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LETTER FROM THE VICE PRESIDENT

The 2016 Annual Report for the Division of Student Affairs & Enrollment Management highlights the achievements of many talented and dedicated individuals.

This year was the first year of our 2016-2020 Strategic Plan. The overarching goals identified were: 1) Foster a respectful campus community which values social justice, health and inclusion; 2) Champion the recruitment and persistence of a diverse student body; 3) Support students’ academic, personal and career success through opportunities that foster engagement, learning and development; 4) Recruit, retain and develop a diverse, mission-driven and talented staff; and 5) Ethically and efficiently manage resources to maximize the value of student and staff experience.

As part of the strategic planning process, we also revisited our Mission, Vision and Core Values. The accomplishments outlined in this report reflect our commitment to our updated core values of student-centered service, collaborative partnerships focused on student success, inclusive communities striving for equity and social justice, professional growth and competency development and ethical and efficient stewardship of resources.

In Huskie Pride,

*Eric A. Weldy, Ed.D.*
Vice President for Student Affairs & Enrollment Management
MISSION STATEMENT

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 admissions 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.

The Office of Undergraduate Admissions is a core unit, without which the university could not function. The department’s sole focus is to market the university and meet NIU’s enrollment objectives. Admissions staff communicate with well over 200,000 prospective students to bring NIU’s programs and services to new audiences every year. After attracting students to apply, we then vet, evaluate, track and support those students through the enrollment process, thus sustaining the university’s educational mission while ensuring its continued fiscal success and academic status.

As part of our continuing efforts to streamline, centralize and improve prospective student communications, we have partnered with University Marketing to educate the academic colleges on best practices for recruitment and prospective student marketing. Additionally, we have regular meetings with University Marketing and have collaborated with them on a communication plan to ensure that any prospective student communications sent from the colleges or other units on campus are properly timed and branded and accurately reflect the university’s brand and image.

HIGHLIGHTS

- On-campus visitors: 12,158 students.
- On social media: NIU Class of 2020 has 1,132 students.
- Open house events: 2,883 freshmen, 115 transfer students (total of 2,998).
- Off-campus recruitment: Counselors attended 1,076 visits and fairs.
MISSION STATEMENT

In alignment with the vision and mission of Northern Illinois University and the Division of Student Affairs & Enrollment Management, the Asian American Resource Center is missioned to advocate on behalf of Asian Americans and to create an inclusive learning environment for all persons. The center promotes a social justice agenda to raise awareness about the historical impacts and diverse experiences among Asian Americans. Through extensive synergistic partnerships, the Asian American Center accomplishes its mission by focusing on pillars of advocacy, cultural education, community building, student leadership development, cultural engagement and providing resources and services.

Advocacy efforts are a supporting pillar of the center as we seek to promote social justice and remove barriers for students to enhance retention at NIU. The center’s Peer Mentor Program is an essential avenue for providing advocacy for Asian American students to enhance retention at NIU. Advocacy efforts were also implemented through a series of interdepartmental training workshops, service to university committees and active engagement with university initiatives for faculty, staff and students. To engage the campus in Cultural Education Programs year-round, the center expanded its services to include a four-part speaker series, monthly workshops and seven classroom presentations to teach about Asian history, culture, intersecting identities and the diverse experiences of Asian Americans.

Students gained leadership development experiences by serving as peer mentors, facilitating 23 weekly sessions for the “OHANA!” Retention Program and engaging in various tiered leadership positions offered through the center’s programs and services. Community building with faculty, students, community members and alumni provided further opportunities for campus engagement. Outreach efforts strengthened effective partnerships within the surrounding Asian communities and NIU alumni and supported NIU recruitment efforts. The Asian American Center served as a central location for providing resources, support and services for faculty, staff, students and nine student organizations.

HIGHLIGHTS

The Asian American Center developed synergistic collaborations with 57 academic departments, student organizations, community partners and alumni to achieve the following:

• Advocacy Efforts: In FY16, the center achieved 96.25 percent retention rate from 1st to 2nd semester for first-year students enrolled in the peer mentor program (a 6.35 percent increase from FY15).

• Cultural Education: In FY16, the total number of participants who engaged in Cultural Education presentations reached 1,303 with 15 percent of the students earning class credit for their participation.

• Student Leadership Development: The Asian American Center engaged 15 mentors and 91 protégés in the Peer Mentor Program. Collectively the Peer Mentor Team achieved 4,734 peer-to-peer contacts with their protégés, which reflects a 31.68 percent increase in contacts from FY15.

• Community Building: The center achieved an 83.50 percent increase in participation rates from FY15 (1,339) to FY16 (2,457) for those engaged in the weekly “OHANA!” Retention Program. The center staff conducted outreach to nine Filipino communities in the northern Illinois region to support annual cultural traditions. These outreach efforts encourage families to consider NIU as a college choice.
Northern Illinois University Career Services (NIUCS) is committed to excellence in teaching career success to current students and seeks to inform prospective students about the benefits of Career Services to their NIU experience. Career counselors teach students about career decision-making techniques, personal branding, labor markets and strategies for success as a candidate for internships and jobs. Student evaluations of services reported increased career development knowledge and overall client satisfaction with services provided. Student interns in Career Services reported satisfaction with NIU, thus having a positive experience influencing their persistence and engagement with their academics, peers and co-curricular activities.

Stand-out collaboration this year for Career Services included the Taskforce Review (Internal and External), which incorporated partners from outside of the Division to provide insights into Career Services in order to identify external needs and perceptions. This initiative also included collaborations with the Council of Deans and two follow-up meetings with the Colleges of Education and Liberal Arts & Sciences. Collaborations with NIU’s Center for Non-Governmental Organization Leadership and Development/DeKalb County Nonprofit Partnership made an impact of more than 30 new internships in the 2015-2016 year, augmenting the existing collaborations with the Community Leadership and Civic Engagement Major. Over the year, NIUCS also helped to establish more than 20 completely new and unique employer contacts, including active partnerships with State Farm Corporate, Google and IBM (among others), while continuing to maintain and nurture ongoing relationships with established employer partners such as Kohl’s, Enterprise, Penske, Northwestern Mutual and School District #428.

Career Services led the collaboration efforts with these areas to host the Huskie Mentoring Summit on Saturday, April 2:
* University Honors Program
* Division of Student Affairs & Enrollment Management
* The Honors House
* Career Services
* Student-Alumni Mentoring Program

More than 100 NIU students learned about the value of peer mentorship from the keynote speaker, Marcia McMullen, and through participating in break-out sessions on a wide-range of mentorship topics.

**HIGHLIGHTS**

- 4,832 students attended NIU Career Fairs over this past year.
- 1,743 students interviewed with employers visiting NIUCS.
- Collaborations of organizations with Career Services have shown a total economic impact of $154,378 for DeKalb County since fall 2014.
- NIU Graduate and Professional School Fair had an 11 percent increase in attendance over FY15 and 55 percent increase in student participation since FY13.
MISSION STATEMENT

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. Staff focus on the unique learning needs of each child in a safe, nurturing and diverse learning environment. CCC succeeds by partnering with families, collaborating with community partners and drawing from the best research and practice available within the early childhood profession.

The program is licensed through the Department of Children and Family Services. The program is also accredited through the National Association for the Education of Young Children (NAEYC) and has achieved a Gold Circle rating through the Illinois Quality Rating and Improvement System (ExceleRate). Both serve as an indicator for parents that they have chosen a high-quality early childhood program. All classrooms are staffed with degreed teachers and trained student workers. The program seeks to meet the individual needs of children and families within a safe, nurturing and richly diverse environment. CCC sees itself as an integral part of the university, supporting parents in their effort to work and attend school at NIU.

Campus Child Care has maintained the mission of the center and supported the university through quality student service and a genuine focus on student success and retention. We have worked to maintain our priority of providing students with access to quality care, on campus and with affordable rates and flexible scheduling. We hold collaborative relationships with several units on campus and have built new relationships with additional university partners. Campus Child Care’s most significant collaboration, for example, is with the NIU School of Nursing. Each semester, we have one to two nursing students spend their Wednesday morning with us, planning and presenting a developmentally appropriate health-related activity. In addition, to reflect the diversity within our children and families, Campus Child Care continues to make efforts in hiring a diverse population of students. Campus Child Care prioritizes NIU students for enrollment and seeks to make childcare affordable for all students on campus, further supporting both the personal and educational lives of NIU students. This support allows students to attend classes, study and work with the confidence of knowing that their child is cared for in a high-quality learning environment.

HIGHLIGHTS

• Total families served: 119.
• Student training and employment totals: 150.
• Hosted 24 nursing students this year who observe and conduct health-related activities with the children.
• CCC worked with Admissions and gave tours and information about our center to 72 prospective NIU students (Joliet Junior College and Sterling Vocational Center).
MISSION STATEMENT

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.

Campus Recreation seeks to inspire students to discover and pursue their aspirations through their participation in recreation, and supports student academic and personal success through a variety of initiatives. Student staff are required to develop work goals, and are encouraged to participate in internships to connect their workplace learning experience to their academics. By providing a safe, inviting and fun environment for students to exercise, explore and play, Campus Recreation ensures that students’ needs and welfare are considered. A department comment card system and program evaluations provide students opportunities to offer ideas and feedback.

Fitness and Wellness staff assumed new responsibilities to recruit, hire, train and supervise fitness assistants. Professional staff expertise will help staff apply fitness knowledge to the management of the fitness rooms. Campus Recreation plays an integral role in recruitment activities such as Rec Center facility tours, summer orientation interest sessions and summer orientation “Night at the Rec.” Campus Recreation provides opportunities for regular engagement in a variety of activities which promote academic persistence, such as lap and open swim, intramurals, sport clubs, outdoor adventures, drop-in recreation, fitness classes, personal training, nutrition, etc.

HIGHLIGHTS

- Developed a new four-year department strategic plan consisting of a vision, a mission, goals and objectives that align with SAEM’s new strategic plan.
- Mandated that all lifeguards pass the American Red Cross rescue skills and written tests to continue employment.
- In collaboration with academic programs and community organizations, hosted the first Adaptive Sports Day at NIU.
- Total program participation (excluding drop-in recreation) increased 10.45 percent from FY11 to FY16.
- Overall participation in recreation declined by 2.32 percent when comparing FY16 to FY11. However, participation has not declined at the same rate as enrollment, which was at a 16.40 percent reduction during the same timeframe.
- 1,129 additional events offered from FY11 to FY16.
COUNSELING & CONSULTATION SERVICES

MISSION STATEMENT

The mission of Counseling & Consultation Services is to support the academic, emotional, social and cultural development of students. Our student-centered programs include counseling, assessment, advocacy services, crisis response, outreach, consultation and training. 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 aspects of identity 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.

Counseling & Consultation Services (CCS) fulfills the vision and mission of the Division of Student Affairs & Enrollment Management and the broader purpose of the university through all of the activities of the department, from service, to outreach, to consultation. CCS’s mission values a welcoming and empowering atmosphere, and we maintain this through contributing toward retention efforts, staff training and development and collaborations across campus. Notably, CCS collaborates extensively with Housing & Residential Services through training, outreach, liaison relationships and consultation, which provides significant clinical service to residential students and makes a significant contribution to retention efforts through therapy services provided to students.

CCS further develops this welcoming atmosphere by attending hall meetings, staff meetings and floor meetings in residence halls in the wake of crises. Additionally, crisis and on-call services assist the campus in responding to high-risk situations and preventing more significant tragedies. CCS’s outreach activities contribute to increased awareness of mental health concerns, understanding of available resources and capacity for resiliency. Students are able to develop positive connections with others, become involved in the institution and find success. The education/training and consultation that CCS provides to faculty and staff ensures the community is better equipped to support students they are concerned about.

HIGHLIGHTS

• Total individual and group therapy appointments attended: 5,965 with 1,186 unique clients.
• 338 outreach activities.
• During FY16, CCS staff provided over 100 hours of training and outreach services to Housing staff and students.
• The Mental Health Action Planning Committee was proposed and formed, comprised of a comprehensive team of faculty, staff, students and community members who will work to develop a mental health strategic plan for the campus.
MISSION STATEMENT

The mission of the Disability Resource Center (DRC) is to create an accessible, inclusive and sustainable learning environment where disability is recognized as an aspect of diversity that is integral to the campus community and to society.

During FY16 the Disability Resource Center continued to navigate many challenges. New initiatives have helped support the center as the DRC brought on student assistants to work directly with students in classes, proposed new hours of operation and hired a courier for the delivery and pick up of exams across campus. New policies and procedures were implemented to maximize efficiency for office operations and to better support student needs.

Continuing to ensure the delivery of effective accommodations is a key mission of the Disability Resource Center. Through the interactive process of the initial interview, students receive accommodations which are then reported to faculty members through the use of the letter of accommodation. In this way, students are able to develop self-advocacy skills and demonstrate their knowledge of course materials in a barrier-reduced environment. The DRC supports students through exam adaptation, text book conversion to E-Text and braille, providing CART (Computer Access Real Time) and American Sign Language interpreting services, as well as assistance in the residence halls for adapted housing and comfort animals. Further, the DRC works closely with the NIU Freedom Mobile service to provide needed transportation to and from classes and between residences and campus. The DRC communicated with the Bursar’s Office to assist students who had financial issues and required special arrangements. Through these efforts students were able to register for classes and continue their education.

The DRC assists students with access: equitable access to academic coursework and technology, campus activities and programs, housing and dining, student organizations and more. This targeted access supports students as they traverse their path to success. Students are retained as they meet with success and are better positioned to persist to graduation. These efforts ensure student welfare and provide opportunities for engagement, leadership and services that promote persistence through the collegiate experience in preparation for the entirety of their lives.

HIGHLIGHTS

• A DRC Informational Manual was created and distributed to all college deans, chairs and faculty.
• The DRC presented in the Departments of Communication and Sociology, Student Involvement & Leadership Development, the Academic Advising Center, College of Liberal Arts and Sciences Advising, the Department of Health Services and the College of Law.
• The DRC director received the Award for Advocacy by the Supportive Professional Staff Council.
• Total student appointments: 995.
MISSION STATEMENT

In alliance with the vision and mission of Northern Illinois University and the Division of Student Affairs & Enrollment Management, our Center acknowledges the historical impacts of women and lesbian, gay, bisexual, transgender and/or queer identities. We are a home-away-from-home for all persons, inclusive of sexual and gender identities and all forms of masculinity and femininity.

Our center serves as a central location for resources and support where acceptance of intersectional identities is encouraged and celebrated. Through student leadership development, advocacy, campus and academic engagement and professional development opportunities, we collaborate with community, state and national partners; alumni; and other stakeholders to challenge societal constructs of gender and sexuality norms and promote social justice.

This year, our programming was reflective of multiple and intersectional identities more than ever before. As an example of strategic and collaborative partnerships, the director’s tailored trainings to multiple campus departments demonstrated the value of the university using the expertise of its diversity, cultural and inclusion centers. In the spirit of valuing campus support, the #ThankAnNIUWoman campaign gave recognition to the many contributions of women in faculty, staff, student and support roles, recognizing over 400. And, in addition to assessments indicating our events had a positive impact on learning, the level of feedback received from student staff related to their professional development and career readiness consistently indicated a positive impact. Despite challenges, our department was able to work together as a supportive staff team and fulfill our mission in high-impact ways.

An emerging GSRC recruitment/retention effort, the LGBTQA Living-Learning Community in New Hall officially launched in FY16. All of the residents on the floor had regular contact with staff in mentor-type roles. Another significant collaboration effort from the GSRC was during the Internal Review of Women’s Programs this spring semester, the results of which revealed that we were on track to offer and refresh, using best practice and student input, the best and most relevant programming, resources and support services for women. In addition, the partnership with NIU Intercollegiate Athletics and NIU Police and Public Safety departments further deepened this year with more trainings and going further in depth in LGBTQ topics and building allyship. These departments have logged more training time on this topic than any other at NIU to date. While our collaborations and programs have seemed to lean on one content area over another at times, our efforts to reflect all genders and sexual identities will continue, and we will help collaborative partners see our mission in their work and with students they serve.

HIGHLIGHTS

• The annual fall Clothing Expo provided support to 150 NIU students through new and gently used casual and professional clothing items. The program defrayed the cost of household items and clothing needed for interviewing, everyday class wear and professional attire for campus jobs.
• LGBTQ trainings: 15 departments, approximately 300 individuals.
• Programming attendance: 880.
HEALTH SERVICES

MISSION STATEMENT

Northern Illinois University Health Services provides high-quality health care and preventive services to eligible students, 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 accordance with the core values, vision and mission of the Division of Student Affairs & Enrollment Management.

Northern Illinois University Health Services is a fully accredited, on-campus medical practice providing health care services by experienced, skilled, and compassionate professionals to eligible students. Over this past year, Health Services has implemented a physician assistant program, formed a new student health insurance plan with a lower cost to students with better coverage and revised our immunization deadlines to match state requirements. Physicals are also now offered to NIU students for course requirements, to better ensure a safe and healthy environment for all students. Direct recruitment efforts are provided by Health Services clinical staff on orientation days through presentations and tabling at Northern Neighborhood.

Providing quality health care for NIU students contributes toward retention and requires continuous quality improvement initiatives, updates, upgrades, education and meeting health care regulations. Education is also provided to students on an individual basis and through Health Services internships with Advanced Practice Nurse candidates and students studying public health. Health Services was a significant partner with the DeKalb County Health Department and Athletics during the mumps outbreak in fall 2015. Health Services led the NIU vaccination program for NIU athletic team members and coaching staff. We also worked closely with DeKalb County Health Department to help contain the illness.

HIGHLIGHTS

- Number of individual patients/total clinic visits: 6,893/20,234.
- $60,000 saved through Physician Assistant Program.
- Continue to receive positive feedback from students. (Percentages for grades of B or higher on survey questions. N=295)
  * Overall Experience: 90 percent
  * Quality of Care: 93 percent
  * Staff/Personnel: 96 percent
HOUSING & DINING

MISSION STATEMENT

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 the collaborative efforts of Housing & Dining staff, student leaders and campus partners, our facilities and programs promote respect, individuality and personal responsibility.

Housing & Dining’s residential administration team has taken strides to increase the efficiency of our operations. Between upgrades to the information we provide students, improvements in the sign-up process and overall clarity in practices, the Residential Administration office maintained the efficiencies made through prior improvements compared to FY15. The Residential Technology team created a Computer Lab and Smart Classroom for the English department and student population to use, and installed moveable technology-enhanced furniture which created a dynamic, collaborative, technologically savvy study and project space for all NIU students to use. Living-Learning Communities also contribute to the overall mission of Housing & Dining, providing residential students with dynamic co-curricular learning opportunities by providing students with informal connections to faculty and shared learning experiences that enhance the academic and social student experience.

Through a partnership between Academic Affairs, Career Services, the College of Liberal Arts and Sciences and Human Resource Services, Housing & Dining provided an opportunity for over 200 students from six different jobs to participate in an on-campus internship during the 2015-16 academic year. Another of our strongest collaboration efforts is our work with Camps and Conferences, which creates programs focused on enhancing students’ work experience by challenging them to work toward goals that expand their level of transferable skills and gain insight on future interests.

HIGHLIGHTS

- 4,657 contracts signed by all students, 1,490 returning residents (3.8 percent increase).
- 549 programs were offered in residential communities (i.e., programs about opportunities with healthy life choices and community involvement).
- Total revenue for collaborative groups including residence hall rooms, meals in dining and facilities usage in the residence halls: $868,530.07.
- New user session of MyDining Net Nutrition increased 69.59 percent from last year.
Over the past year the Holmes Student Center (HSC) has continued to embrace change as we continue to experience retirements, departmental shifts and a new look. The hiring of new staff has brought us closer to staffing levels that make our operations run more effectively and help us deliver the best experience for all our customers. Additionally, our second year of programming proved very successful in offering events that students enjoy attending. We look forward to continuing our programming efforts and increasing our partnerships with SILD and CAB. We also are reflecting on our former Director’s many years of service, as he retired on June 30, and look forward to new leadership and fresh ideas from new Director, Ian Crone.

As the living room and front door for campus, the HSC plays a critical role in recruitment and retention efforts. This summer we played host to 19 orientation programs, serving several thousand incoming students. We are also happy to be host to all open house events that bring more than 5,000 students and their families to campus every year. In addition, the HSC has created the position of student event planner to help guide students through the social events planning process in order to have more successful student social events. Streamlining the process and helping students stay accountable to dates that they have booked should ultimately lead to more programs with fewer “dark” weekends during the semester.

**HIGHLIGHTS**

- 1,000 students attend first-ever Red & Black Welcome Holmes event.
- The Hotel at Holmes housed approximately 4,000 guests with an occupancy rate of about 41 percent.
- HSC hosted approximately 3,200 student events.
MISSION STATEMENT

The Latino Resource Center (LRC) is a diversity center within the Division of Student Affairs & Enrollment Management at Northern Illinois University (NIU) designed to serve the Latina/o student population. The mission of the LRC is to promote a social justice agenda as well as an inclusive environment where we seek to recruit, retain, empower and advance Latina/o students at NIU. The LRC achieves this mission by offering mentoring programs, leadership programs, peer support groups and academic advancement programs.

The LRC also possesses a strong commitment to the following:

- Providing a safe space for all students irrespective of nationality, language, gender, sexual orientation, citizenship or immigrant status in order to support the development of self-advocacy of students so that they may attain their academic and professional aspirations.
- Understanding the value of family involvement in a student’s educational journey and engaging the family unit through outreach initiatives and community collaboration.
- Promoting an agenda that supports Latino student success by actively participating in nationwide and statewide movements and seeking ways to collaborate with local entities.
- Developing programs that not only target the needs of students but also focus on the immediate issues and concerns of our community.

The Latino Resource Center (LRC) promotes social justice and works closely with students to serve as a liaison between students and administration. We advocate for the students on issues related to funding, academic advising and leadership opportunities; we collaborate with staff, colleagues and students on program initiatives such as MAS/FRESH, De Mujer a Mujer and Huskie Service Scholars. We also partner with different departments in recruitment and retention efforts, such as Orientation & Family Connections, Gender & Sexuality Resource Center, Asian American Center, Center for Black Studies, Military & Post-Traditional Student Services (MPTSS), Office of Student Academic Success (OSAS) and Housing & Dining. We worked in collaboration with Military & Post-Traditional Student Services (MPTSS), Office of Student Academic Success (OSAS) and Housing & Dining to create and host an event focused on helping transfer students adjust to NIU. We have also collaborated with different constituents on and off campus, as with our VALU mentoring program at DeKalb High School. More than 38 percent of the student participants in our mentoring program increased their GPA after their involvement.

The center continues to raise the visibility of its services by offering programs such as Spanish summer orientation, Latina conference, Latin Chill, Latino Celebration, Latino Heritage Month, Latino honor society induction ceremony, educational programming, campus presentations, open houses and fairs, to name a few. The LRC website was updated and is bilingual English-Spanish. Our contributions to the institution’s recruitment efforts can be indirectly connected to the increase in the number of Latino students enrolled at NIU. This semester the undergraduate Latino population increased to 16.7 percent versus 15.5 percent last year. In addition, the six-year graduation rate for Latino students was 43 percent for the most current cohort reported during FY16. Further, the first- to second-year retention rate increased slightly to 68 percent. Even with our budget constrained, we reached 265 students through our NIU school site visit. The majority of those students are of Latino heritage.

The LRC will begin to consistently collect and analyze retention data collected for students who participate in LRC programs. Presently, LRC staff has been working to find ways to track students’ year-to-year retention and academic progress. By gathering this information, the center staff can better determine what areas to focus on more.

HIGHLIGHTS

- Latino Graduation and Noche de Gala, two of our main events, were self-funded with fundraising and corporate sponsors. More than 250 students and families attended both events.
- A new parent orientation in Spanish was implemented in collaboration with Orientation & Family Connections.
- A new video introduction was created for the LRC website.
- Worked with the community to bring the award-winning author Julia Alvarez to the LRC. More than 300 people attended the free event at DeKalb Public Library and more than 500 free books were given to students, faculty and staff.
- The LRC Huskie Service Scholars were awarded third place (tie) for the Community Engagement Showcase award.
MISSION STATEMENT

The Office of Military & Post-Traditional Student Services will serve as a central resource center for our unique and diverse population of students at Northern Illinois University. By developing student-centered programming, we will enhance the learning environment and develop a culture of inclusion for all military and post-traditional students.

From orientation to graduation, the Office of Military & Post Traditional Student Services (MPTSS) works to develop programs that will take students to their goals at NIU. Our office collaborates with Orientation & Family Connections to have sessions specifically for incoming student veterans to answer questions about their VA educational benefits. MPTSS has a presence at Northern Neighborhood and is represented in the Q&A panel discussion for incoming students to speak about the resources that we have available. We also speak at the Commuter Life Presentation and at the Transfer Student Success forum. These orientation programs allow us to deliver a consistent message to our students and ensure that they are aware of the resources we have available. It is our firm belief that we can provide the daily resources to alleviate students’ stress which, in turn, will enhance their academic success here at Northern Illinois University.

Currently, Military & Post Traditional Student Services is housed within the Career Services area on the second floor of the Campus Life Building. We used this as an opportunity to partner with Career Services for our first Federal Jobs/Networking Event in February 2016. We also partner with Orientation & Family Connections to ensure that we are meeting our new student veterans upon arrival at NIU. Our accomplishments align with NIU’s mission, goals and strategic plans in that our passion is to enhance student life and academic success.

HIGHLIGHTS

• Completed merger to form the Office of Military & Post Traditional Student Services.
• Total VA enrollment certificates: 1,104.
• Attendance of post-traditional student programs: 675.
ORIENTATION & FAMILY CONNECTIONS

MISSION STATEMENT

The mission of Orientation & Family Connections is to welcome new students and their family members to the Northern Illinois University community, introduce new students/families to academic and support services, provide the resources and tools needed for student success, and facilitate key relationships necessary for a successful transition. Our mission is accomplished through dynamic, collaborative partnerships with the campus community. We continue to support family members throughout their student's experience at NIU through timely communications and Family Weekend. Our office is committed to the success of our undergraduate student leadership team. We provide high-quality training and mentorship to our leaders who aid in fulfillment of our mission and values.

Orientation & Family Connections (OFC) promotes all aspects of the university mission to new students and families. The orientation experience welcomes new students/families into the NIU community, introduces academic and support services and provides the tools needed for a successful transition. The program demonstrates to new students/families the interrelationship among the college’s various departments. In addition, Orientation & Family Connections provides students and families with important information, helps to diminish critical/costly errors, establishes a foundation for success, helps develop community, defines the culture of campus and begins to build a framework for academic success. Finally, orientation allows students and families to reflect on their decision making, explore their fit on campus, better understand resources, make connections and affirm their college choice.

Orientation and family programming are not single-unit programs. Successful collaboration is between many campus units including the Division of Academic Affairs, the Division of Student Affairs & Enrollment Management, Intercollegiate Athletics, Division of Marketing and Communications and the Division of Administration and Finance. The collaboration of other units demonstrates NIU’s common commitment to student learning, engagement and success. The creation and implementation of a two-day orientation program is OFC’s largest and most dynamic recruitment and retention effort in FY16, and it introduced students to various aspects of the campus and its resources. Orientation & Family Connections will continue to evaluate and design orientation programs to be intentional and dynamic. The program is key to helping students begin a successful transition to NIU. Orientation is a recruitment, yield/enrollment, transition and retention activity.

HIGHLIGHTS
• In FY15, 1,839 freshmen and 1,945 transfer students attended orientation.
• Family Weekend participation grew to 2,071 families.
• Created Spring Family Day—150 families attended events.
MISSION STATEMENT
The Scholarship Office connects students with scholarship resources and assists NIU departments and community partners with the administration of scholarship funds.

By definition and the nature of our work, the Scholarship Office impacts recruitment and retention through the daily operations of providing financial assistance and resource referrals to students in need. Without the financial assistance provided by the university and managed by the Scholarship Office, many students would not choose to attend NIU, nor would they be able to persist to graduation. However, the work of the Scholarship Office in FY16 was greatly impacted by state and university budget challenges. We did not offer our tuition waiver program, which had been a very popular way to assist students with their account balances. In addition, in an effort to create a fiscally sustainable merit scholarship program, we held firm to our priority deadlines for merit scholarships for incoming 2016 students. Despite the challenges, the work of the Scholarship Office continues to be supported by NIU administration as a critical component of long-term recruitment and retention planning.

During the year, the Scholarship Office continues to partner with the NIU Foundation on the Angel Touch Grant Program and has formed the Institutional Aid Task Force (IATF) as a collaborative financial aid effort on campus. Completion of IATF’s project will result in an enhanced student experience, optimized use of funds, maximized university resources in a fiscally responsible manner and increased recruitment and retention. Finally, as a result of Program Prioritization, the Scholarship Office will be merging with the Student Financial Aid Office to form ‘Financial Aid & Scholarships.’ This merger will result in streamlined student service and will allow strategic use of human and financial resources. A new organizational chart and job duties are being developed, with full merging targeted for January 1, 2017.

HIGHLIGHTS
• 266 students attended the annual campuswide Scholarship Fair.
• All institutional scholarship expenditure: 4,581/$15.4 million.
MISSION STATEMENT
Student Conduct helps students, staff and faculty maintain a positive learning environment. Our office coordinates the university student conduct system and handles academic, residential, student conduct and disciplinary conflicts.

Student Conduct strives to align its functions with the institution. In the global environment, there are rules, laws and regulations. The institution maintains its own rules and regulations. Student Conduct seeks to support the institutional goals of fostering ethically inspired leadership and student career success by providing students with knowledge and tools to succeed in a global environment, by holding students accountable for violation of institutional rules. Student Conduct maintains institutional integrity and a safe campus environment for all with equal and consistent enforcement of the Student Code of Conduct for all students and student organizations.

While students are the main focus of the office, Student Conduct staff routinely have conversations with concerned parents of students involved in student conduct matters involving institutional community standards and how parents can assist the Student Conduct office in promoting a sense of integrity and responsibility in our students. Student Conduct staff are able to successfully operate within the bounds of FERPA to provide this information to the parents of our students. Student Conduct staff will continue to function in this role and help support the educational goals of the institution in future years.

CASES/INCIDENTS/UNIQUE INDIVIDUALS BY MONTH
FOR THE PERIOD AUGUST 15, 2015, THROUGH AUGUST 15, 2016

<table>
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<tr>
<th>Month</th>
<th>Cases</th>
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<th>Unique Individuals</th>
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<td>450</td>
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<tr>
<td>September</td>
<td>550</td>
<td>400</td>
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</tr>
<tr>
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<td>100</td>
</tr>
<tr>
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<td>50</td>
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</tr>
<tr>
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HEARING COUNT BY HEARING TYPE FOR THE DEFINED PERIOD

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<td>Academic Misconduct Preliminary Meeting</td>
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<td>Administrative Hearing</td>
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<td>Residence Hall Conduct Board</td>
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<tr>
<td>Student Conduct Board</td>
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MISSION STATEMENT

The NIU Student Financial Aid Office (SFAO) serves as an advocate for students and families as we assist them in accessing all federal, state and institutional financial aid. SFAO policies, procedures, communications and services will be accessible; sensitive to individual student needs; embrace technology; be responsive to the university community and changing needs and goals; be flexible, innovative, collaborative, timely, accurate, clear; and ensure compliance with federal, state and accreditation regulations and standards.

The Student Financial Aid Office (SFAO) continues to support recruitment and retention efforts through educational initiatives for our prospective and current students and their family members, as well as for faculty and staff. Our collaborative endeavors across the division and with our academic partners continue to grow as we focus on understanding the financial needs of our student population. As leaders of the Institutional Aid Task Force, we have an opportunity to create and apply data analytics around financial aid parameters, leverage our resources and recommend streamlined business process changes to positively impact the equitable distribution and timely application of financial aid. In anticipation of the merger with the Scholarship Office, we have begun assessment of our current organizational structure. We will continue to make structure and process improvements in order to provide the highest level of quality student service.

HIGHLIGHTS

• 20,957 undergraduate FAFSAs received. 15,744 undergraduates packaged.
• 2,561 graduate/law FAFSAs received. 2,194 graduate/law students packaged.
• Over $249 million in grants, scholarships and loans disbursed to student accounts in FY16.
• All outgoing email communications have been updated to a new HTML template. The format is clearer and more concise.
• Total number incoming calls answered: 27,615. After hours voicemail established in May 2016.
• 16,862 emails answered. 13,044 walk-ins recorded.
STUDENT INVOLVEMENT & LEADERSHIP DEVELOPMENT

MISSION STATEMENT

Student Involvement & Leadership Development is dedicated to engaging students and the university community in campus life, through intentional programs and resources that facilitate holistic development.

Student Involvement & Leadership Development (SILD) staff members sponsored and/or supported hundreds of programs and events within SILD in FY16. These programs and initiatives included Welcome Days, Fraternity & Sorority Life recruitment processes, Homecoming, the NIU LEAD Summit, the Leadership Academy, Tabs Collection, Hunger and Homelessness Awareness Week, Huskie Alternative Spring Break, NIU Cares Day, the Student Association Inauguration and more. These consistent programs help recruit and retain students at NIU. Students are attracted to Northern because of the varied and numerous events sponsored by our department, and students desire to stay on a campus that is lively and interactive.

SILD’s Fraternity & Sorority Life functional area focused on providing additional educational programming to students, including collaborative trainings for students with Counseling & Consultation Services and Wellness Promotion and New Member Training. SILD’s Community Service functional area provided several opportunities to students which allowed them to delve deeper and better understand the causes and solutions to the social issues that impact our global society. Within the Campus Activities Board functional area, student interns were provided with opportunities to plan and execute memorable and enriching programming for the campus which ranged from the first homecoming concert in recent memory to lectures on diversity and mental health. SILD staff members worked with Student Employment and Career Services to convert many CAB leadership positions into meaningful internship opportunities. SILD continues to provide countless opportunities for students to engage outside of the classroom.

HIGHLIGHTS

• SILD was awarded the Soaring to Greatness Award by the Division of Student Affairs & Enrollment Management.
• Since the fall of 2012, membership in fraternity and sorority life at NIU has increased from just over 1,100 to nearly 2,000 students by fall 2016, accounting for 13 percent of the undergraduate student population.
• Celebrated 10th annual NIU Cares Day.
• Total of 606 organizational events.
STUDENTS’ LEGAL ASSISTANCE

MISSION STATEMENT

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.

A core function of Students’ Legal Assistance is to allow the university to be as effective as possible in educating students. This office helps students persist in their education by providing essential legal information, advice and, if necessary, court representation to students. During FY16, Students’ Legal Assistance collaborated with Prairie State Legal Services, a nonprofit organization that provides free legal help to low-income individuals in northern and central Illinois. This collaboration allows Students’ Legal Assistance to refer NIU students to Prairie State Legal Services when the situation does not allow the SLA attorneys to fully advocate and assist the student, such as a conflict of interest that arises between two NIU students. Students’ Legal Assistance also assists students with expungements and sealing of records. This allows them to minimize the impact of poor behavior choices on employment prospects. If this service were not provided, some students needing to meet licensure requirements would not be able to use their education.

Students’ Legal Assistance works tirelessly every day to retain current NIU students. The attorneys provide legal advice, advocacy and court representation, thus working toward retaining students that may otherwise be unable to continue their higher education goals at NIU due to legal issues, landlord/tenant issues, the inability to pay fees relating to their legal situation, or other reasons directly relating to the services offered at SLA. In addition to this, the attorneys create, implement and provide preventative legal education materials to students with the goal of helping students make smart, lawful, responsible decisions in their lives and, thus, become contributing members of NIU and society at large.

HIGHLIGHTS

• Of the nearly 700 new clients in FY16, 7 percent were freshmen, 12 percent sophomore, 28 percent juniors, 33 percent seniors, 14 percent graduate, 5 percent Ph.D. and 1 percent law students.
• 91 percent of participants of Needs/Satisfaction Assessment Survey either strongly agreed or agreed that SLA is a valuable service to NIU students.
MISSION STATEMENT

Wellness Promotion 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.

Wellness Promotion (WP) provides student-centered service to meet the health, wellness and safety needs of all students. Educational content, both online and in-person, is provided on a wide variety of topics, including sexual health, bystander behavior, sexual assault prevention, alcohol and other drugs, relationships, sleep and stress. Learning outcomes are designed to be action-oriented so students can make safer and more positive choices and improve their health and well-being, challenge students’ perceptions and influence a healthier campus culture. Social justice and equality are also addressed in Wellness Promotion’s bystander program by encouraging students to actively care for the well-being of their fellow Huskies and to take it upon themselves to help, thus creating a more considerate and attentive campus culture.

WP collaborates with many units across campus. At the institutional level, WP coordinated the Alcohol and Other Drug (AOD) Education Work Group. At the community level, WP coordinated the Campus and Community AOD Conversations group designed to share concerns, initiatives and data among campus and community stakeholders regarding alcohol misuse.

The BASICS (Brief Alcohol Screening and Intervention for College Students) program continued to serve students who violated the Student Code of Conduct and were referred to us from Student Conduct or Housing & Residential Services. The Community of Care units (Wellness Promotion, Disability Resource Center and Counseling & Consultation Services) collaborated in most outreach events to reduce the workload of smaller departments while continuing to meet the needs of prospective and current students regarding their respective services. Through these combined efforts, WP influences healthy and positive behaviors that will not only help students succeed in college but also in their careers and lives, post-NIU.

HIGHLIGHTS

• Seven new peer educators in the Wellness Crew and Pause Off! programs were certified.
• Results from discussion groups regarding alcohol use at NIU showed that students support the requirement of the AlcoholEdu program.
• Program requests increased by 6.6 percent during FY16.