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This 2012 Annual Report of the Division of Student Affairs & Enrollment Management represents a collaborative effort of many staff members within the Division. I am honored to present this snapshot of the many efforts of our team to live our core values by providing student-centered service, supporting partnerships focused on student learning, actively developing collaborative relationships, and establishing an inclusive community.

The activities included here highlight the major programs and services provided by each of the departments in the Division, as well as select major activities across the Division within FY12. The Division’s major activities included: continued focus on the success of enrollment management efforts; collaborative initiatives focused on inclusion; the work of the sophomore year experience committee; and staff activities related to giving back to the field.

Supporting enrollment management initiatives continues to be an integral part of the Division’s work as we seek to recruit and retain new Huskies. Additional staff resources were dedicated to supporting freshman and transfer recruitment, resulting in increased enrollment among all ethnicities, genders, and academic colleges. Once students are enrolled, the Division plays an important part in their lives and continues to seek exemplary and innovative ways to engage them in our campus community. As part of this, departments participated in a variety of collaborative relationships in order to foster a more inclusive campus environment. In addition, the Division established the Sophomore Year Experience committee which developed a cohesive plan for encouraging success and growth in students’ second year. This plan will begin implementation in FY13. Finally, Division staff members continue to support their work at NIU by giving back to their professional communities through service and scholarly pursuits.

The activities outlined in this report provide evidence of the ongoing commitment of the Division to create student learning opportunities and provide service that inspires and supports intellectual, personal, and civic growth for leadership in a diverse and complex world.

Go Huskies!

Kelly Wesener Michael, Ed.D.
Acting Vice President for Student Affairs & Enrollment Management
While FY12 was a rebuilding year for the Enrollment Management areas within the Division, it was still a successful year overall. In order to better accommodate the recruitment needs of NIU, various staffing and organizational changes were implemented. For example, additional regional recruiters were hired in order to better facilitate recruitment within the City of Chicago and mid-state Illinois. Furthermore, additional staff resources were dedicated to the areas of freshman recruitment, transfer recruitment, and event management.

The numbers below highlight both the freshman recruitment goals and the final enrollment numbers for fall 2012.* While the final enrollment numbers show a slight decrease in regularly admitted enrolled students, the sizeable increase in the freshman CHANCE population gives the overall freshman population a slight increase over that of fall 2011. Fall 2012 Recruitment Goals: Regular Admitted Students = 2,400; CHANCE Admitted Students = 450. Fall 2012 Final Enrollment: Regular Admitted Students = 2,120; CHANCE Admitted Students = 544.

In addition to the overall increase, there were other key areas of growth experienced within the enrolled freshman population between fall 2011 and fall 2012. These areas of growth were seen in the ethnicity, gender, and college of choice. For example, overall enrollment numbers increased among all ethnicities: American Indian/Alaskan Native 12%, Asian 12%, African American/Black 27%, Hispanic 8%, Pacific Islander 117%, and White 3%. The remaining percentage of students did not indicate an ethnicity.

In addition, overall enrollment numbers also increased within females and males: females 14%, males 9%. Also, while all colleges experienced an increased enrollment, the College of Education experienced the greatest increase (32%) between fall 2011 and fall 2012.

* NOTE: For the purposes of this report, note that the fall 2012 data reflect the work that was accomplished during FY12—even though the fall semester is included in FY13—so fall 2012 data are included within the FY12 Annual Report.
During FY12, the Division of Student Affairs & Enrollment Management encouraged departments to identify collaborative initiatives designed to further the inclusion of myriad students at NIU and decrease barriers for student success. Collaborative initiatives regularly occur in numerous departments in the Division, especially since actively developing collaborative relationships is a Core Value of the Division. For the purposes of this report, however, only select initiatives will be highlighted here. At the division level, an accessibility statement was adopted for use with program and media materials, to ensure that participants with disabilities were easily able to request accommodations when needed. In addition to incorporating the accessibility statement, many departments found creative and progressive ways to impact student success through access and inclusion. Multiple collaborations occurred throughout the year. Following are just a few examples.

The Center for Access-Ability Resources, the LGBT Resource Center, the Latino Resource Center, and a handful of student organizations sponsored a week of inclusion which included a visual display of “invisible” identities, a student panel, and classroom presentations. This week of inclusion provided an opportunity for students with invisible identities, including sexual orientation, disability, spirituality, and undocumented status, to share how student resources provided at NIU have positively impacted their individual and academic success.

Military Student Services collaborated with multiple departments to offer a lunchtime series, throughout the academic year, for students to get to know various departments and staff from across campus. With the number of active military and veteran students increasing at NIU, the lunchtime programs not only allowed students to get to know resources across campus, but provided opportunities for staff to get to “see” the various faces of military students at NIU.

Collaborations occurred outside of the Division, as well. For example, the Latino Resource Center provided trainings for multiple departments across campus, as well as within the community, regarding the Dream Act and working with undocumented students. In collaborating with entities from the community as well as within NIU, the Latino Resource Center created a training guide to assist NIU departments to inclusively work with undocumented students.
At the beginning of the 2011-2012 academic year, the Division of Student Affairs & Enrollment Management initiated a priority for studying the experiences of second-year students at Northern Illinois University, with the aim of developing a Sophomore Year Experience (SYE) pilot program. At the same time, the Division of Academic Affairs was investigating avenues for enhancing the academic success of second-year students. As a result, a great opportunity for collaboration with academic partners of the Division was identified.

A Student Affairs & Enrollment Management SYE Committee, consisting of supportive professional staff, faculty, graduate students, and a Canon Fellow, was established. This committee focused on three primary vehicles for studying the experiences of second-year students in general and NIU sophomores in particular. This three-pronged approach included: 1) a Sophomore Summit, held on January 11, 2012, featuring keynote speaker Molly A. Schaller, professor at the University of Dayton and leading national authority on the sophomore year experience; 2) an extensive benchmarking project, yielding data from 33 colleges and universities on their sophomore-specific initiatives; and 3) the administration of the Sophomore Experiences Survey® to NIU sophomores who had entered the university in summer or fall 2011.

Based on information derived from the sources above, the NIU Sophomore Year Experience committee developed a four-fold focus for NIU’s SYE, including major selection and confirmation, residential living, involvement and engagement through student activities and organizations, and career development.

The committee also presented a set of recommendations to be developed moving forward into FY13, including the following: a Y2@NIU back-to-school activity; a sophomore service event; a “half-way there” event at the end of the second year; and marketing and “packaging” existing events, such as the Study Abroad Fair, the Internship Fair, and the Leadership Academy, to appeal to second-year students.
The Division of Student Affairs & Enrollment Management takes great pride in giving back to the field and community. During FY12, Student Affairs & Enrollment Management professionals have held leadership roles in more than 20 local and national professional associations, and have received numerous awards and recognitions from various organizations and associations. In addition, professionals in the Division have published material on a variety of topics, such as health promotion, self-reporting academic records, graduate preparation programs, new student orientation, communicating with prospective students, and developing senior student affairs officers.

Further demonstrating a commitment to giving back to the profession, Division staff members have presented at conferences and within the community on various topics, such as using universal design in policy development, working within a leadership role, incorporating inclusivity curriculum into child care centers, balancing work and student responsibilities as a professional, and the educational benefits of outdoor adventure activities.

Publications and presentations are just two examples of activities focused on meeting the Division goal of developing professional identity and acumen. Besides these activities, Division staff members are also focused on continuing to develop professionally through on-campus offerings, webinars, and other professional development activities.
During FY12, the Office of Undergraduate Admissions continued to recruit and enroll new undergraduates—both freshmen and transfer students—through the implementation of various services and new initiatives. The Department-wide initiatives included the creation of a Blackboard site as a repository for academic messages, Hobsons Customer Relationship Management enhancements, and the creation of eight planning reorganization framework documents (such as the plans for reorganizing the Transfer Student Center). These initiatives assisted the Department in better serving the students and University constituencies with which it works.

In addition to the Department-wide initiatives, each functional area of the department provided services to prospective and current students. These areas included the Call Center, Campus Visitation and Events, the Transfer Center, and the Processing Center.

The Call Center Team answered 54,307 incoming calls and made 30,798 outgoing calls. This team was composed of energetic NIU students who make calls in the evening to prospective students. The student call team made a variety of calls ranging from “congratulations on your admission” to “thanks for attending our fall Open House.” A seasoned and well-trained group of professional staff assisted with inbound calls during the day.

The Campus Visitation and Events Team planned 13 events. The average attendance at major events was 750; the total number of campus visitors to all events was 9,757. Bar-coding was added to the events planning in an effort to ease the check-in process. Plans are underway to further enhance campus visits via new software that will be implemented during FY13.

The Transfer Team hosted two major recruitment events and a number of smaller events during FY12. The Transfer Team continued to meet the needs of transfer students by providing timely and accurate information regarding the transfer process.

Undergraduate applications, including both freshman and transfer students, submitted through June 30, 2012, totaled over 27,000. In addition, the Processing Team implemented a Self-Reported Academic Record program that allows students to self-report their academic records to expedite the processing time. Northern Illinois University is one of two public universities in the state with the option to self-report academic records.

The mission of the Office of Undergraduate Admissions is to market the University and meet NIU’s enrollment objectives. The staff recruits new students and provides student-centered educational outreach. Staff members guide students through the entire admission process; provide information about NIU to prospective students and families, and to high school and college transfer counselors; and create connections for new students with current students, faculty, and staff.
Northern Illinois University holds the distinction of establishing the first stand-alone Asian American Center within the northern Illinois region. July 1, 2012, marked its seventh anniversary of full-time operation. Within the Diversity and Equity Community of Practice, the center collaborates closely with the Latino Resource Center, LGBT Resource Center, Center for Black Studies, and Women’s Resource Center to help raise awareness of the diverse populations at NIU. These collaborations include programs such as “Rock tha’ Mic: Huskie Talent Jam!,” Paraprofessional Training Program, and the Annual Diversity Awards Gala.

To support the University’s Vision 2020 strategic plan, The Asian American Center implemented two new initiatives in FY 2012. The first initiative involves active recruitment of prospective new and transfer students to NIU. The center, in conjunction with the Office of Undergraduate Admissions, created tailor-made visits for four high schools (Glenbard North, Mather, Buffalo Grove, and Maine East); two community colleges (College of DuPage and Kishwaukee College); one Youth Group (Lambert Youth Group), and one NIU ESL Class. A total of 220 prospective students attended these visits, which were coordinated by two Graduate Assistants. Twelve NIU Student Ambassadors played a major role in these visits by leading creative campus tours, participating in interactive question/answer sessions, and engaging in conversation with students during lunch. The center was also involved in active outreach for recruitment purposes within nine Fox Valley Filipino communities.

The second initiative involves the implementation of a Study Abroad Experience: Leadership, Service Learning, and Culture. From June 14 through July 2, 2012, six NIU students and three NIU staff members representing the Center for Black Studies, Latino Resource Center, and Asian American Center participated in the Study Abroad trip to China. The focus of this study abroad trip was to engage students in leadership exchange with Beijing Normal University, Peking University, and Tsinghua University; to experience service with not-for-profit New Day Creations Foster Care and Hua Dan Migrant Children’s School; and to explore Chinese culture at 14 historical sites in Beijing, China, such as the Great Wall, Summer Palace, Tiananmen Square, Forbidden City, and more!
NIU Campus Child Care (CCC) is an early childhood program that strives for excellence in providing care and education to children within the NIU community. We focus on the unique learning needs of each child in a safe, nurturing, and diverse learning environment. We succeed by partnering with families, collaborating with community partners, and drawing from the best research and practices available within the early childhood profession.

Campus Child Care (CCC) provides quality care and education to children ages 2 months to 5 years (along with a summer school-age program). CCC is accredited by the National Association for the Education of Young Children and is one of only five programs to hold a four-star rating through the Illinois Quality Counts Quality Rating System. During FY12, CCC provided services to 161 children of students (63%), faculty/staff (28%), and members of the surrounding community (9%). Demographic groups served included 42% minority populations, 28% single parents, 32% commuters, and 36% low-income families.

The Center provided on-campus job opportunities and experiential learning for 65 NIU students. Learning opportunities were also provided to students in Psychology, Music, Nursing, Dietetics, and Child Development. Some students provided direct learning activities for children, while others participated in volunteer work, research projects, and observations. CCC also provided experiential learning for three early childhood interns from Kishwaukee Community College and one administrative intern from NIU Family & Child Studies program.

CCC took on a leadership role with other child care centers in the area by implementing an anti-bias curriculum—Families All Matter—and conducting workshops to share their knowledge and expertise. This year-long priority included the education and training of professional and student staff, along with CCC parents. Specific efforts were made to be welcoming and inclusive of LGBT families. Nearly all staff indicated an increase in their knowledge and comfort level regarding the intentional inclusion of non-traditional family structures as a result of the curriculum. One-third of CCC staff members are also LGBT Allies through the Lesbian, Gay, Bisexual, Transgender Resource Center at NIU. In addition, two staff members worked with an LGBT parent to bring this educational message to the local school district and child care programs.

CCC staff continued their work on a five-year priority to develop and implement a mentoring program for student employees who are majoring in education or a field in which they will work with children and families. The progress for this year included the development of the application process and training tools, and the selection of mentors and protégés.

Finally, the CCC continued to develop a parent involvement and education initiative. The intent was to link the importance of parent involvement, within the educational setting, to their child’s success. Many involvement and learning opportunities were provided to parents throughout the year, and the Center received a very positive response.
Campus Recreation (CR) provides recreation opportunities to the NIU community to support healthy lifestyle pursuits in the areas of fitness, nutrition, personal training, wellness, outdoor adventure, and sports. The Open Recreation program hosted at the Student Recreation Center (SRC), Chick Evans Field House (FH), and aquatic centers offered 6,102 hours of recreation time, resulting in 425,001 individual uses this fiscal year. Open Recreation had a 3.4% increase in participation when compared to FY11, resulting in an increase of 13,938 visits. Through Intramural Sports, Group Fitness Classes, Nutrition Counseling, Personal Training, Outdoor Adventure trips, Team Building, and Sport Clubs, CR offered 4,352 (29.2% increase from FY11) diverse recreational opportunities, resulting in 46,055 student participations (10.6% increase from FY11). Outdoor Adventure Trip Leaders and Team Building Facilitators have spent over 4,055 hours with students, teaching them Outdoor Adventure and organizational skills.

A new incentive program, designed to encourage members to maintain healthy lifestyles and participate in diverse recreation activities, had 286 students, faculty, and staff members who participated. Participants conveyed several benefits as a result of their engagement in this program: reduced stress (86%); gained confidence in trying new activities (48.7%); tried diverse activities (69%); sustained an active lifestyle or achieved a fitness goal (92%); increased confidence in skills (21%); and learned something about themselves (12.6%).

In alliance with the educational mission of Northern Illinois University (NIU) and the Division of Student Affairs & Enrollment Management, Campus Recreation engages students in achieving lifelong appreciation for pursuing healthy lifestyles by providing comprehensive programs, employment, and leadership development opportunities.

Staff members created new collaborations within the NIU community during FY12: 200 sorority members participated in self-defense classes; 83 students participated in a five-week environmental education and volunteer program that was jointly sponsored with Environmental Studies and 8 student organizations; a Sport Clubs agreement was finalized with the Student Association to provide better operational support for clubs; and 6 team-building workshops were facilitated for various groups, with a total of 233 participants.

Programmatic initiatives resulted in significant participation increases: 300% in nutrition education outreach activities; 275% increase in personal training sessions; and 69% increase in Homecoming 5K participants. Camp on Campus provided an introductory outdoor experience for 60 students from diverse organizations (ELS, TRIO, APO, NIU Players, and CRU) to camp overnight at the West Lagoon; 40 other students participated in primitive fire starting, Dutch oven cooking, environmental, teambuilding, and yoga workshops. In collaboration with the Presidential Commission on Persons with Disabilities, CR hosted a wheelchair basketball game, with Rockford and Chicago teams competing and 200 people in attendance. In addition, members of the following Sport Clubs successfully recruited new students to NIU: Equestrian, Men’s Rugby, Women’s Rugby, Ice Hockey, Lacrosse, and Quidditch.
Career Services helps undergraduate students secure internships and full-time employment by serving the six colleges and their departments and majors. In order to best serve these constituencies, Career Services relies on a three-year strategic plan to provide the roadmap for the delivery of services.

During FY12, the focus was on increasing cross functionality within the Department. This initiative was implemented to enhance interactions with students and to create an environment in which questions were being answered or referred to the appropriate campus department. This initiative also included follow-up with students to ensure advocacy, accuracy, and effective relationship building.

Career Services was active during this national economic downturn, acquiring 14 new or upgraded sponsorships, resulting in revenue of $22,000.00. Overall employer attendance increased by an average of 19% at the five yearly career events. Approximately 1500 students registered for or reported experiential learning through an internship. Our second annual retail expo netted on-the-spot job offers for student attendees. Employers at the Expo from national companies such as Kohl’s, Sears, Target, Enterprise-Rent-A-Car, and Sherwin-Williams highlighted careers that included distribution, accounting, marketing, buyers, and public relations. This represents only one of the many collaborative activities between Career Services, faculty, and employers that result in a supportive environment for students. In addition, the Counseling and Internship unit presented 261 workshops to students to help prepare them for the job search process—an increase of 19% over the previous academic year.

Additionally, a plan to better engage students in the career development process has been created and piloted for implementation. This plan details the partnering of activities, inside and outside of the classroom, intended to prepare students for their transition to career professionals after graduating with a Baccalaureate degree. A critical initiative that was implemented this year was the online mentoring program. The mentors are alumni volunteers (who may or may not also be employers). Besides offering an important mentoring opportunity for students, this program will also contribute to enhancing the department’s employment data-collection efforts.

Career Services is a centralized department for Northern Illinois University within the Division of Student Affairs & Enrollment Management. The mission of Career Services is to foster career development by providing comprehensive services to educate and empower students to make lifelong diverse career choices through career exploration and job search skills training. Career Services provides experiential education and job opportunities that incorporate critical thinking, creativity, and communication skills. Career Services provides a bridge for a successful transition between academia and the global community through leadership, multifaceted partnerships, and supporting the institution’s objectives.
The Center for Access-Ability Resources continued creating an accessible, inclusive, and sustainable learning environment during FY12. The Center’s staff and students collaborated with the following entities: Admissions; Campus Recreation; Career Services; Counseling & Student Development Center; Housing & Dining; Latino Resource Center; Lesbian, Gay, Bisexual, Transgender Resource Center; Military Student Services; Office of Community Standards & Student Conduct; Scholarship Office; Women’s Resource Center; multiple colleges across campus; and various departments external to the Division. These collaborations led to activities such as attending transition fairs, orientations, and recruitment events; identifying liaisons in various departments to assist students with disabilities; providing training and development opportunities for staff and faculty on a variety of topics (e.g., working with students on the Autism Spectrum, accessibility for online resources, and inclusive educational design); creating a faculty/staff advisory board; providing awareness programming, including a Wheelchair Basketball game, “Invisible Identities,” and various student panels; and speaking to students, faculty, and staff through organizational meetings and classes.

During the fiscal year, the number of students with disabilities seeking services increased. The number of students who disclosed disabilities to the Center this year was 862, representing an increase of 15% from FY11 and a 51% increase from FY10. The increase in student requests was evidenced in myriad ways, including the provision of 3,047 adapted exams completed in the Center, 418 e-text books requested and provided, and 5,128.75 hours of interpreting and captioning provided.

Due to the consistent increase in the number of students with disabilities seeking resources over the past two fiscal years, the Center’s staff members were reorganized in FY12 to more effectively and efficiently connect students with resources in a timely manner. Examples of the reorganization included staff providing “drop in” hours each week; expanding professional staff office hours to include evening testing hours to be available for students who cannot come to campus during University business hours; staff becoming cross-trained on various components of disability resources; and the identification of one staff member to work directly with students with temporary medical conditions. Additional outcomes of the reorganization will be evident during FY13, including the addition of an Adapted Testing Coordinator and the change of the department name to “Disability Resource Center.”

The mission of the Center for Access-Ability Resources is to create an accessible, inclusive, sustainable learning environment where disability is recognized as an aspect of diversity that is integral to the campus community and to society.
The Office of Community Standards & Student Conduct assists students, staff, and faculty in maintaining an environment conducive to learning by promoting student engagement through learning; responsible behavior; healthy, critical decision making; and upholding our community standards.

During FY12, the Office of Community Standards & Student Conduct held 60 Student Conduct/Academic/Organizational Board Hearings, 27 Appeal Hearings, and 20 Merit Appeal Board Hearings. The mean number of hearings that Conduct Board Facilitators completed during the year was just above six hearings. Also, no student involved in the conduct process this year reported a bias in the student conduct process.

The Office of Community Standards & Student Conduct completed each of three planned annual priorities, while also adjudicating 1,214 student conduct cases. These cases involved 3,407 students. This is a one percent increase in the total number of cases from the previous fiscal year. In addition, the Office had 1,450 in-person contacts with students and others affiliated with the student conduct process.

Starting in FY12, new minimum sanctions were included for students found responsible for violating the Student Code of Conduct related to alcohol, drugs, or violence. The Office collaborated with several other departments and offices to publicize these new minimum sanctions. The data show that the number of students involved in these violations decreased during this fiscal year, compared with the previous fiscal year. It is not entirely clear what caused the decrease; however, the new sanctions most likely had an impact.

During FY12, the Office of Community Standards & Student Conduct held 60 Student Conduct/Academic/Organizational Board Hearings, 27 Appeal Hearings, and 20 Merit Appeal Board Hearings. The mean number of hearings that Conduct Board Facilitators completed during the year was just above six hearings. Also, no student involved in the conduct process this year reported a bias in the student conduct process.
The Counseling & Student Development Center (CSDC) provides mental health support to NIU students and overall support to the NIU community. This is achieved by providing counseling, crisis intervention, assessment, psychiatric services, and academic coaching to students. The Center also provides consultation and outreach to the NIU community. CSDC maintains solid relationships with other mental health treatment centers both on NIU’s campus and in the surrounding community. These relationships assist CSDC in best meeting students’ mental health needs.

In spite of personnel transitions, the amount of clinical services that were provided during the year rose, as compared to the previous year, following an ongoing trend for CSDC. Walk-in appointments increased by 10%, and the total number of individual and group appointments increased by 5%. Crisis appointments provided by CSDC also increased 4%. CSDC continues to track its impact on student retention via questionnaires completed by students. Of those students surveyed, 72% reported that counseling helped them remain a student “a lot” or “extremely much.”

The mission of the Counseling & Student Development Center is to support the academic, emotional, social, and cultural development of students. Our student-centered programs include counseling, assessment, psychiatric treatment, crisis response, outreach, consultation, training, and educational services. We help students address personal challenges and develop the skills, abilities, and knowledge to empower them to take full advantage of their college experience. We value an atmosphere that is welcoming for all individuals. We embrace all diversity including age, race, ethnicity, religion, gender, gender identity/expression, sexual orientation, socioeconomic status, citizenship, and ability. We strive to foster and promote awareness, empathy, and cultural competence within a diverse environment.

The Center was also involved in large-scale crisis response and outreach. During and after a critical incident resulting in a student death in late November, CSDC provided outreach to impacted students and increased consultation services. The Center has provided similar crisis response services after other critical incidents. The utilization of the Strive satellite office located in Stevenson Residence Hall also increased by over 50% this year.

During FY12, the CSDC completed the re-accreditation process for the pre-doctoral internship program. CSDC submitted the accreditation self-study document outlining the program, its goals, and how these goals are operationalized and measured to the American Psychological Association’s (APA) Committee on Accreditation. The self-study document was completed on schedule and accepted by APA in December 2011, and the site visit was completed in early June 2012.
Health Enhancement (HE) provides essential health promotion initiatives that are designed to enhance the educational experience of students; staff facilitates opportunities that empower students to make healthy lifestyle and socially responsible choices, and advocates for health-promoting policies and conditions that result in a healthier campus community.

Health Enhancement is the health promotion unit within the Division of Student Affairs & Enrollment Management. Interventions and services are offered via the following formats: presentations and trainings, outreach events, web-based resources, e-mails, an electronic health-based magazine, individual consultations, and print media. Major health topics addressed through these efforts include alcohol, sexual health, stress, and interpersonal violence prevention. Student learning opportunities are provided in all initiatives.

FY12 brought about a new and unique partnership: NIU’s Student Association and Campus Activities Board collaborated with Health Enhancement on a campus-wide alcohol social norms campaign. This population-based alcohol education initiative was designed to reduce high-risk drinking. These messages were also incorporated into the efforts of the Positive Alcohol Messages Committee, a collaboration with Housing & Dining, now in its third year. Fall and spring semester surveys yielded results indicating students saw the electronic and/or printed materials, could identify at least one social norms message, and were knowledgeable of protective behaviors associated with alcohol consumption.

Health Enhancement’s Pause Off! peer theater troupe expanded their outreach during FY12 through presentation requests and partnering with student organizations in campus-wide sexual assault prevention initiatives. Staff members and peer educators partnered with the Department of Communication faculty to develop Public Service Announcements and two training videos regarding NIU’s interpersonal violence policies, as well as campus resources and services.

Lastly, Health Enhancement was excited to announce a new program for NIU students, a bi-annual Stress Free Zone. According to campus and national survey results, stress is consistently reported to be the number one impediment to academic success. Staff determined that creating a program to offer simple stress management ideas may help in meeting the needs of some of our students. Students had an opportunity to take advantage of stress reducers during the last week of classes, such as therapy dogs, a massage therapist, a meditation area, healthy snacks, nutrition consultation from a dietetic intern, coloring pictures, play-doh, and board games, as well as resources and information regarding stress. Post-participation evaluations revealed that students did not realize that simple stress management techniques need not be expensive or time consuming.
Health Services

Northern Illinois University Health Services provides high-quality health care and preventive services to eligible individuals, a comprehensive student health insurance program, and advocacy for optimal health within the University population. Health Services strives to meet the demonstrated needs of a diverse student population, in alliance with the core values, vision and mission of the Division of Student Affairs and Enrollment Management.

Health Services (HS) is an accredited, ambulatory clinic supporting NIU students in their pursuit of academic achievement. In FY12, Health Services provided medical care during 29,367 visits for 9,943 students. Health Services continues to serve as the compliance office for the State of Illinois pre-enrollment immunization requirements, fulfills a public health role on campus in conjunction with DeKalb County Health Department, maintains administration of the Student Health Insurance program, and provides sports medicine services for the intercollegiate athletics program at NIU.

As part of the Countywide Emergency Preparedness Committee, Health Services collaborates with NIU departments and local community agencies in emergency management planning and training. Health Services continues to act as the liaison between NIU and the DeKalb County Health Department. Health Services is also a member of the Illinois Consortium for Student Health Programs (ICSHP). The ICSHP aims to assist students with achieving their education and career goals through primary care, health education and prevention, student health insurance at low costs, public health services within the institutions, and linkage to the broader medical community.

The Student Health Advisory Council (SHAC) presents students’ ideas and concerns regarding health care to HS, and collaborates with staff on a number of topics of interest to students. Three SHAC members attended the American College Health Association conference that was held in Chicago in May.

In spring of 2012, Health Services upgraded their network wiring and installed Wi-Fi (wireless) capabilities in the two waiting areas for the students and secure Wi-Fi in the clinical areas to allow for the physicians and nurses to use laptops. This change for the clinical staff enables them to document on the electronic medical records in “real” time by having the flexibility to move the computer with them from patient to patient. This also saves time in that they only have to log into one computer each day. The number of computers needed in the department has decreased, as well.

In July 2011, the Health Services Laboratory obtained re-accreditation from COLA (a laboratory accreditation agency) following their survey. The HS laboratory has been certified by Clinical Laboratory Improvement Amendments since 1988.

In FY12, the lab processed 33,230 tests in-house and prepared and sent 7,387 tests to Quest (reference lab). In addition, Health Services successfully received re-accreditation from the Accreditation Association for Ambulatory Health Care in February 2012. NIU Health Services has achieved this accreditation since 1982.
Housing & Dining

Housing & Dining is committed to providing a safe, supportive, and educationally empowering community where students can learn, grow, and be successful within a complex and diverse world. Through its facilities, programs, and the collaborative efforts of staff, student leaders, and campus partners, the department promotes respect, individuality, and personal responsibility.

In FY12, Housing & Dining (H&D) had a renewed focus on continual improvement, which led to several new initiatives and enhancements for residential students. H&D completed an extensive departmental self-audit, evaluated components of the Community Advisor selection and training programs, and assessed efforts to promote and enforce residential community standards. Following a detailed student survey and comprehensive focus groups, an external dining consultant visited campus in the spring to make recommendations on meal plan choices, service hours, and menu variety. H&D also added more detailed information on room types, floor plans, and dining options to their website. Student advisory boards for Residential Dining and Residential Facilities were also constituted and convened, and many of their recommendations were implemented.

Preparations continued on the next exciting steps in NIU’s residential renaissance. Grant C Tower reopened in August to 340 residents who were eager to implement a new card access security system, to enjoy enhanced privacy in the community bathrooms, and to personalize their rooms with new moveable furnishings. A detailed marketing plan was also designed and implemented to ensure full occupancy of the New Residence Hall complex (which opened in August 2012) including the Honors House living learning community. In addition, renovation of Grant D Tower and Gilbert Hall commenced in FY12; both facilities are scheduled to reopen in August, 2013.

In an effort to promote resident student learning and development, a new living learning community focused on spirituality was introduced in FY12. The Journeys of Spirituality and Meaning floor is a collaboration between H&D and the Association of Campus Religious Organizations. Designed to assist students who desire to live their spirituality while engaging others in conversations about multi-faith commonalities, initial floor activities included identifying a faculty advisor and developing programs that promoted respect among residents. In addition, a residential student leadership curriculum was introduced, and accompanying tracking tools are in development.

In collaboration with Orientation & First Year Experience and the Office of Student Academic Success, efforts toward the development of a second year experience (SYE) were implemented. Significant initiatives included a campus-wide SYE summit, a benchmarking assessment, and participation in a national student survey followed by on-campus student focus groups. A number of recommendations resulted from these efforts, and a pilot program has been developed for FY13.
The Latino Resource Center (LRC) offers students opportunities to participate in cultural, social, and academic programs that enhance their classroom experiences. In an effort to create learning opportunities beyond the classroom that inspire intellectual, personal, and civic growth for leadership, the LRC provides community outreach/service opportunities.

During FY12, the LRC implemented several initiatives to expand wider services to the undocumented student population at NIU and the surrounding community. In an effort to address the challenges facing undocumented students on campus, the LRC hosted two trainings for administrators and counselors at NIU. In collaboration with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR) and Latinos Progresando, the first training focused on educating NIU staff on how to effectively work with undocumented students. Over 70 faculty, staff, and community organizers attended the training and gained a foundational understanding about the issues impacting this student population. In June, the LRC (along with the NIU Counseling & Student Development Center, ICIRR, Immigrant Youth Justice League, and Illinois Latino Council on Higher Education) offered a training tailored toward preparing mental health professionals in assisting students with the psychological barriers associated with being undocumented. Approximately 100 mental health professionals and counselors participated in the training.

With the intention of exposing Latina college students and youth to Latina leaders, “De Mujer a Mujer: Latina Assistance Program” (LAP) organized its first Latina conference at NIU. This conference focused on providing social support, academic guidance, and leadership opportunities that foster self-confidence, self-awareness, and self-esteem, and increase the retention and graduation rates of Latinas at the high school and college level. The event was sponsored by several departmental units, including Student Association, Women’s Resource Center, LGBT Resource Center, Student Involvement & Leadership Development, Center for Black Studies, and Asian American Center.

During the fall semester, the LRC coordinated several events for Latino Heritage Month (September 15 – October 15). One notable event was the featured speaker, Ana Castillo. A noted American author, poet and essayist, Castillo read a few of her literary works that explored themes of race, sexuality, and gender to the NIU community. Castillo also met and spoke with students to discuss her writing process and future literary projects. Every year, the LRC makes a continued effort to expose NIU students to outstanding contemporary Latino leaders.
In FY12, the Lesbian, Gay, Bisexual, Transgender Resource Center actively pursued new initiatives to meet the needs of students, while maintaining and improving established programs and services.

Significant efforts to provide excellence in student service and campus community education were made in several ways. Visits to the Center averaged 245 per month, a 41% increase over FY11. In the past 2 years, visits to the Center have increased by 56%. In alignment with the Center’s mission, student visits accounted for 97% of visitors. The Center’s Facebook™ fan page generated over 100 new individual fans, or “likes,” increasing from 476 to 582. The Center also continued to focus on student-led programming initiatives, incorporating current events and pop culture, increasing outreach to students with multiple identities, and providing educational insight into current topics and emerging student interests, such as comics, transgender representation in the media, and sexual fluidity.

Supporting the increased number of visits this year, the Center aimed to increase the diversity of programs offered, further the outreach to broader audiences and locations, and involve even more students in the programming process. The Center collaborated with 24 campus and DeKalb area community co-sponsors, presenting 68 programs and bringing in over 1,865 attendees. The majority of these events included student facilitation, planning, and idea generation. Topics covered over the course of the year included dynamics of race and sexuality, subcultures within the LGBTQ community, revisiting terminology, bisexuality and sexual fluidity, media representation of LGBTQ individuals, and heterosexual privilege and heterosexist language.

The NIU Ally Program successfully trained a new group of Allies in FY12, totaling 62 new faculty, staff, student, and community member allies. There are now 318 active allies across NIU. One of the most exciting achievements that will influence this program in years to come was the implementation of a “Train the Trainer” program. Four NIU staff members (including one graduate assistant) were trained to facilitate Ally Training sessions, beginning in fall 2012. This will allow more flexibility in the number of sessions offered, as well as scheduling.

The Center continued its newest tradition, Lavender Graduation, now in its third year. The annual event honored 10 LGBTQ self-identified graduates from both undergraduate and graduate levels. This was the most diverse group in terms of gender and sexual identities. The event drew over 75 attendees, the largest audience to date.

**The Lesbian, Gay, Bisexual, Transgender Resource Center serves as a vital link where LGBTQ individuals can find a sense of community, and everyone can learn about LGBTQ identity and culture. We strive to create an inclusive campus community by providing support services, educational programs, advocacy, and opportunities for leadership development.**
During FY12, Military Student Services (MSS) hosted 26 new programs and events. The events included an etiquette dinner, welcome back BBQ, sessions on obtaining governmental employment, stress and wellness workshops, a dodgeball tournament, a canned food drive, and a half-day conference on the personal and professional growth of veterans. In addition, MSS established a number of outreach efforts to enhance communication with the veteran community, including a new departmental resource e-mail and a Facebook™ page. Both were successful in helping new and returning veteran and military students connect with the Office.

In September 2011, MSS was ranked 49th out of the top 100 institutions by Military Times Edge magazine for the second year in a row. Additionally, MSS was awarded a grant from the Illinois Department of Veterans’ Affairs in the amount of $67,970 to fund initiatives focused on helping build a supportive, inclusive community and to address the unique issues facing veteran and military students as they transition to college.

In regards to advocacy, MSS staff members met with the Academic Advising Deans Council to share information about changes in the GI Bill benefit processing. Additionally, MSS piloted two faculty/staff development workshops titled “Military Student Supporter.” One major goal the department accomplished was advocating for NIU to become a Service Members Opportunity Colleges (SOC) affiliated institution. After gaining support from the Vice-Provost and Advising Deans Council, MSS submitted an application and, in May 2012, received notification that NIU was accepted into the SOC Consortium for the 2011-2013 membership cycle. This distinction brings NIU in line with over 1,900 institutions that share the commitment to understand and respond to the unique needs of service members.

Overall, the 2011-12 academic year was a success for MSS. The foundation for increasing awareness and supporting veterans and military students was established, and a plan of action to continue and expand these efforts is in place for the upcoming year.

**Military Student Services aims to centralize campus and community resources, enhance military students’ transitions to and from the University, and provide holistic support to all military students as they persist to graduate from Northern Illinois University.**
During FY12, Off-Campus & Non-Traditional Student Services (OCNTSS) engaged approximately 2,600 students through its online presence (website and Facebook™), programming, weekly listserv of over 600 subscribers, daily departmental emails, monthly newsletters, daily walk-ins, and scheduled appointments. The Department was also able to provide outreach to students and their family members via phone and recruitment efforts, such as attending Admissions Open House events, outreach phone calls, and participation in spring and summer orientation. Additionally, the Department completed an audit which provided valuable insight and recommendations for the future direction of the Department in serving the ever-changing student population.

OCNTSS collaborated with approximately 10 Divisional partners, 7 campus offices outside of the Division, more than 15 off-campus community partners and property owners, 3 student organizations, and 2 Illinois colleges and universities (University of Illinois at Chicago and Kishwaukee Community College). Through collaborative efforts and co-sponsorships, staff members displayed a continued commitment to practicing the Divisional Core Values and demonstrated their drive to increase the support for the off-campus, commuter, transfer, and non-traditional student populations at NIU.

The Department implemented significant successful programs, including the Off-Campus Housing Fair, the Halloween Party with Northern View and the Student Parents group, and the Commuter Connections Day welcome event. Ventures such as these have strengthened the Department’s relationship with Northern View and other NIU departments across Academic Affairs and Student Affairs & Enrollment Management. The off-campus housing resources continue to be the most utilized Department service. The increase in partnerships with local property managers has provided key opportunities for staff members to formalize assistance to students through identifying safe and affordable housing that meets students’ needs. With these programmatic and service efforts, OCNTSS continues to help students connect to NIU and surrounding communities.

A department-wide Operational Audit and Importance Screening provided a critical view of what was needed to preserve the core functions and services, and what would stimulate progress within OCNTSS. Findings led to identifying strategies with stronger congruency between annual initiatives and assessment targets, in addition to expanding engagement and strengthening retention efforts for our target populations of off campus/commuting, non-traditional, and transfer students.
FY12 was a year of transition for the Office of Support & Advocacy (OSA). Services were minimally needed by those directly impacted by the shootings on 2/14/08, but the primary focus was preparing the community for the closure of the Office on June 30, 2012.

In October 2011, the OSA produced its final newsletter, which included stories of reflection from twenty-three different individuals (staff members, students, and family members of the deceased). The reflection newsletter was the last installment of the OSA newsletter.

In December the OSA hosted a gathering, attended by approximately fifty people, to preview the newly renovated Cole Hall. This private gathering provided an opportunity for the members of this community to reconnect with each other and preview the changes made to Cole Hall. Additionally, it allowed them to meet the Assistant Director of the Alumni Association, who is going to keep this group connected through the creation of a special affinity group.

In February 2012, during the annual remembrance of the tragedy, the OSA hosted a private reception for this population. At this event, the remainder of OSA newsletters, lapel pins, and t-shirts were given to those who attended. In June 2012, the OSA staff delivered the final update to the President regarding the community and met with the Assistant Director of the Alumni Association to finalize the transition of this community to her care. OSA staff also consulted with the University Archives regarding materials that should be sent to archives upon the closing of the Office.

The Office of Support & Advocacy empowers students, faculty, and staff who were present in Cole Hall Auditorium on February 14, 2008, at the time of our campus tragedy, as well as the loved ones of the students lost, to take full advantage of the resources available to support them as they manage their present situation and create their future.
Orientation & First-Year Experience serves new students and families in their transition to Northern Illinois University. We value each student, and are committed to promoting their academic, social, and personal development by connecting and engaging them with the NIU community.

In support of the academic mission of the University and the Division of Student Affairs & Enrollment Management, Orientation & First-Year Experience (O&FYE) aims to help all first-year freshmen and transfer students make a successful transition to NIU.

Orientation & First-Year Experience continued to refine and expand many of its programs and services in FY12. With the completion of the Foundations of Excellence® self-study and improvement process, conducted under the auspices of the John N. Gardner Institute for Undergraduate Excellence in Brevard, NC, attention has turned to the implementation of the recommendations developed during this multi-year process. Oversight for implementation will be given to the Committee on the Undergraduate Academic Experience.

During the 2011-2012 academic year, the First-Year Common Reading Experience expanded beyond UNIV 101/201 sections to include freshman English courses, Communication 100 classes, and campus and community partners such as Northern Public Radio, Housing & Dining, the DeKalb Public Library, and on- and off-campus bookstores. Sixty-eight instructors incorporated the book into their courses. Supporting the principles of the Northern Pact, the reading fosters freedom of expression, respect for others’ beliefs, and the academic mission of the University.

The NIU O&FYE continues to be integrally involved in the Midwest First-Year Conference (Strengthening the Student Experience) and holds a resource-sharing agreement with the National Resource Center on the First-Year Experience and Students in Transition. The 2011 event was held at Elgin Community College on September 30, and was hosted jointly by NIU, Rock Valley College, Elgin Community College, College of Lake County, St. Xavier College, and Aurora University.

Collaborative partnerships continue to abound in the Department’s First-Year Connections programs. In FY12, approximately 60% of the entering freshman class enrolled in a UNIV 101 (University Experience) section. Some sections of the course were part of Themed Learning Communities, and others were designated for student athletes, marching band members, undecided majors, Research Rookies, military veterans, nursing majors, business majors, health and human sciences majors, education majors, African American females, and Latino students. Mentored by master instructors, the second group of Graduate Student Leaders (second-year students in Counseling, Adult, and Higher Education) assisted in eight sections and attended “theory-to-practice” seminars during the fall semester taught by O&FYE staff members.

Significant partnerships were forged in FY12 with Papa John’s Pizza, TCF® Campus Banking, Target®, Dell, Microsoft®, AT&T, and Altrusa International® of DeKalb-Sycamore.
FY12 was a year of transition for Planning & Assessment. Despite significant staffing changes, the Department was able to accomplish many of its priorities in part or in full.

As a result of work done by the Campus Environment & Student Culture Committee, as well as the department’s strategic priority outlined in the Division’s Student Affairs Strategic Plan, the Department spearheaded an initiative to create a data warehouse for the Division. Creating a central storehouse for the Division’s data and reports was seen as an important step in continuing to grow the Division’s planning and assessment efforts. A central database will enable better inter-department communication regarding assessment and will act as a central reference point for individuals looking for information. A benchmarking project of best practice institutions helped inform the beginning steps of the warehouse. Over the course of FY12, Planning & Assessment surveyed Division staff to identify the data to be stored in this warehouse and create a plan to begin transferring over the necessary information. The Department has recently begun the process of organizing the available data for formal transfer in FY13.

During fall 2011, Planning & Assessment conducted a satisfaction and needs assessment of Division staff in order to ascertain areas of excellence and improvement. This survey assessed functionality of the Planning & Assessment website, satisfaction and usefulness of various assessment education and training initiatives, and the communication methods of the Department. Overall, results show that staff members were satisfied with the level of service they received from Planning & Assessment. Although the Department is still in the process of fully incorporating feedback received from the survey, plans are being developed to enhance the departmental website.

Planning & Assessment continued to provide support to departments conducting a variety of Division-initiated assessment projects, including Internal and External Reviews, benchmarking projects, University Assessment Panel Assessment Summary Reports and/or Assessment Plans, Cabinet presentations (related to an assessment project), and Needs and/or Satisfaction Assessment Projects. In addition, Planning & Assessment continued to offer consultation to departments on a variety of projects, including student surveys, focus groups, and interviews.

At the end of FY12, Planning & Assessment restructured its staff in order to better meet the needs of the Division and provide greater continuity of service. Previously, the Department had been staffed by one full-time professional and two graduate assistants. Going forward, Planning & Assessment will be staffed by two full-time professionals—a Director and an Assistant Director.
The Scholarship Office collaborates with the entire NIU community to connect prospective and continuing students to financial resources. Departmental objectives and goals are designed to assist in recruiting talented and deserving students, as well as retaining students who require financial advocacy.

The primary focus of the Scholarship Office continues to be to impact student choice through the strategic use of scholarship awards, including the introduction of new scholarship programs for students enrolling in fall 2012. The recent work of the Scholarship Office has been directed by the goals set in the Enrollment Management Strategic Plan 2012-2016 and in Vision 2020.

Vision 2020 states that NIU will attract more top high school students and provide significantly more academic scholarships. One way to accomplish the goals of Vision 2020 is by increasing the number of merit-based scholarships. New merit scholarships for fall 2011 included the DeKalb County Scholarship, the Northern Pact Scholarship, the NIU Transfer Scholarship, and the 4+3 Pre-law Scholarship. In addition, the Centennial Scholarship and the VIP Scholarship were expanded in criteria, number of awards, and amount per award.

Nearly 1,700 new students enrolled in fall 2011 with an NIU merit-based scholarship, which is an increase of 35 percent over the previous fall. For many of these students, the scholarship was the deciding factor in choosing NIU. During FY12 the Office also granted need-based scholarships to more than 350 current NIU students, thus allowing them to continue their studies at NIU. Many of these students faced extreme financial and personal challenges, yet still maintained an average cumulative grade point average of 2.80.

Through the utilization of available technology, the Scholarship Office has streamlined the awarding process, as well as the tracking and reporting processes. These updates make data more readily available so it can be used to inform strategic decision making. Using new technology, an intentional communication plan for prospective students is also being implemented. The Scholarship Office also collaborated with Student Financial Aid in order to take full advantage of PeopleSoft upgrades for assigning awards to students’ accounts. This new business process allowed the Office to automate nearly 10,000 scholarship awards, and reduced the average notification time between the offer of admission and the scholarship award to an average of seven days.

The Scholarship Office received the prestigious Division award, “Soaring to Greatness.” This award was based on the ability to employ innovative thinking and a stretch mentality approach to providing student-centered service. Through collaborative partnerships, the Office will contribute to making NIU the most student-centered public research university in the Midwest by the year 2020.
The Student Financial Aid Office helps students pursue their college education by assisting students and their families in managing educational expenses that they are not able to meet through their own resources. The Office continues to balance the significant processing and regulatory responsibilities associated with the delivery of financial aid, while providing counseling and general information on financing higher education to students, families, the NIU community, high schools, and the general public.

As a result of the challenging economic environment, the Student Financial Aid Office played a critical role in providing students financial help to pay for educational expenses. Over 20,000 students received a total of $215,864,842 in financial aid for the 2011-2012 academic year. Furthermore, 7,699 NIU undergraduates received the Federal Pell Grant, totaling $30,690,307—a 20% increase from the prior year. The Office engaged over 49,000 students and family members through walk-in visits and phone contact. It is estimated that 20,000 email messages were sent by the Office in response to student and parent financial aid inquiries.

Since financial aid plays a critical role in recruitment and retention, the Office staff and resources provide comprehensive and equitable financial aid support services to prospective and current students. To support the University’s recruitment efforts, the Student Financial Aid Office introduced changes to the NIU Success Grant, an institutional grant program for incoming freshmen. Incoming freshmen who do not qualify for a PELL grant, but still demonstrate significant financial need, receive funds from NIU Success if their tuition cost was not met through other tuition-only awards. Forty-six percent of recruits awarded NIU Success Grants chose to attend NIU in fall 2011. Tuition assistance was provided to 654 new freshmen, totaling $1,742,190, through the NIU Success program.

Due to limited funding, early filing of the Free Application for Federal Student Aid (FAFSA) is even more crucial to receiving federal, state, and institutional grants. The Student Financial Aid Office has continued to enhance the FAFSA Fridays program and send a number of communications regarding important deadlines in order to encourage students to file the FAFSA early. The Office also collaborated with Intercollegiate Athletics, Kishwaukee Community College, and local high schools to provide FAFSA completion workshops.

The Student Financial Aid Office continues to assist the academic community in retention efforts. Staff members attended various academic advising meetings to provide information on federal changes to financial aid eligibility. In addition, the Office presented information about financial aid regulation at the Advising Summit.
Student Involvement & Leadership Development is committed to engaging students and family members in programs and services through each of its functional areas as outlined below.

The fraternity and sorority community was very active with several new initiatives this year. The points of pride for Fraternity & Sorority Life include the inaugural All Greek Unity Stroll, Greek Week, and the establishment of Order of Omega. These events fostered partnerships and communication between members of different councils and chapters. In addition, the Order of Omega (a Greek Honor Society which recognizes the top 3% of fraternity and sorority leaders in the areas of academics, leadership, and service) initiated 44 members into its Alpha class.

Community Service saw a continued expansion of programs and collaborations with academic-focused departments. The addition of Hunger and Homelessness Awareness Week saw three new programs with a total attendance of 90 students. Fifty participants in the Alternative Spring Break program traveled to locations across the country to do service work in New Jersey, Florida, and Washington, DC. Additionally, NIU Cares Day—the largest community service opportunity at NIU—featured over 1,000 students, faculty, and staff members who worked at almost 90 different projects sites in the greater DeKalb and Sycamore communities.

The Campus Activities Board (CAB) student leaders planned and executed 24 events for the campus community during FY12. Some of the most successful programs included the Travis Porter concert, the D.R.A.G. Show, Hip Hopera, and a Valentine’s Day “Open Mic, Open Heart” event. Each of these shows attracted over 400 students. CAB collaborated with a variety of campus departments and organizations, including the LGBT Resource Center, the Women’s Resource Center, Health Enhancement, Campus Recreation, and the Residence Hall Association.

The Leadership Academy formally presented six programs and workshops during the academic year. Approximately 170 attendees participated in the Leadership Academy events. The second NIU LEAD Summit was held, with 46 student leaders participating. The cast of the MTV reality series, The Buried Life, served as the keynote presentation. The summit was open to the NIU community and drew over 700 in attendance. In addition, the Kevin D. Knight Leadership Award Ceremony was held in April 2012, and recognized the accomplishments of 165 student leaders.

Event Production Services (EPS) assisted with more than 150 events this year. This is an 8% increase from FY12. The purchase of a new portable stage and sound system enabled EPS to successfully meet the demand. EPS has also been partnering with the Holmes Student Center and Public Safety to provide safer and more orderly ticket sales for student organization events.
Students’ Legal Assistance (SLA) continued to provide high quality legal services to students at Northern Illinois University in FY12. The Department provided direct assistance to 958 individual new clients. The Department also assisted hundreds of repeat clients and other students who received services that included voter registration, notary public services, and referrals to other offices.

Of new clients seen, 53% were male and 47% female; 11% were freshmen (a slight increase from FY11), 19% were sophomores (a substantial increase from FY11), 27% juniors, 28% seniors, 7% masters, 2% doctoral, 1% law, and 4% at-large or post-graduate students. Services were provided in a wide variety of cases: 36% of new cases involved criminal misdemeanor, traffic, or local ordinance violations; 30% concerned landlord/tenant issues; 6% domestic relations; 5% consumer, employment, or insurance; 5% expungements; 2% finances; and 16% miscellaneous. The two office attorneys also made 267 court appearances on behalf of 643 students.

Given the volume of individual cases, staff members continue to develop prevention programs to increase student learning to enable students to address issues before they become legal problems. Students’ Legal Assistance collaborated with the CHANCE Program to speak with incoming students in the program about ways to avoid legal trouble. Overall, SLA staff made presentations and conducted workshops to more than 20 UNIV 101 and other academic classes, in addition to various student organizations, about specific issues such as financial literacy, expungement of criminal records, rights and responsibilities in dealing with the police, D.U.I., and alcohol laws. The programs reached more than 500 students. The SLA website was updated with topical legal information of interest to students, including buying a used car, expungements, and driving and traffic laws. Website and written materials featured the new Students’ Legal Assistance nameplate, “Legal Huskie,” to stress the value of informed decision-making. A new marketing technique was also instituted which targets specific student groups (such as international students, student parents, students preparing for job searches, veterans, and others) with information pertinent to issues of importance for their constituency groups.

Active collaborations were maintained with on-campus partners within and outside the Division of Student Affairs & Enrollment Management, including with the NIU College of Law, the College of Business, the Ombudsman, the NIU Foundation, Honors, and the Academic Advising Center. Off-campus collaboration continued with the DeKalb County State’s Attorney, the DeKalb City Attorney, the DeKalb Police Department, and Hope Fair Housing.

**The mission of Students’ Legal Assistance is to provide the best legal assistance possible to students at Northern Illinois University. The program was born of the idea that it is vitally important to make available legal information and advice to the thousands of NIU students who, because of economic incapacity, would otherwise be unable to participate in the due process system. Assistance includes advice and consultation, legal advocacy, and, in appropriate cases, court representation.**
The Women’s Resource Center staff is dedicated to gender equity and enhancement of the campus climate for women through advocacy, personal development, and social justice programming. The Center provides a central space on campus where faculty, staff, students, and community can come together around issues of inclusiveness and activism.

The Women’s Resource Center (WRC) provides women and men students with a variety of services, including social justice programming, internships, volunteer and leadership opportunities, and individual advocacy for gender-related concerns. Throughout FY12, the Women’s Resource Center staff reached more than 3,200 students, faculty, and staff with programming, outreach, and advocacy services.

The WRC was proud to provide two initiatives for NIU students during FY12: the WRC Clothing Swap and Victim Advocacy Services (VAS) On the Move. The student-generated clothing swap program was offered in the fall and spring semester and included collaborations with Career Services, as well as NIU alumna and clothing designer, Lee Ann Park. The event resulted in an overwhelming response of gratitude and validation from the over 400 students who benefited from the program. VAS On the Move is a mobile program using peer-to-peer connecting opportunities to provide information and education related to the four core areas of Victim Advocacy Services. The Advocacy Team has reached over 1,600 students through outreach and advocacy efforts.

The WRC sponsored or co-sponsored 31 inclusive programs/events focusing on student development, gender equity, and advocacy. One of the most successful events was the Own It! Embrace Your Beauty Fashion Show in the spring semester, which promoted healthy body image and raised awareness for eating disorders. Over 500 students, faculty, staff, and community members attended this event. There were 24 campus partners within and outside the Division and 29 community partners. To help support and sponsor the event, the WRC secured a total of $2,250 through external community donations, plus additional in-kind services and sponsorship, and $1,300 in student organization sponsorships.

The WRC encourages staff to pursue professional development that will enhance the quality of services they provide. In early spring, the assistant director attended the U.S. Department of Justice Office on Violence Against Women grantee orientation in Washington, DC, for the Coordinated Community Response grant. In the late spring, the acting director and the victim advocacy coordinator completed the Illinois Certified Domestic Violence Professionals (ICDVP) 80-hour training through the community domestic violence and rape crisis center, Safe Passage of DeKalb.