offered five interest group- or affinity-based living community options, including a new community for Marianist student living. Junior and senior students chose from 53 student-directed thematic communities in the student neighborhood. New additions included a Muslim Student Association, an Asian American Student Association House and a Barbecue Aficionados House.





34 STUDENTS

JOINED THE
MARIANIST STUDENT COMMUNITY
SOPHOMORE EXPERIENCE,
A NEW INTEGRATED
LEARNING-LIVING COMMUNITY

- Charitable gifts played a crucial role in our success. The division’s One Day, One Dayton fundraising goal was exceeded by 4%, reaching 40% staff participation. Staff members’ generosity raised \$11,757 and showcased their commitment to students.
- The division’s weekly digest emails were greatly improved by more reader-friendly content, clear calls to action, attractive headlines and special editions. Thanks to excellent content from our staff and graduate assistants, everyone stayed informed, involved and connected.
- The Association of Marketing and Communication Professionals recognized the division’s 2022 Impact Report with the prestigious Platinum Award. This marks the ninth time the organization has honored the division’s reports and the third consecutive year it received the highest recognition.

ADOPTING NEW WAYS TO SUPPORT STUDENTS

The Student Care and Advocacy team in the Dean of Students Office changed how it helps students who are experiencing distress. It started conducting daily reviews of interventions based on identified stressors. It also improved outreach and coordination by adding two new case managers with strong backgrounds in student development theory and application. The team adopted the NABITA Risk Rubric, developed by the National Association for Behavioral Intervention and Threat Assessment, to evaluate potential threats. A new outreach protocol was also established. The team successfully collaborated with campus partners to provide appropriate levels of intervention for students.

STREAMLINING BUDGET MANAGEMENT

The division continued with a quasi-zero-based budget model in 2022–23. Budgets and Financial Operations supported Student Development departments as they navigated budget submissions, financial analyses and human resources processes. Budget drafts were reviewed at the start of the fiscal year, and each divisional director received a clean report to track expenses, make adjustments and improve the next year’s budget request process. The office also created monthly operating and non-operating budget reports for each department and performed departmental analyses to streamline budgeting.

OPTIMIZING SYSTEM AVAILABILITY AND PERFORMANCE

Student Development’s Information Technology team ensured that on-premise applications for students and faculty were consistently available and performing their best over the past year. The team scheduled monthly one-hour maintenance windows and expanded framework monitoring downtimes to guarantee optimal operation.

REVOLUTIONIZING HARDWARE MANAGEMENT

The division significantly improved hardware inventory management by adopting an IT asset tracking system. This system centralized and streamlined tracking, ensuring accurate and up-to-date equipment records were always available. The system provides valuable insights into hardware lifecycle, usage patterns and maintenance requirements and has helped guide decisions about equipment replacement, upgrades and maintenance schedules. Now, support teams can quickly access asset information, which leads to faster issue resolution and improved user satisfaction. This implementation demonstrated the division’s commitment to excellence in information technology operations.

WELCOMING NEW EMPLOYEES

New employees to the division learned about our vision, mission, core values and strategic plan during orientation. They met presenters from different departments across the division and learned about administrative services, such as assessment and planning, staff resources, communication, budgets and technology. During orientation, the division also introduced the University’s Catholic and Marianist traditions, and emphasized diversity and our action plan to pursue and maintain this value. Orientations were held twice last year, during the fall and spring semesters.



4,137

HOUSING APPLICATIONS

WERE SUBMITTED AND
REVIEWED THROUGHOUT THE
ASSIGNMENT PROCESS

“My experience with Student Care and Advocacy made me feel supported and cared for. I knew that I had a staff member who was on my side and who was rooting for my success.”
— UD student

“Gifts to Student Development really help our students thrive and allow us to augment funding from our budget to support high-impact initiatives and programs.”

— Student Development, staff member





2023 STUDENT DEVELOPMENT IMPACT REPORT COLOPHON

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