



LAFAYETTE

Division of Student Life
Annual Report 2022 - 2023



MISSION

We are educators who advance the mission of the College by facilitating student engagement, inclusion, belonging, and success while working together to create an equitable community.

- We fulfill our mission by embodying professional excellence, promoting student-centered learning, and cultivating community.
- We uphold the highest standards of operational excellence through our commitment to ongoing professional development, continuous improvement, collaborative practice, and responsible stewardship of resources.
- We create an environment where students accept responsibility for learning and are valued partners in the advancement and implementation of programs and services.
- We strive to foster a safe, equitable, and interconnected community where people care about each other and the world around them.



Division of Student Life Leadership



Jim Krivoski

Interim Vice President
for Student Life



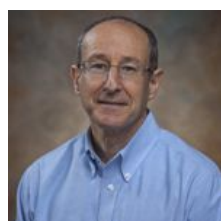
Jaison Freeman

Special Assistant to the VP
for Student Life



Brian Samble

Dean of Students



Jeffrey Goldstein

Director of Health Services
& College Physician



Mike Summers

Associate Vice
President, Gateway
Career Center



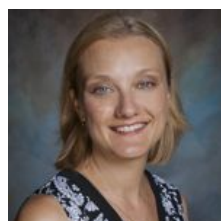
Amanda Hanincik

Director of Educational
Equity & Title IX
Coordinator



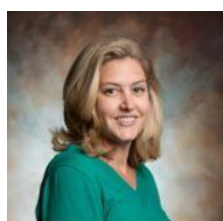
Jennifer Dize

Assistant Dean of
Students



Alex Hendrickson

College Chaplain & Director
of Religious and Spiritual
Life



Melissa Garrison

Director of Counseling
Services



Grace Reynolds

Director of Residence Life



Robert Young

Director of Intercultural
Development



Vanessa Pearson

Director of Student
Involvement

Bailey Health Center

Mission

The Bailey Health provides students with high quality health care and promotes an environment where students are treated with compassion and respect. Health lifestyles are learned by incorporating education into our system of delivering health care.

CORE FUNCTIONS

The Bailey Health Center provides access to health services to support student wellness and academic success. We connect students with internal and community resources to ensure that access to healthcare is not an impediment to wellbeing.

Our services include:

- Primary and urgent care
- Women’s health
- Travel medicine
- Sports medicine
- Psychiatry
- Laboratory services
- On site pharmacy
- Allergy injections and immunizations

KEY INITIATIVES

The health center aims to ensure timely and equitable access to medical care. Strategic initiatives and goals that were met this year include:

1. Established health and wellness metrics for student body using the American College Health Association national survey.
2. Initiated student wellness group to enhance education and provide important health information using a variety of vehicles. Topics included sleep hygiene, nutrition, exercise, mental health, sexual health, and health advocacy.
3. Met with student groups to establish health needs assessment and advocacy:
 - LGBTQIA+ open forum to ensure an inclusive and queer affirming welcoming space at the Bailey Health Center
 - LRAJE collaboration to promote free testing and enhance access to women’s health services
 - Student government to ensure the needs of the student body are being met.
4. Implemented nurse triage assessment protocol for walk-in evaluation.

SUCCESSES

95%
of students surveyed after visiting Bailey Health Center (BHC) were very satisfied with their experience.

99%
of students surveyed after visiting the BHC rated nursing care as excellent or very good

99%
of students surveyed after visiting the BHC rated the provider care as excellent or very good

LOOKING AHEAD

Our collaboration and partnerships with the hospital networks strengthens our health system. St. Luke’s supports the College with providers in the evening and on weekends. Lehigh Valley Hospital supports sports medicine with trainers, team orthopedic physician, and easy access to diagnostic imaging. In the upcoming year, we are partnering with LVHN’s, Department of Psychiatry to enhance access for mental health. We will continue to explore opportunities to integrate our health services with a network provider to include an array of on site resources including physical therapy, urgent care, diagnostic imaging, specialists, and public health experts.

3,671	714	1,652	112	225
Provider	Nurse	Immunizations	Travel medicine	Psychiatry
Appointments	Appointments	Given	Consultations	Consultations

Case Management

INAUGURAL YEAR

2022-2023 was the first full academic year with a full-time case manager role. Bridget Gunn joined the Student Life Division in January of 2023.

CORE FUNCTIONS

The Case Management program helps students navigate on and off campus resources and support. The Case Manager’s role is to provide support to students who may be having a difficult time for one reason or another – with the goal of assessing their needs and linking them with supports that will help them be a successful Lafayette student and adult in our greater community.



SUCCESSES

The case manager, along with other members of the Student Support and Intervention Team, conducted outreach to more than 100 students to offer support, resources, and referrals to on-and-off campus providers.

KEY INITIATIVES

In addition to working individually with students experiencing varying levels of crisis, the case manager met with offices across campus and student organizations, tabled in Farinon over lunch hours, and partnered with the Counseling Center and several student organizations to hold seven events for Mental Health Awareness Month in May.

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We help students identify barriers to resources and help them secure services or resources that will further enhance their experience at Lafayette. Examples of this include referrals to outside providers to address physical and mental health needs, food and housing insecurity, navigating on campus resources, and connecting with resources that may not be available on campus.

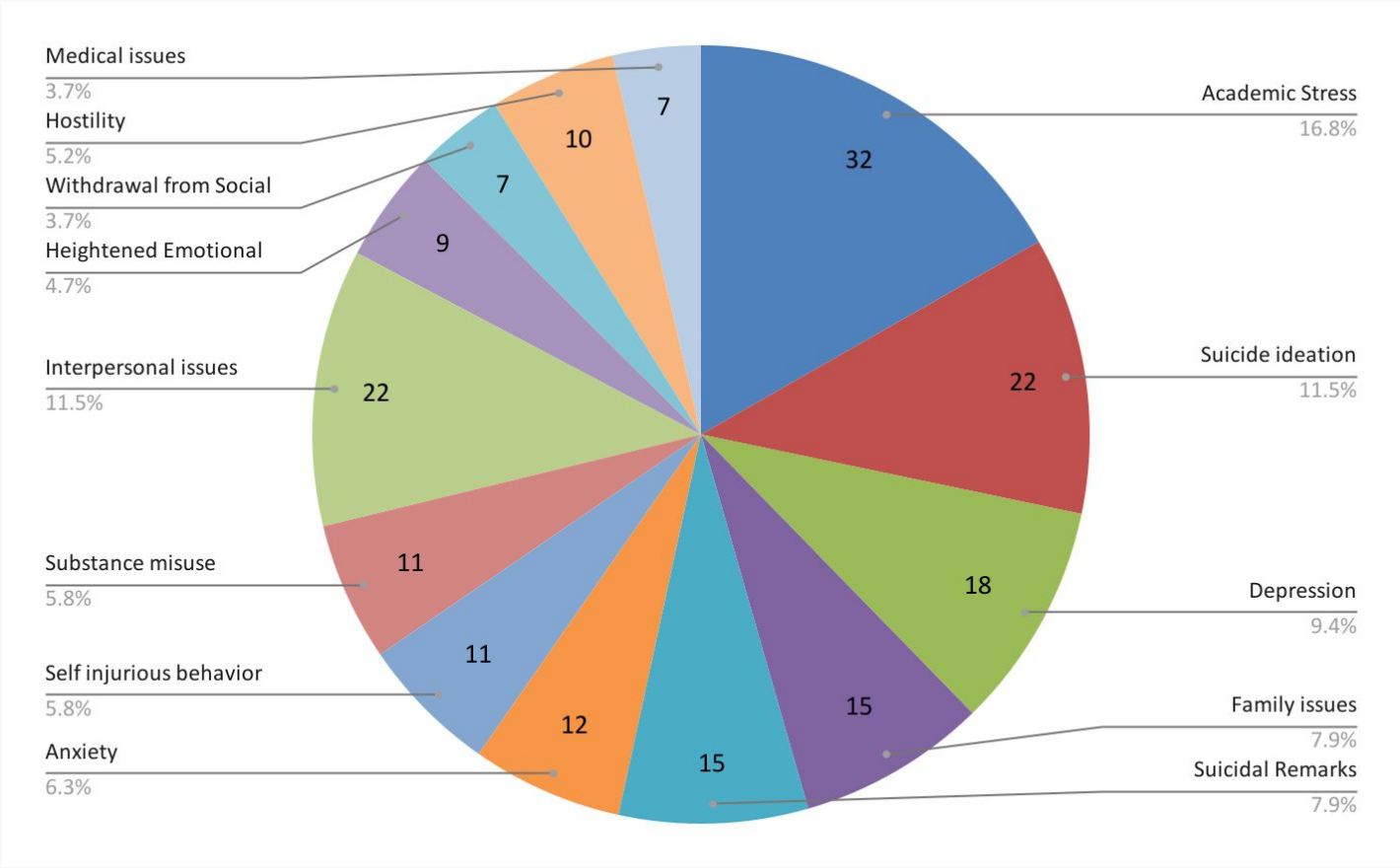
116

students who received outreach directly from the case manager or another Student Support and Intervention Team member.

104

One Pards regarding mental health and/or substance misuse submitted in '22-'23.

2022-2023 Issues Referred to the Student Support and Intervention Team



Please note these descriptors are not diagnostic nor clinical; they are issues as described in referrals or that students self-disclosed. Additionally, students often have more than one presenting issue. Academic stress and suicidal ideation have been in the top three most common issues for the past five years.

Mental Health Matters

Lafayette resources to support your mental health

To access mental health supports, scan the QR code with your phone's camera.

Public Safety

(610) 330-4444
for life-threatening emergencies

Counseling Center

(610) 330-5005
regular and non-business hours support

Bailey Health Center

Sexual Assault Support

Case Management

OnePard

Crisis Text Line
text HOME to 741741

Natl Suicide Prevention Line
dial 988 from any phone

Help is just one click away.

22

Individual cases were opened in the first month of the Fall semester (30% of total cases opened in Fall), and 20 cases opened in the first month of the Spring semester (40% of cases opened in Spring).

39%

of the '22-'23 caseload was first year students, with other class years evenly represented.

11%

was the decrease in total number of cases from '21-'22 (133) to '22-'23 (116)

Counseling Center

MISSION

The Counseling Center provides high quality, short-term individual and group counseling, and psychoeducational programming to help students learn how to identify and meet their interpersonal, emotional, developmental, and academic goals. The Center also provides consultation to faculty, staff, and parents to assist them in their efforts to promote student learning.

CORE FUNCTIONS

The Counseling Center aims to ensure timely access to equitable services to support the emotional health of a diverse student body by providing same day consultation sessions, workshops, group counseling, short-term individual counseling, telehealth, and after-hours crisis response.

Counseling Center services provide an opportunity for students to actively engage in learning and implementing new skills, perspectives and behaviors to support their well-being.

Over 17% of the student body accessed counseling services across the academic year. Students most frequently identified the following goals:

1. Improve relationships with a specific person or people in general
2. Regulate emotional states to reduce anxious and depressed feelings
3. Improve academic functioning

KEY INITIATIVES

The Counseling Center employs a comprehensive approach to mental health promotion and suicide prevention. Strategic initiatives include promoting social connection and community care, teaching coping and problem-solving skills, identifying at risk students, enhancing mental health awareness, and increasing help-seeking behavior.

SUCCESSES

86%

of surveyed clients endorsed that Counseling Center services helped them remain in college

100%

of surveyed clients endorsed that their counselor was respectful and affirming of their individual identities

98%

of surveyed clients endorsed that they would recommend the Counseling Center to a friend

LOOKING AHEAD

The Counseling Center will continue to enhance infrastructure to support a Comprehensive Counseling Center model built upon four pillars: clinical services, consultation, outreach and prevention, and training of future clinicians. We will continue to prioritize the provision of culturally-informed services grounded in a strengths-based, developmental approach to mental health.

2950

appointments attended

15

counseling groups facilitated

37

outreach programs conducted

Fostering a community of care, connection, and belonging

The Counseling Center conducted 37 psychoeducational programs to support the mental health and well-being of Lafayette students. Outreach topics included counseling services and resources, suicide prevention, community support, stress management, self-care, mindfulness, and resilience.



Students connected with mini therapy horses during finals week to destress and practice mindfulness skills.



More than 165 students sought peer-to-peer support to build connection and care for their mental health.



Over 200 students attended the annual Thrive event to connect with others and cultivate their well-being.

"I thought the THRIVE event was a great way to think about self-appreciation and self-love... we were reminded of ways to help us stay grounded and practice self-care. It was fun to talk to everyone else during the process, and the plant at the end was so cute, too!"

- Val McNeilly '26, Lafayette News

Creating a Community that Cares

Students who completed **Kognito: At-Risk** training reported feeling confident in their ability to recognize and respond to a peer in psychological distress.

681
students



92%
felt confident

Faculty and staff who completed **Kognito: At-Risk** training reported feeling confident in their ability to talk with a student in psychological distress to motivate them to connect with support services.

100
faculty & staff



89%
felt confident

Student leaders who completed our **Be There** suicide prevention training learned how to intervene with peers in need of additional support using motivational interviewing skills.

144
student leaders



94%
accurately identified skills

GROUP COUNSELING

Group counseling provides opportunities for students to build connection with others, develop a sense of belonging, and enhance their emotional well-being.

The Counseling Center facilitated 15 groups and workshops, across 55 sessions, addressing a variety of domains such as improving social relationships, addressing patterns of perfectionism, practicing mindfulness, and developing more effective emotion regulation skills.

As a result of participating in groups and workshops, student clients endorsed feeling:

- Less alone in their experiences
- Better equipped to recognize and challenge problematic thoughts and behaviors
- More confident in their ability to tolerate and address distressing feelings
- Better able to identify and use new coping skills

Dean of Students

The Dean of Students Office is focused on enhancing the overall student experience. Our team coordinates a wide range of functions across offices within the Division of Student Life to achieve our goals.

CORE FUNCTIONS

- Foster Community Belonging
- Enhance Student Success
- Develop Student Leaders
- Uphold Community Standards
- Coordinate Across Division Units
 - Advocacy & Prevention
 - Case Management
 - Educational Equity&Title IX
 - Religious & Spiritual Life
 - Residence Life
 - Student Conduct
 - Student Involvement

SUCCESSSES

- Collaborated with Student Government (SG), Facilities, and outside architecture firm; travelled to Philadelphia to visit showrooms; and coordinated final feedback from Student Life on renovations to the now approximately \$2 million Leopard Lair for which SG contributed \$400K
- Implemented a comprehensive party registration policy, complete with education on social-hosting, notification process to the administration, food packages as incentives, and alcohol patrols of underground parties.
- Implemented an Emergency Contact Policy to close a 30-40% gap in obtaining contact information for students in the case of safety concerns; this policy was later used to auto enroll student phones in Leopard Alert.
- Coordinated two professional development communication trainings for direct reports of VPSL and DOS to further develop team dynamics.

KEY INITIATIVES

- Co-Advise Student Government
- Crisis Response Rotation
- Dean’s Ambassador Program
- General Consultations
- OnePard
- Prevention Education (Alcohol, Conflict Resolution, Drugs, Hazing)
- Serve on Faculty Committee for Student Affairs

LOOKING AHEAD

- Birthday recognition for all students via automated mailing with warm message and that may be redeemed for Lafayette-branded cupcake in partnership with new dining provider, Parkhurst.
- Foster partnerships with academic departments in each division to design and implement experiential learning experiences that will enhance faculty-student interactions, out of the classroom learning, and further cultivate professional/intellectual interests.
- Develop public service announcements that double-down on party registration process and good samaritan policy; secondarily, present on success of alcohol education initiatives at the state Liquor Control Board Conference.
- Partner with Corporate Relations & Center for Integrated Teaching, Learning, & Scholarship to propose grant-funding for summer/winter scholarships and training/stipends for faculty to bring students off-track to graduation back on-track with their appropriate class year.

\$40,000

awarded in a 2-year grant from the Pennsylvania Liquor Control Board

757

students trained in social-host responsibility for hosting events with alcohol

100%

students shared an emergency contact with the college in compliance with the new Emergency Contact Policy

Dean’s Ambassadors



Ciara O’Connor ‘22 and Lauren Maggio ‘23 present on how to wear Commencement attire.

Dean's Ambassadors entered their second year as a new student role within the Dean of Students Office. The role provides students experience in day-to-day operations of student affairs administration; students participate in conversations on Division initiatives to ensure student voices are integrated into the decision-making process.

Ambassadors created videos for social media pages where they interviewed Student Life staff, highlighted programs, and demonstrated how to prepare for Commencement. Ambassadors completed benchmark assessments, helped craft the party registration process, and designed the orientation guide in Guidebook for all first-year students.

Outreach

13

breakfasts, lunches, or dinners with fraternity/sorority executive boards

11

newly hired, tenure-track faculty joined for dinner with DOS team to share information about how to support students when issues arise

+105%

basis-point increase among first-year students on **where to go for help** for a friend who consumes too much alcohol.

Party Registration Process Outcomes

For Fall 2022, The Dean of Students Office (DSO) established a new policy that required students to register large events with alcohol, following a benchmarking study of peer institutions with similar policies.

The DSO obtained a grant from the Pennsylvania Liquor Control Board to fund training of all Lafayette juniors (students turning 21) and seniors currently living off-campus to educate about social host liability, identifying lifelines, and other considerations with hosting an event with alcohol.

The DSO collaborated with the Office of Student Involvement to design a form to streamline all registrations, obtain information about hosts, and share information about local ordinances.

+17% increase

students ability to explain social host liability and its implications for hosting with alcohol (n=757).

31

registered events with alcohol; events may originate from fraternities/sororities, student organizations, or individuals at private residences.

5

“Party Packs” delivered to students to role model providing food before and during alcohol consumption. Packs were valued at \$350 each.

97%

of alcohol-related hospitalizations will fall under Lafayette’s Good Samaritan/Amnesty Policy; students are calling for others in need of help

Educational Equity

MISSION

The Office of Educational Equity responds to all reports of discrimination and harassment and is committed to providing a learning and working environment that emphasizes the dignity and worth of every member of its community.

CORE FUNCTIONS

- Oversee compliance efforts relating to state and federal laws, including Title IX of the Education Amendments Act of 1972 and Section 504 of the Rehabilitation Act of 1973
- Provide prompt and equitable responses, in conjunction with the Office of the Provost and Human Resources
- Coordinate and collaborate on training initiatives for students and employees, including the Title IX Pool, which includes hearing chair, decision-makers, investigators and advisers

KEY INITIATIVES

Collaborate efforts with Student Advocacy and Prevention Coordinator relating to the It’s On Us Grant initiatives and the Culture of Respect Collective Program.

The grant is awarded from the Pennsylvania Department of Education and Governor’s Office, and the Collective program is sponsored by the National Association of Student Personnel Administrators (NASPA). Both programs are intended to fund prevention and response efforts to effectively address sexual violence.

SUCCESSES

- Provided 22 in-person trainings for students, faculty and staff
- 17-minute Mandated Reporter training video published in Spaces for employees
- Compliance with the NCAA’s new Student-Athlete Disclosure and Attestation requirement
- Title IX Pool - 2 Decision-makers trained and 1 Investigator
- Clearly defined and utilized Deputy Coordinator roles

LOOKING AHEAD

- Fall 2023 Title IX regulations
- Title IX Pool - 5 faculty will receive Decision-maker and/or Adviser training/certification this summer

The average number of days to resolve formal complaints from the date filed through final institutional action was 74 business days in 21-22 (8 formal complaints) and 62 business days in 22-23 (1 formal complaint).

47

Total number of reports received by the Office of Educational Equity

1

Total number of formal complaints filed with the Office of Educational Equity. This complaint was resolved with the formal grievance process, including investigation and hearing.

The Office of Educational Equity responded to 47 reports

This includes a breakdown of the types of reports and summary of responses. A documented response and/or a supportive measures approach was applied to all reports, unless otherwise indicated below.

19

Sexual Harassment

13

Sexual Assault

5

Domestic/Dating Violence

3

Stalking

7

Other forms of Harassment, Discrimination, Retaliation or Bias

10

Supportive measures implemented in 10 cases, which included No Contact Orders, No Trespass letters, Academic Support, Housing Relocation, etc.

16

Intake meetings conducted with the Title IX Coordinator

30

Reports submitted by Mandated Reporters

7

Reports filed where Complainant was Anonymous or Unknown

23

Reports submitted where Complainant was unresponsive to outreach or requested no further action

Fraternity & Sorority Life (FSL)

MISSION

Fraternity & Sorority Life creates an atmosphere in which chapters will make a lasting positive impact on their membership and on the Lafayette campus community.

CORE FUNCTIONS

Fraternity & Sorority Life creates opportunities for chapters and members to develop around the 5 pillars of the FSL community - academic excellence, leadership, philanthropy and service, organizational operations, professional, and social.

LOOKING AHEAD

Fraternity & Sorority Life will continue to support the growth and success of our fraternal chapters and their membership through the development of programs and opportunities to aid in development of our 5 pillars, while expanding to make a greater impact on the Lafayette community at large.

KEY INITIATIVES

During the 2022-2023 year, the focus was to build on the challenges of the past few years and establish a greater sense of advocacy, community, leadership, and trust in the FSL members, while building upon recently created initiatives.

SUCCESSES

- ~ Recruitment increases across both councils
- ~ Created 1st FSL Award Ceremony
- ~ Hosted 1st NPC Week
- ~ Expanded diversity, equity, and inclusion-focused programming
- ~ Developed leadership series for risk managers, public relations, alumni relations, academic chairs, and event managers
- ~ 72% attended the microaggressions conversation hosted by LaShatá Grayson





38% of Upperclass Students Affiliated

731 sophomore, junior, and senior students are affiliated with the fraternity and sorority community

Recruitment

- Sorority recruitment saw a 46% increase in registration and a 52% increase in bid acceptance
- Fraternity recruitment saw a 27% increase in registration and a 52% increase in bid acceptance

Accreditation

- 100% of chapters met the standards of accreditation
- Chi Phi, Delta Tau Delta, Kappa Kappa Gamma, and Pi Beta Phi met accredited with distinction standards

12 Chapters and 1 Interest Group (IG)

- Fraternities
 - Chi Phi
 - Delta Kappa Epsilon
 - Delta Tau Delta
 - Delta Upsilon
 - Phi Kappa Psi
 - Phi Sigma Chi Multicultural Fraternity, Inc.* - IG
 - Zeta Psi
- Sororities
 - Alpha Gamma Delta
 - Alpha Phi
 - Delta Gamma
 - Kappa Kappa Gamma
 - Mu Sigma Upsilon Sorority, Inc.*
 - Pi Beta Phi
- *Symbolizes our 2 historically multicultural organizations



Intercultural Development

Mission

Together, we can create a socially just world. The Office of Intercultural Development aims to cultivate an environment in which members of the Lafayette community value one another, engage in meaningful dialogue, and develop skills to enact social change.

CORE FUNCTIONS

After working with the Office of Intercultural Development, you will be able to:

- Facilitate and maintain a welcoming environment for all students
- Make appropriate referrals
- Incorporate diverse topics/themes into programmatic offerings
- Recognize situations in which differences in culture or lack of understanding may contribute to disagreements/problems
- Address cultural conflicts appropriately

KEY INITIATIVES

- Cultural/Identity Based Month Celebrations
- Management of Lavender Lane & Portlock Black Cultural Center
- Lavender Graduation
- Multicultural Stole Graduation
- International Student Orientation
- Safe Zone Training
- Community Restorative Practices
- Multicultural Competence Training/Community Awareness Skills

SUCCESSES

The Office of Intercultural Development works to advance Lafayette College’s commitment to diversity and inclusion through educational outreach, cultural programming, support and advocacy for members of historically marginalized groups, and community-building.

LOOKING AHEAD

Increasing our community cultural humility & Awareness. Students who have participated in our programming said they came away with a better understanding of their own internal struggles, including imposter syndrome, and felt empowered to continue having important discussions surrounding social justice with their peers.



137

Trainings conducted by the Office of Intercultural Development this academic year

70

Hosted over 70 programs for the community this academic year.

44

Co-Sponsorship/Collaborations with Campus Partners & Community-Based Organizations this academic year

INTERNATIONAL STUDENT ADVISING & SUPPORT

The International Students Advising team works with Lafayette College international students to ensure they take full advantage of their personal, educational, and career opportunities.

We Build Community by:

- Inform and guide international students and recent graduates in following the government regulations that allow them to study and work in the U.S.
- Provide international students with the information, resources, and support needed to flourish at Lafayette College
- Offer programming and leadership opportunities that enhance the education of the *entire* student body
- Create a safe space to generate ideas for future initiatives and a greater sense of belonging



20 Programs

March Around the World, ISA Extrananza, OPT Fiestas, IFP Klein Kick-off, Art Serratelli, , Art Serratelli, Summer - OCNJ, Balloon Fest, 2 Backyard Movies, Orchard, Musikfest

33 Trainings

OPT, CPT, International Student Orientation, Tax Sessions, Friendship Partners, 1:1 Meetings, etc.

"Thank you so much for raising such important points in front of the whole community. As an international student, biases are a common topic of discussion on our table. I hope we will continue further on to make a strong Laf community.

- Survey Response after International Orientation

Cultural & Identity Awareness

The Cultural and Identity Awareness team is here to listen. We offer an open, safe space to acknowledge cultural identities. We understand that it can be difficult to navigate this ever-changing, and at times, scary, world, regardless of what you look like or have experienced. Being able to associate yourself with an identity is enlightening and freeing, allowing you to participate in civic engagement.

Our team works closely with students to create awareness not only about identity, but heritage and celebrations. We encourage students to help start conversations about diversity, equity, and inclusion through proposed programming and speaker events.

300+

Over 300+ students within the first_year Class has participated in a Cultural Heritage Program or Cultural Awareness workshop.



16

Additional programs with Lehigh Valley Community Based Organizations to co-sponsor cultural celebrations.

"Cultural appreciation is the key that unlocks the door to understanding, connecting, and celebrating the rich tapestry of humanity."

- Tinabeth Pena '93

Gender & Sexuality Resource Center

Gender and Sexuality Programs at Lafayette aims to increase understanding and appreciation for how gender and sexuality influences and frames our daily lives and social interactions. To accomplish this, various campus constituencies collaborate to create safe and welcoming spaces for all students, faculty, and staff; to offer educational programming and discussions; and to advise a number of dynamic student clubs and organizations with similar missions. Off-campus resources include the Bradbury-Sullivan Center and Easton Trans Ally.

"Safe zone training is not just a workshop, it's a transformative journey that empowers us to create spaces where every voice is heard, every identity is respected, and every student feels safe to be their authentic selves."

- Thomas Lee



1,500

Over the course of two years, over 1,500 of our community members have participated in the Safe Zone Workshops

4.5/5 Stars

Our National Campus Pride Index has increased from a 2.5/5 stars to a 4.5.

Religious & Spiritual Life

Lafayette College has a long tradition of nurturing religious and spiritual development.

Lafayette College provides the opportunity for students to freely explore any religious tradition of their choosing, including none at all, if such is their desire. The student body is spiritually diverse, and opportunities for worship and practice are available from a wide range of religious and spiritual traditions.

CORE FUNCTIONS

Support students, faculty, and staff in spiritual growth and religious literacy
Provide spiritual care across campus
Coordinate for worship opportunities
Lead campus-wide ceremonies and functions
Advise and facilitate both Interfaith Council and Kaleidoscope Social Justice Peer Educators

SUCCESSSES

GIS (geographic information system) mapping project with library to show local worshipping communities
Grant from local congregation for ASB (Alternative Spring Break) trip
Care in the Academy grant from Mellon Foundation
30 total episodes of "Colton Corner" podcast
Interfaith Book Club expansion

KEY INITIATIVES

Dean Excuses
Emergency Fund
Interfaith Initiatives
On- and Off-campus worship opportunities
Religious & Spiritual Life student orgs

LOOKING AHEAD

Master planning for Interfaith Chapel & Colton Chapel
Looking to diversify staff
Looking to diversify student orgs

**Pepper Prize winner
Fatimata Cham '23 former
President of the Muslim
Students' Association
mentioned the positive
influence of Lafayette's
Office of Religious &
Spiritual Life in her Pepper
Prize speech during
Commencement 2023**



The Office of Religious & Spiritual Life makes a difference on campus



10 Episodes of "Colton Corner" podcast

37 Instagram posts

8 Student organizations collaborate via Interfaith Council

48 Interfaith events held

\$11,736 in Emergency funding provided to students

216 Staff members offered self-care during Spirit Lunch

Religious & Spiritual Life

Rev. Dr. Alexandra M. Hendrickson

College Chaplain and Director of Religious & Spiritual Life

Farinon Student Center, room 107D

610-330-5959; hendrica@lafayette.edu

Easton, PA, 18042

[instagram.com/interfaith_laf/](https://www.instagram.com/interfaith_laf/)

religiouslife.lafayette.edu/

TAKING TIME TO MEDITATE BY MYSELF AND WITH FRIENDS. I REALLY APPRECIATED ATTENDING SHABBAT AS WELL.

-ANONYMOUS

BECOMING A PART OF HILLEL SOCIETY HAS REALLY NURTURED MY SPIRIT. THE PEOPLE THERE HAVE BROUGHT SUCH A POSITIVE ATTITUDE TO MY LIFE AND I'M SO GLAD I'M A PART OF IT.

-LINDSEY HUPPIN

HONESTLY WATCHING MY FRIENDS EXPRESS THEIR RELIGION (WHICH IS DIFFERENT THAN MY OWN) HELPED ME GROW CLOSER TO MY OWN SEEING IT'S OK TO BE RELIGIOUS

-ALLIE CAMPANELLA

ATTENDING BIBLE STUDIES THIS YEAR HAS NOURISHED MY SPIRIT BECAUSE THEY HAVE BEEN WEEKLY REMINDERS OF GOD'S LOVE AND PRESENCE IN MY LIFE :)

-TRINITY DISILVESTRO

C23, CHAPLAIN ALEX HENDRICKSON, LIB W MANDY, DANCE WORKOUTS W ANNA, HILLEL, CWP, MANIFESTATION MONDAYS AND LEARNING TO TRUST MY GUT

-LISA GREEN

HONESTLY MUSIC HAS BEEN MY SAVIOR THIS SEMESTER, MUSIC REALLY HELP ME UNDERSTAND MY EMOTIONS BETTER AND FIGURE OUT WHERE THEY MAY BE COMING FROM. IT'S ALSO JUST A GOOD WAY TO DE-STRESS WHEN EVERYTHING GETS SUPER HECTIC IN LIFE.

-ZOEY OSHO



Thanksgiving Gratitude Event



OFFICE OF
RELIGIOUS &
SPIRITUAL LIFE

Residence Life

It is our goal that residential communities support academic achievement and the personal growth of each student. Through our programs and services, the guidance of student leaders, and with the shared responsibility of the student residents, we aspire to create communities in which every student reaches their fullest potential.

CORE FUNCTIONS

- Foster sense of belonging through intentional individual interactions and community development initiatives
- Support student success
- Collaborate with campus partners to deliver a high quality student housing experience

KEY INITIATIVES

- Housing assignments
- Occupancy management
- Living group housing
- Student staff training and supervision
- Student staff selection
- Community building and programming
- Emergency response
- Liaison and referrals to partner departments

SUCCESSES

- Received the 2023 Skyfactor Benchworks Assessment & Impact Award for Housing and Residence Life.** This national award recognizes colleges that demonstrate intentionality in using insights from data to improve their residence life programs to better support students’ sense of belonging and enrich their academic experience.
- Following unexpected over-enrollment for Fall 2022,** identified over-flow spaces, redesignated room usage for first-year students, and **assigned appropriate housing within our established timeline.**
- Welcomed Lavender Lane, a living group specifically for LGBTQIA+ students.** Provided administrative and programmatic support to the 450+ students who were members of a living group or resided in a fraternity/sorority chapter house.
- Shortened the timeline of Room Selection & Lottery by 29%,** updated communications, revised outreach to students with housing accommodations, and offered over 30 drop-in hours across 7 weeks for individual consultations/questions.

LOOKING AHEAD

- Consider updates to Wellness Housing options
- Further develop student staff trainings for specific residential populations and needs
- Pursue opportunities to improve the summer housing program



1,098

RA programs during 22-23
371 Campus Supported
398 Self-initiated
329 Passive

42%

increase in number of new RA
applicants for 23-24 staff

100.7%

College housing occupancy
Fall 2022



//

[My RA] is so welcoming and makes the floor feel like a home! All of our floor events have been so much fun while also being really helpful. She made a huge impact on my college career thus far, I thank her for making first year so fun!

//

Whether it was getting help with [work orders] to talking about roommates, friends, and classes, my RA was always there for me when I needed it and even if I didn't. Their friendly presence makes me feel at home.



88%

My RA actively tries to find ways to connect members of our community

88%

My RA has made me feel like a valued member of the community

80%

My RA has expressed interest in how I am doing academically

Percentage of respondents who agree/strongly agree - Fall 2022 Resident Survey

Student Advocacy & Prevention

MISSION

The Office of Student Advocacy and Prevention supports survivors of interpersonal violence, ensuring an environment that is confidential, trauma informed and empowerment based, while coordinating efforts to prevent such forms of violence from occurring in the first place.

CORE FUNCTIONS

- Provide immediate and ongoing confidential support services to student survivors who have been impacted by sexual violence, dating/domestic violence, and stalking, by assessing their needs, identifying appropriate referrals, and plans of action.
- Build and maintain positive collaborative relationships with College faculty, staff, and outside agencies to provide care coordination and support through advocacy and referrals.
- Oversee prevention, awareness, and outreach events related to interpersonal violence.

KEY INITIATIVES

- Supervise team of peer educators in delivery of peer to peer programming to targeted populations.
- Oversee Campus Leadership Team through Culture of Respect’s The Collective to support in cross divisional collaboration in addressing campus prevention, response, and support initiatives.

SUCCESSES

- Awarded \$40,000 through Pennsylvania’s Department of Education It’s On Us initiative
- Established Memorandums of Understanding with Turning Point of the Lehigh Valley and Crime Victims Council

LOOKING AHEAD

- Ongoing partnership with the Gender Based Violence Research Lab
- Continued recruitment and support for peer education
- Execution of The Collective’s Individualized Implementation Plan



99

sessions over the 2022 - 2023
academic year

38

unduplicated students
received advocacy supportive
services

5,095

advocacy and case management
minutes

Peer Anti-Violence Educators

PAVE is a dedicated and passionate group of students working to promote a healthier and safer campus for all students. Peer Educators focus around three themes of supporting the campus community:

Outreach: members host events and awareness campaigns while partnering with other groups and departments in order to provide a holistic and collaborative approach to addressing interpersonal violence

Education: delivery of required programming to targeted groups that is evidence based and undergoes regular evaluations

Referral: members are aware of available off and on campus resources and gently guide survivors to those professionals



29

First Year Orientation: Empowered Consent Programs Delivered

14

Peer Educators certified in NASPA's Certified Peer Educator training

575

First year students attend the First Year Orientation: Empowered Consent Program

59

programs delivered by PAVE to the campus community

1,732

duplicated participants reached through the 2022-23 academic year



Anyone can be a survivor, and when someone discloses information with you or confides in you, the best response is to just be supportive, say you believe them, and be there for them.

- Supporting Survivors program attendee

Student Conduct

MISSION

Lafayette College is a private educational institution that cares about its students and maintaining a safe, healthy environment where all students can thrive. As such, Lafayette has a vested interest in providing space for students to think through their decisions, including the impact of their decisions on others, and in maintaining community standards. The Office of Student Conduct aims to provide guidance, support, and accountability as students explore their independence and vibrant new community. The Code of Conduct is the written rules and processes Lafayette has developed to achieve these goals and ensure a fair, respectful process.

CORE FUNCTIONS

The Office of Student Conduct aims to provide timely resolution to reported violations of the Code of Conduct, to engage students in conversations about their rights and responsibilities as community members, the situation(s) at hand, their decisions, and how to move forward after involvement in an incident. The office balances the needs and safety of the community with opportunities for individual growth and learning. Each student whose name is associated with a possible violation meets individually with a case administrator and may resolve the issue with that staff member or have the case referred to the Student Conduct Board.

KEY INITIATIVES

The Office of Student Conduct strives for clarity in its policies and procedures, timeliness of resolution; appropriate, equitable, and consistent sanctions for parties found responsible of violations, and to promote student development and learning throughout the process.

SUCCESSSES

250

incident reports processed by the Office of Student Conduct.

190

individual meetings with case administrators to discuss reported violations.

7

average business days to adjudication after case opened.

LOOKING AHEAD

The Office of Student Conduct is working to build out additional options for informal resolutions, including a restorative justice option. Additionally, the Office will continue to increase outreach to the community about policies and processes via passive and active programming.

97%

of alcohol-related hospital transports stemmed from Good Samaritan calls.

5

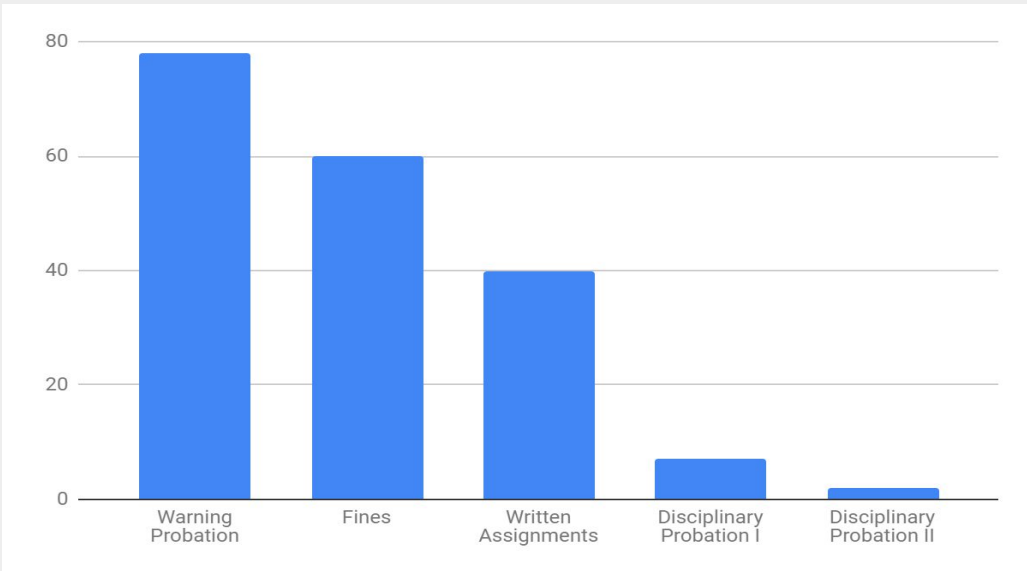
cases were referred to the Student Conduct Board, which also heard two appeals.

>1%

of cases resulted in separation from the institution for any period of time.

Student Conduct Outcomes

Sanctions are assigned according to severity of the situation and always include at least one educational or developmental component, which is often mutually developed with the student.



Warning Probation is the lowest probationary status and the most commonly assigned for first-time, low-level violations.

Fines totaled \$5,000. Individual fines ranged from \$25 to \$200. Fine money goes toward educational programs and other initiatives from the Office of Student Conduct.

366

charges were issued in 2022-2023

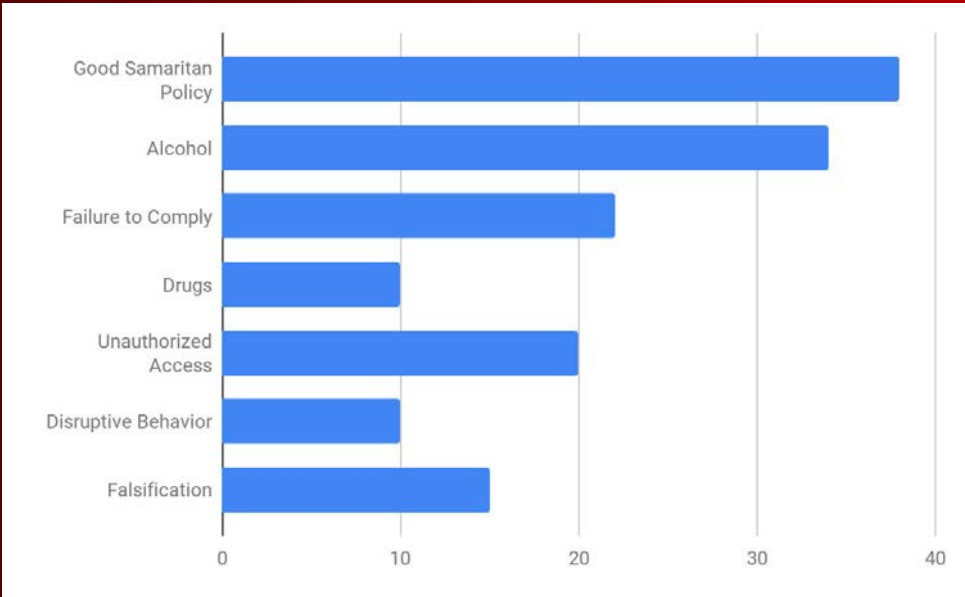
50%

of all charges resulted in a responsible finding (note: many cases involve more than one charge)

31%

of charges involved students accepting responsibility for at least one charge.

Most Frequent Violations



Alcohol violations increased this year, with a minor increase from the last pre-pandemic academic year (18-19). Notably, enrollment has also increased in the intervening years.

Good Samaritan calls increased by eight calls from 18-19. All but one alcohol- related hospitalization in 22-23 resulted from amnesty calls, demonstrating a high utilization rate of the Good Samaritan policy.

Student Government

The Lafayette College Student Government serves as the liaison between the student body, the faculty, and the college administration. Comprised of twenty-seven representatives representing each class year, the Student Government strives to address the needs of the students in collaboration with the requisite administrators and departments of the college.

INITIATIVES

- Received Board of Trustees and Faculty Meeting approval approval of an updated Constitution and Bylaws that includes a new organizational structure, operating clarifications, and a focus on ad hoc committees that will help the group be more responsive and flexible.
- Hosted an LVAIC Student Government Summit in April, connecting student government leaders across the Lehigh Valley.
- Created Menstrual Equity Coalition and continue to support the Pard Pantry
- Implemented new budget request process and updated Financial Guidelines



STRATEGIC PARTNERSHIPS

- Athletics - Student Government absorbed the costs for free transportation and a ticket price reductions for the student body to attend the Lafayette vs. Temple football game at Lincoln Financial Field
- OUT - partnered to host the first-ever Queer Formal
- LAF - partnered to host First Fest during Orientation, welcoming the class of 2026
- Library - Agreed to subsidize 55% of the New York Times subscription for the campus community

President, Fall 2022
Matwos Tadesse '24

President, Spring 2023
Olivia Puzio '25

RESOLUTIONS

- A Resolution for Composting at Lafayette College (Fall 2022)
- A Resolution for Implementing an Hours System (Spring 2023)
- A Resolution for a Compromise Regarding the Availability of Course Evaluation Reports (Spring 2023)

27

class representatives
representing each class

\$1 million

allocated to student organizations to
host events, create connections, and
build community

18

new student organizations
approved

Office of Student Involvement

MISSION

The Office of Student Involvement helps students create meaningful connections and a sense of belonging through intentional programming.

CORE

The Office of Student Involvement provides fun and engaging experiences that educate, entertain, support, and challenge students through:

- training and mentoring of students individually and in teams, including student organization advising
- coordination of co-curricular programs, major events, positive campus traditions, and social activities
- providing operational and logistical support and resources to student groups and major campus events.

The Office of Student Involvement works closely with and provides guidance to the Fraternity and Sorority community.

The Office of Student Involvement implements and leads New Student Orientation and coordinates the LEO (Lafayette Extended Orientation) Program, assisting first years with their transition to college.

FUNCTIONS

KEY

Most of the 2022-2023 academic year was focused on rebuilding the foundation of Student Involvement. New processes and policies (Promotion, Equipment Rental, Student Organization Recognition & Requirements, Purchase Request, etc.) were put in place or updated to provide clarity and enhance efficiency and effectiveness. A new first year mentor program (LEOs) now provides support during the entire first year. Major campus traditions and class year programming were updated to foster a greater sense of community and belonging. OurCampus, the online student organization management platform, was enhanced and various student organization trainings were provided.

INITIATIVES

LOOKING

AHEAD

The Office of Student Involvement will continue to provide intentional and engaging experiences where students can create meaningful connections, build leadership skills, and find community. We will be focusing on assessment, strengthening student organization leadership and accountability, and prioritizing our essential core functions.

SUCCESSES

550+ student organization events & meetings

6,000+ attendees at LAF events

82% of student organizations attended spring training

250+ yearbooks sold

65 LEOs welcomed 700+ new students



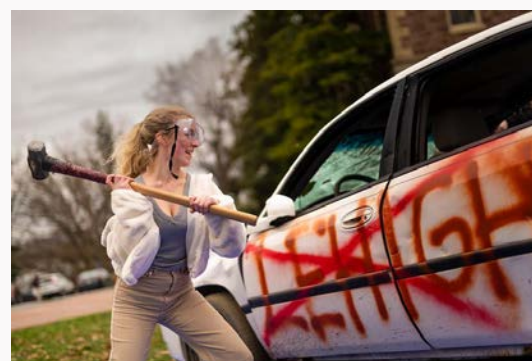
Engaging. Fun. Connections. Belonging.

Student Involvement.

L.A.F. & Major Programs

Since its inception in 1987, the Lafayette Activities Forum (LAF) has continued to evolve. This year they changed their structure and membership, facilitated a comprehensive fall training, and had two students present, "Small School, Big Traditions" at the National Association of Campus Activities national conference to an audience of 100+. LAF also enhanced campus partnerships with Development & Alumni Relations, Athletics, and other Student Life departments.

Organized 52 events, not including various pop ups!



SMAC(k) the Car event during Rivalry Week

Student Organizations



Spanish Speakers of Lafayette Trip to NYC

Over 140 participated in the fall involvement fair with some seeing 50+ students express interest. They hosted over 550 meetings, practices, and events including ACA's Mid-Autumn Festival, ABC's Soulful Sundays, Film Society's film screenings, Happiness Project's Paw Palooza, OUT's Drag Show, alumni and guest speakers, and more!

"I made friends with people from all different years and backgrounds who I probably wouldn't have met otherwise. I knew nothing about Crew before and it's now a huge part of my life." ~Student, '26

731 students are student organization officers!

LEO Program

The new LEO program provides holistic support to students during their first year. The LEOs guided 700+ first years through Orientation, checked in with them during the 1st 6 weeks, helped with course registration, and mentored all year long.

"More students cited orientation and LEOs as contributing to their sense of connection than in the previous two years. The changes made appear to have had a sustained positive effect on students' sense of belonging well into their second semester." SACQ 2023

4,000+ hours helping first year students!



LEOs welcoming new students at Orientation!

"My love for Lafayette College grew from my orientation experience, and the LEO program shaped my transition to college so profoundly that I feel the need to continue that with a group of incoming first years as a Leo myself." ~Student, '26

LAFAYETTE
COLLEGE