

2023-2024 ACADEMIC YEAR SUMMARY



DIVISION OF STUDENT AFFAIRS



The six goals of the Division of Student Affairs' strategic plan are guided by the themes of Faith and Formation; Diversity, Equity, and Inclusion; Health and Well-Being; Connection and Community; Reflection and Discernment; and Staff Recruitment, Development, and Retention. Student Affairs professionals, in close collaboration with students and partners across the University, bring these themes to life in countless transformative ways, whether informally through day-to-day relationships, conversations, and interactions, or more formally through strategic Divisional initiatives and priorities.

Select accomplishments for each goal achieved throughout the 2023-2024 academic year are as follows.

FAITH AND FORMATION

The Division began the process of articulating a vision for student development and formation to guide shared work in Student Affairs while enhancing and developing new opportunities for formation and mission integration among professional staff.

2023-2024 HIGHLIGHTS:

- In partnership with the Office of Undergraduate Education, Student Affairs announced the development of a [reimagined Moreau Program](#), led by inaugural Faculty Director Bill Mattison, which will serve as a hallmark of a distinctive Notre Dame education.
- Invited [Kayla August](#), a former Student Affairs staff member and nationally recognized speaker, to lead a Division-wide Town Hall reflection and discussion around religious practices among young people and opportunities for all to contribute to faith and student formation.
- Continued a pilot spiritual enrichment program to assist staff in reflecting on their own spiritual lives and how to best exemplify the University's Catholic, Holy Cross mission.
- Engaged key groups within and outside of Student Affairs to begin to develop a Division-level vision for student development and formation in the Holy Cross tradition, formative student learning outcomes, and strategies for providing opportunities for all staff to contribute to student development and formation.
- Through the Campus Ministry Mercy Works program, students participated in weekly service at one of 19 partner organizations, totaling approximately 6,700 total service hours.



27

of 32 residence halls hosted a retreat,
with 751 total students in attendance.

DIVERSITY, EQUITY, AND INCLUSION

The Division's efforts to advance diversity, equity, and inclusion included several important steps. In addition to opening the new [Center for Diversity, Equity, and Inclusion](#) — a space where underrepresented students can find community and receive support — the Division reorganized its senior leadership team to reflect a strong commitment to fostering belonging at Notre Dame.

2023-2024 HIGHLIGHTS:

- Opened the Center for Diversity, Equity, and Inclusion in the LaFortune Student Center, which houses the Gender Relations Center (GRC), Multicultural Student Programs and Services (MPSPS), and the Office of Student Enrichment (OSE).
- Appointed [Doug Thompson](#) as the inaugural Executive Director for Diversity and Engagement. Doug oversees the Division's newest Area, consisting of the three offices and affiliated staff. He serves on the Division's senior leadership team and reports directly to the Vice President for Student Affairs.
- Engaged campus partners to coordinate work around diversity, equity, and inclusion. These meetings contributed to the creation of the University's [Principles of Diversity and Inclusion](#).
- Provided \$244,000 in scholarships to 91 Black students to support their professional development, study abroad experiences, research activities, and community empowerment efforts.



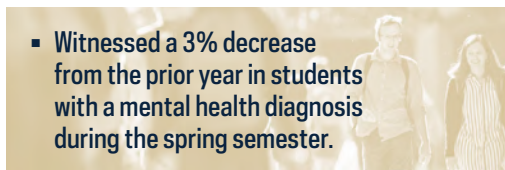
HEALTH AND WELL-BEING



Through several events and initiatives, the Division sought to increase awareness for and create a sense of collective ownership around student health and well-being at Notre Dame.

2023-2024 HIGHLIGHTS:

- Engaged in a Division-wide Town Hall discussion about student flourishing.
- Launched a new collaboration between the Division of Student Affairs and the College of Arts and Letters aimed at addressing mental health among students and in the local community.
- Continued the expansion of the Care and Wellness Consultant model to prioritize early identification and proactive intervention.
- Engaged internal stakeholders — including 29 staff and faculty listening sessions (spanning approximately 37 departments, colleges, and institutes), two parent listening sessions, and 9 student listening sessions — on the topics of student alcohol use and fostering a culture of well-being.
- Produced reports examining current programs and best practices for providing holistic physical and mental well-being and flourishing to all students.
- Introduced a working definition of holistic student flourishing: "Inspired by the University's vision of education as the art of bringing people to completeness, holistic flourishing at Notre Dame is a person's authentic growth, both individually and in connection with others, toward a faith-filled life of meaning, belonging, and hope."
- Witnessed a 3% decrease from the prior year in students with a mental health diagnosis during the spring semester.



CONNECTION AND COMMUNITY



To advance priorities related to this theme, the Division opened the Undergraduate Community at Fischer, an additional housing option for students seeking an alternative to traditional residence halls and off-campus housing, and hired [Karen Kennedy](#) to serve as the new Associate Vice President for Residential Life.

2023-2024 HIGHLIGHTS:

- Bolstered the Division's available survey data on connection and community, including the addition of a new survey for underrepresented first-year students and new questions about belonging in the hall life survey.

77% of students who participated in "Beyond Welcome Weekend" said the programs helped them build community.

- Consistent with the Residential Masterplan, all but three of the 32 on-campus residence halls have been updated through major or minor renovations.



REFLECTION AND DISCERNMENT

The Division sought to define reflection and discernment and inventory the programs and resources that currently support Notre Dame students in these practices. The pilot of a reimagined Moreau Program will also soon provide an opportunity to explore how Student Affairs can even more impactfully accompany undergraduate students in the program. Moving forward, two major priorities for this theme include engaging faculty who promote reflection and discernment in their classrooms, and discovering what barriers prevent students from practicing reflection and discernment more in their daily lives.

2023-2024 HIGHLIGHTS:

- Compiled and reviewed programs, frameworks, and resources from 63 of Notre Dame's peer institutions related to reflection and discernment.
- Conducted meetings with partners external to the Division of Student Affairs (including advising deans, professors, and students) who are engaged in reflection and discernment efforts to better understand their approach to these concepts and what strategies are currently being implemented.



- More than half of all undergraduate students engaged with the Center for Career Development at some point in the 2023-2024 academic year.



STAFF RECRUITMENT, DEVELOPMENT, AND RETENTION

The Division convened staff who manage hiring for each area within Student Affairs to brainstorm and implement new practices to enhance the Division's hiring structure. This group also created surveys to assess staff satisfaction with workplace culture and professional development opportunities.

2023-2024 HIGHLIGHTS:

- Created new opportunities for staff of all levels to participate in workshops and gather with peers.
- Began to build a unified recruiting and hiring strategy to communicate the Student Affairs brand in a consistent way.
- Developed new infrastructures for sharing best practices, resources, recruitment networks, and potential candidates across Student Affairs areas.
- Developed proposals for stay and exit interviews to increase staff engagement and gather information from current and departing staff.
- Began to craft an online curriculum and in-person onboarding for all new Division staff that discusses the mission and values of the University and the Division of Student Affairs.

