

Division of Student Affairs



Northern Illinois University



student-centered student learning inclusive community collaborative relationships

2005-2006

# ANNUAL REPORT

Annual Report 2005 - 2006



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"Follow effective action  
with quiet reflection.  
From the reflection will come  
even more effective action."

- James Levin

The compilation of the *Division of Student Affairs Annual Report 2005-2006* has been a reflective process that serves to inform our practice here at Northern Illinois University; yet it also sets the stage for next year's goals and objectives. On behalf of my colleagues in the 17 departments that comprise the Division of Student Affairs, I am pleased to provide this report of activities and reflect on our accomplishments during 2005-2006.

The Division of Student Affairs' Core Values are evident throughout this report. It addresses our student-centered service, programs that stimulate and enhance student learning, our collaborative relationships, and our commitment to and advocacy of an inclusive campus community. The overarching purpose of our work is to support the university's academic mission; this report documents that philosophy and successfully tells our story of enhancing student success.

FY06 was a dynamic year for Student Affairs; proud accomplishments were evident across the Division. The Lesbian, Gay, Bisexual, and Transgender Resource Center was named one of the "100 Best LGBT Campuses" by the *Advocate College Guide for LGBT Students*. This designation is a culmination of endless work by many of my colleagues to move our campus community beyond attitudes of tolerance to embrace acceptance of all.

Orientation joined the Division this year with sights on creating a comprehensive First-Year Experience for all incoming Northern students. Along with this organizational shift, Career Services for students were enhanced with the strategic merger of several career-related programs. Such changes allow the Division of Student Affairs to enhance learning opportunities and exercise fiscal prudence. The campus community also welcomed the full-time addition of the Asian American Center and the new Commuter and Non-Traditional Student Services Office, departments essential to the critical goal of recruiting and retaining students.

The unwavering commitment of the talented staff in Student Affairs made possible the accomplishments outlined in this report. The education and development of students is important and compelling work. Annually, parents and guardians entrust their children and dependents to this university, and I take this responsibility seriously. As I reflect on the past year, I am proud of how my colleagues in the Division of Student Affairs have transformed yesterday's challenges into today's accomplishments, and I am excited about how we all have been shaped by these experiences. I look forward to the 2006-2007 academic year and to continued opportunities to educate and develop the students of Northern Illinois University.

Brian O. Hemphill, Ph.D.  
Vice President for Student Affairs

## Vice President's Message

Division of Student Affairs



## Core Values

- Student-centered service
- Partnerships focused on student learning
- Establishing an inclusive community
- Actively building collaborative relationships

## Vision Statement

The Division of Student Affairs inspires students to engage and succeed in their individual pursuit of learning as they transform into dynamic leaders.

## Mission Statement

In alliance with the educational mission of Northern Illinois University, the Division of Student Affairs creates student learning opportunities beyond the classroom that inspire intellectual, personal, and civic growth for leadership in a diverse and complex world.

Core Values  
Vision  
Mission

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Division of Student Affairs



## Access-Ability Resources

Division of Student Affairs

The Center for Access-Ability Resources provides accommodations and services to students with disabilities at Northern Illinois University. These accommodations permit students with disabilities to access academic and co-curricular activities. In FY06, 465 students were registered with the center, the largest cohort registered in one academic year. Direct services that were provided included: 1,890 accommodated exams (surpassing last year's record by 182); 171 e-text books provided to students; 157 hours per week of interpreting in the fall and 142 hours per week in the spring; and 27 hours per week of real-time captioning in the fall and 43 hours per week in the spring.

The use of and need for alternative formats and assistive technology to enhance student learning has been increasing at NIU and nationwide. Two ongoing programs that address technology include student workshops and individual training on use of assistive technology and adapted media; and the provision of improved adapted media (e-text, Braille, enlarged text, etc.) services to students with print disabilities. New equipment and personnel will be added in FY07 to support this increased demand.

The Center for Access-Ability Resources and the Admissions Office work closely with students with disabilities to provide information early in the enrollment process. In an effort to better prepare students for their academic career and provide them with a more personal connection to NIU, new students are offered three opportunities to make contact with the center during the summer preceding enrollment. For the first time, Access-Ability Resources offered an optional Parent Orientation which provided parents with information about available accommodations, communication strategies, and other important support information.

Through an ongoing collaboration with the CHANCE Office, a record number of CHANCE students with disabilities have enrolled at NIU: an increasing number of these students utilized Access-Ability Resources during their first semester, and 89% of the CHANCE students with disabilities who returned for the spring semester remained in good academic standing at the end of their second semester. The center also has a collaborative partnership with Kishwaukee Community College, to provide interpreters for Kishwaukee College classes.

In the long-standing effort toward making the university a more inclusive community, Access-Ability Resources staff and students with disabilities actively promoted disability awareness throughout the year. The annual Deaf Awareness Week activities attracted approximately 500 participants; the "Journey to Deaf Nations" program educated participants about deafness in other cultures. Center staff also provided outreach to high school students, parents, and teachers through their participation in college fairs and transition fairs.



The Asian American Center took a significant step in moving to full-time operation July 1, 2005. With a growing population of Asians and Asian Americans enrolling at NIU (almost 7%), the Asian American Center actively assists in the recruitment and retention of this population while providing student support services in areas of leadership development, student organizational outreach, and diverse programming that includes educational, cultural, and social events. The center provides a welcoming environment and a “home away from home” atmosphere for the Asian and Asian American student populations.

The Asian American Center provided student-centered services through its close working/ advising relationships with 17 Asian American student organizations, including 4 Greek-letter organizations. The center experiences high utilization and significant participation from students of many Asian ethnicities including, but not limited to: Burmese, Cambodian, Chinese, Filipino, Hmong, Hong Kong, Indian, Indonesian, Japanese, Korean, Laotian, Malaysian, Pakistani, Taiwanese, Thai, and Vietnamese. In addition to its diverse programs, the center has acquired a variety of books and art pieces to help raise awareness of this heterogeneous group.

To create student learning opportunities and enhance programs, the center developed 15 internship opportunities that focus on alumni connections, event planning, facilities management, budgeting, writing, marketing, media development, resource maintenance, outreach, peer mentoring, professional development, and Web page design.

Other programmatic endeavors, such as the pilot of the Peer Mentor Program, proved overwhelmingly successful with 25 protégés and 25 mentors participating in the inaugural season of the program. The Fireside Chat Series, focusing on Health and Wellness of Asian Americans, was a successful collaboration between the Asian American Center and Health Enhancement. The center also began to establish ties with Asian American alumni through its first Asian American Alumni Banquet.

As part of the newly established Diversity and Equity Community of Practice, the Asian American Center collaborated with the Latino Resource Center, Lesbian, Gay, Bisexual, Transgender Resource Center, Center for Access-Ability Resources, Center for Black Studies, and Women’s Resource Center on four initiatives intended to help raise awareness of the diverse populations at NIU. These and other collaborative partnerships assisted the Asian American Center to provide valuable programs and services, outreach, program development and implementation, building maintenance, and resource acquisition.

Asian American  
Center

Division of Student Affairs



## Campus Child Care

Division of Student Affairs

Campus Child Care provides high quality care and education to children of NIU students, faculty, and staff. Children ages two months through five years (up to age eight years during the summer) are eligible to participate in the program, with priority enrollment given to student families. In summer 2005 the center opened to the surrounding community, with enrollment limited to preschool-age children, increasing the number of children from 57 to 73. The program is licensed by the State of Illinois and accredited through the National Academy of Early Childhood Programs.

The center's goal is to enhance the ability of student parents to pursue and complete an education at NIU by offering a high quality, campus-based child care option. It caters to the unique needs of student parents by offering them priority enrollment, child care subsidies, and flexible scheduling options. This year, 160 children were served with the following demographics: 65% students; 28% faculty and staff; 7% community; 35% minority populations; 50% low income; 35% single parents; 30% commuters. In addition, 35% of families utilized child care year-round; during each semester, 67% utilized part-time, and 33% utilized full-time child care.

Campus Child Care is committed to serving low-income student families with the intent of enabling them to pursue and complete an education at NIU. State subsidies, in the form of CCAMPIS (Child Care Access Means Parents In School) grants, are offered to cover a substantial portion of child care costs for qualifying low-income students. Campus Child Care provided care for 50 subsidized children this year.

Campus Child Care strives to build strong partnerships with families by offering ongoing support, communication, and education tailored to meet their individual needs. The center collaborates with several academic departments and local agencies to enhance the quality of care and services provided to children and families. Services include a dental referral program, vision and hearing tests, a motor-development program, and on-site speech services. Referrals are made, as needed, to additional university departments, community agencies, and the appropriate school district.

Campus Child Care staff members provide experiential education for NIU students preparing for work in education-related fields by offering a variety of volunteer, employment, and internship learning opportunities. The center hires 50 students annually, predominantly from early-childhood related majors, to serve as teacher aides in the classrooms. The center also provides opportunities to fulfill classroom assignments through observations, research projects, and direct services. This year, to increase the number of "teacher qualified" students, extra efforts were made to hire students from the colleges of Education and Health and Human Sciences. Student interns from Family, Consumer, and Nutrition Sciences and Kishwaukee College were also placed in the program.



In FY06 Career Services successfully integrated services in a merger of the Cooperative Education/Internship Program, Career Planning and Placement Center, and two staff members from the Counseling and Student Development Center into a single department. More students were served and placed in internships and jobs than in FY05, and more employers were contacted and incorporated into the department's database. A smooth melding of the separate units' technical services was effected.

Career Services initiated many successful programs to improve the quality of its student-centered services. These included:

1. Departmental review of all résumés uploaded to the Victor eRecruiting site, and subsequent advising with a counselor;
2. Collaboration with the Academic Advising Center to incorporate presentations on career decision making in 74 of the 87 UNIV 101 classes;
3. Career Check-Up individual appointments with career counselors;
4. Purchase of Perfect Interview, a real-time interview practice with feedback, and site license for SIGI 3, self-guided learning modules to assess career values and research occupations and industries; and
5. Creation of the Career Services Intern program of trained paraprofessional student peer advisers.

Ongoing programs supported an inclusive community at NIU. Among these was the annual participation in the Challenging Athletes' Minds for Personal Success program for 400 student athletes about preparing for life after college, internships, gaining and demonstrating skills that recruiters seek, job fairs, résumé and cover letter preparation, and the career decision-making process. In addition, for an unprecedented thirteenth year, NIU received the Illinois Board of Higher Education's Cooperative Work Study Grant, totaling \$119,000, to partner with 15 employers to provide career-related work experiences for 117 students in 165 semester placements. Employers supplied 50% of students' wages with the grant providing the balance.

Students continued to make heavy use of the Major WebLinks to explore ways to use an NIU major, and for salary and related job information. They continued to vie for selection in the Internship Student of the Month/Year Program, writing essays about their academic preparedness for their hands-on experiences. Selected essays were published on the department's Web site, and students attended a luncheon to give an oral presentation to family, staff, and administrators on the value of their experience. Finally, the five career and job fairs continued to draw enthusiastic crowds of students and alumni seeking full-time employment in business and education.

To improve its technological presence, the department redesigned its Web site for student use, incorporating online submission of job placement data for part-time jobs, internships, and full-time post-graduate employment, receiving a staggering 3.5 million hits. The department is exploring ways to engage and incorporate successful NIU alumni in the student job-search process.

## Career Services

Division of Student Affairs



The Department of Commuter and Non-Traditional Student Services was established in July 2005, first with a temporary office in North Neptune Hall, followed by a move to permanent quarters in Holmes Student Center during summer 2006. A director and student assistants staff the office and focus on developing essential programs and services for this broad student population.

The department has established an extensive network of collaborative partners across campus and beyond the university community. Two advisory boards ensure that the programming and services of the new department remain student-centered and inclusive of all commuters and non-traditional students on campus. The Commuter and Non-Traditional Student Services Advisory Board is comprised of members from various campus departments, and student representatives from the commuter, off-campus, and non-traditional populations. The board meets regularly to discuss, plan, promote, and implement services and programs. The Off-Campus Housing Advisory Board, consisting of local property managers and real estate owners, collaboratively addresses issues that may impact off-campus students. This board implemented the inaugural Off-Campus Housing Fair in the Diversions Lounge in January 2006.

Commuter and Non-Traditional Student Services has made extensive use of technology to promote its services and programs, most notably by expanding the department Web site, establishing student groups on the virtual community Facebook, publishing an online newsletter, and creating online databases to advertise off-campus housing. This enhancement encourages commuters to become more engaged with NIU, and assists students to find roommates for off-campus locations and to arrange carpools.

Benchmarking the programs of MAC schools and institutions of comparable size reveals that Commuter and Non-Traditional Student Services is on a par with the majority of programs serving these student communities. The current plan for expansion of services and departmental goals for FY06 will easily establish the department as a premier program in this area of student service and programming. Efforts are underway, with the Office of Institutional Research, Financial Aid, and Registration and Records, to actively collect data related to these communities to identify relevant trends or needs that may need to be addressed.

## Commuter and Non-Traditional Student Services

Division of Student Affairs



The Counseling and Student Development Center continued to provide a wide range of psychological services to 1,381 NIU staff and students. This included 885 students seeking individual therapy, 90 students in group therapy, 99 students seeking individual study skills counseling, 190 crisis incidents, and 117 consultations with faculty or staff. The center also had 7,202 outreach and programming contacts with students, parents, faculty, and staff.

New service initiatives included providing a counseling presence in Grant Hall two evenings per week, and developing a therapy group for African American students, an anger intervention program, and materials on mindfulness as a way of helping students better manage academic and personal stress. In addition, students were recruited to participate in a national organization, Active Minds, which is dedicated to raising mental health awareness among young adults as they transition from adolescence to adulthood. Staff initiated a research program using benchmarking and focus groups to identify ways to reduce stigma about seeking psychotherapy services, especially among groups that traditionally underutilize counseling. Finally, Information Technology Services assisted in the development of a referral database to enhance administrative support of clinical services.

The Counseling and Student Development Center's achievements required collaboration with many departments within NIU and off campus. These included academic programs such as Family, Consumer, and Nutrition Sciences, the Center for Black Studies, University 101, Minorities in Teaching and Education, and International Programs. Housing & Dining continued as an active collaborative partner through the liaison program, emergency consultations, the development of the satellite office, and participation in First Year Residential Experience (FYRE). The center also collaborated with the Intercultural Café, Safe Passage, campus ministries, and programs in area public schools.

Many of this year's initiatives and collaborations, particularly the stigma-reduction effort, emphasized addressing the needs of NIU's diverse population. Aiding these efforts were four new staff members of color, two of whom will continue at NIU next year. Staff members also increased their knowledge of Asperger's Syndrome and gained greater understanding about students with disabilities.

## Counseling and Student Development Center

Division of Student Affairs



## First-Year Experience & Orientation

Division of Student Affairs

The most significant event for the Orientation Office in FY06 was its transition to the Division of Student Affairs in fall 2005. With the goal of developing a comprehensive First-Year Experience, a task force of faculty, staff, and students was convened and met regularly from December through May, conducted a comprehensive literature review, and researched and benchmarked First-Year Experience efforts with 45 comparable institutions across the nation. The First-Year Experience Task Force made several recommendations, which were presented in a final report in summer 2006.

During this transition year, the unit continued a full schedule of activities, which included planning and implementing 37 one-day orientation programs attended by 5,820 new NIU students and 5,908 family members and guests. Historic Altgeld Hall was utilized for both student and family programs during summer 2006, and evaluation data indicate a high level of satisfaction with NIU orientation programs. To heighten a sense of belonging in the incoming freshman class, t-shirts were given to the members of the NIU Class of 2010 with the invitation to wear them to the August 25th Academic Convocation.

In addition to existing First-Year Connections programs, another retention component was piloted in fall 2005—REACH (Retention Efforts for All inComing Huskies). Trained student callers phoned approximately 1,029 freshmen who were identified as not connected with a formal NIU support program. Preliminary evaluation of the program is promising, and the initiative will be expanded for FY07.

The use of student paraprofessionals in program delivery continued to be a hallmark of the Orientation Office. In FY06, approximately 80 undergraduate students were recruited, selected, trained, and supervised as Northern Ambassadors, Orientation Leaders, Peer Instructors for UNIV classes, REACH callers, and office assistants. A higher-education graduate student from Bowling Green State University was selected as NIU's first intern through the National Orientation Directors Association graduate internship program. Orientation is also supported by four graduate assistants, each with an area of expertise such as publications, technology, or orientation programming.

The department's four professional staff members are actively involved in Student Affairs professional associations (American College Personnel Association and National Association of Student Personnel Administrators) and in the National Orientation Directors Association. The *Journal of College Orientation and Transition* is based at NIU and edited by the department's director. Staff members also participate in activities of the Center for the First-Year Experience and Students in Transition based at the University of South Carolina.

In total, more than 25,000 prospective students, new students, family members, and guests were served by programs and services of the Orientation Office in FY06. Significant collaborative partnerships were forged this year with many colleagues in Student Affairs and with the individual college advising offices, Admissions, Registration and Records, and Testing Services.



2005-2006 was an exciting year for Health Enhancement as staff embarked on several new programmatic initiatives as a means of providing NIU students with innovative programs and services. One initiative involved the design, implementation, and coordination of a customized online health and wellness behavior assessment for the Student Health and Wellness Community of Practice. Health Services, Recreation Services, and the Counseling and Student Development Center collaborated with Health Enhancement regarding instrument content, design, and dissemination. Health Enhancement found collaborative partners in the Counseling and Student Development Center, Commuter and Non-Traditional Student Services, DeKalb County Health Department, DeKalb's Safe Passage, University Police, Circle K (a service-oriented student organization), and Housing & Dining to host Sexual Assault Awareness Month as part of its new leadership role with interpersonal violence education and prevention.

Among ongoing initiatives, the Life Enhancing Eating and Exercise Program (LEEEP) was expanded to include fitness classes and cooking demonstrations developed and implemented for NIU's African American and Latino populations. Consultation with the Center for Black Studies, Latino Resource Center, Recreation Services, and the Family, Consumer, and Nutrition Sciences faculty yielded programs filled to capacity and requests for similar programs in the future.

In addition to LEEEP, focusing on programs and services that celebrate all NIU populations included co-sponsoring alcohol-free activities with the Asian American Center, Latino Resource Center, and the Lesbian, Gay, Bisexual, Transgender Resource Center through funding from the Illinois Higher Education Center.

In providing student-centered programs and services, Health Enhancement took initial steps to formalize alcohol and other drug education as a part of the recommendations of the Vice President's Alcohol Education Task Force. A series of targeted alcohol education messages, through a variety of information delivery methods, was implemented during New Student Welcome Days, based on input from Community Advisors and Residence Life senior staff. These messages focused on the health and safety of first-year students. Alcohol-free events were co-sponsored with Student Involvement & Leadership Development to support a Greek Life Dance (part of New Student Welcome Days), and with the Residence Hall Association for its Club Journey Welcome Days event.

Throughout the year, Health Enhancement provided health promotion information, materials, and interventions; staffed outreach events; enhanced Web-based resources for students; made available print material; and assisted with health resource provision on major health topics including, but not limited to: alcohol, tobacco, and other drugs; sexual health; fitness and nutrition; stress; and relationship violence. These services assisted students as they pursued their academic, career, and personal goals.

Health Enhancement  
Division of Student Affairs



## Health Services

Division of Student Affairs

Health Services provided ambulatory medical and psychiatric care for NIU students to support them in their academic pursuits during FY06. The department served as the compliance officer for the State of Illinois pre-enrollment immunization requirement, fulfilled a public health role on campus in conjunction with DeKalb County Health Department, maintained on-campus administration of the student health insurance plan, and provided sports medicine services to the intercollegiate athletics program at NIU. Health Services completed 39,341 patient visits for 12,110 students during the year.

In February 2006 Health Services was surveyed by the Accreditation Association for Ambulatory Health Care, Inc., and received re-accreditation for the maximum three-year period.

Although not fully resolved, departmental staffing issues were significantly improved during FY06 with the filling of two vacant physician positions.

New student services this year included the initiation of an online prescription refill procedure, a men's preventive health screening program, a new Health Services Web site feature to enable students to access reputable online sources of self-care information, and an electronic claims-tracking system to improve in-house access to insurance claim status information.

During FY06 the department collaborated with multiple academic areas (e.g., College of Nursing, Counseling and Student Development Center, Adult and Higher Education, Kinesiology and Physical Education, Family, Consumer, and Nutrition Sciences, and School of Allied Health Professions) to enhance student learning opportunities, and with other university departments (e.g., *Northern Star*, Cable 8 TV, and Media Services) to enhance and/or market services. Health Services also collaborated with representatives of Registration and Records, A. J. Gallagher (NIU's liability insurance broker), and Student Affairs to provide on-site professional development opportunities for departmental staff.

Health Services continues to collaborate with local community agencies to strengthen disaster-response plans and procedures. The department is currently partnering with other NIU areas (e.g., Public Safety, Human Resource Services, Public Affairs, Environmental Health & Safety, and Provost's Office) to create a pandemic preparedness plan for the university.



Housing & Dining completed a productive year in June 2006, and conducted a successful search to fill the vacant Executive Director position.

Housing began the year at 97% of total occupancy with 5,980 students in residence. This included 2,967 new freshmen (50%), 2,302 currently enrolled (38%), 668 new transfers (11%), 24 returning students (<1%), and 19 participants in the Program for Hearing Impaired (<1%).

The residence hall population continued to be ethnically diverse, with Caucasian students comprising the majority of residents (62%), one third minority students (African American 20%, Hispanic 8%, Asian 6%, and other/not given 3%), 53% female, and 47% male.

The department prepared and completed a long-range facility improvement and maintenance plan, and launched two task forces that will improve emergency preparedness and hall security. A review team also proposed a new community damage billing policy to be implemented in fall 2006.

During FY06 Housing & Dining introduced the First Year Residential Experience in Grant Towers. Collaborative relationships with the Academic Advising Center, Access, Counseling and Student Development Center, and Retention Programs enabled full implementation of this initiative. Policies and procedures were also developed to enhance all of the Academic Residential Programs in the areas of technical support and facility enhancement.

Residential facilities developed an Assessment Summary Report for 2001-2005 which was approved by the University Assessment Panel. The department was awarded funding for the 2006-07 academic year to pilot hand-held data collection tools.

Residential Dining continued to provide innovative food service to its nearly 6,000 student residents and hundreds of summer conference attendees, with regular dining service in each of the five residence halls, and quick meals and snacks in numerous convenience centers.

To provide menu diversity and educate student customers, Dining provided an educational food item of the week. Customers reacted positively to 32 recipes, many of which were selected for next year's menu. With the addition of a chef to the department's staff, 25 additional recipes were updated or added to the menu, primarily vegetarian and vegan items.

The department continued its collaborative relationship with the department of Family, Consumer, and Nutrition Sciences by providing internships for five or six graduate students each semester.

New initiatives involved a year-long study of styrene container use. Working with concerned students, Dining researched landfill waste created by the use of styrene, negatives of such products and positive alternatives, and succeeded in reducing styrene use by 10%. This program will be continued. Additionally, through Web site, poster, and table-tent advertisements, Dining educated residents about dining options available outside of students' individual halls, and increased utilization of locations that had experienced lower attendance.

Residential Dining continued to uphold the highest standards of food handling and sanitation, through Illinois Department of Public Health certification programs for its staff.

## Housing & Dining

Division of Student Affairs



## Judicial Affairs

Division of Student Affairs

Judicial Affairs continued to provide an effective method of resolving student disciplinary cases. Through a solid due process system, this method protects the rights of community members to pursue educational objectives, and the rights of individual students accused of violating university regulations. Judicial Affairs resolved 1,227 cases during the past fiscal year.

Student learning is an important aspect of Judicial Affairs, as evidenced by the employment of three graduate assistants from the NIU College of Law. One graduate assistant serves as the Mediation Coordinator and receives hands-on training in working with students to achieve a lasting resolution to problems which arise between roommates and groups, including Greek organizations. Two graduate assistants receive extensive training to serve as judicial officers responsible for the adjudication of *Student Code of Conduct* violations. These students build communication, policy interpretation, and case management skills amid the practical application of our student-centered due process system.

Judicial Affairs has consistently been in the forefront of employing a diverse staff drawn from numerous ethnic groups and backgrounds. Staff members aggressively seek diversity in the membership of judicial boards in order to provide all students, who have requested a hearing, an unbiased judgment by their peers.

Collaboration with many departments and groups throughout the university is essential for Judicial Affairs to operate effectively. In addition to the College of Law, Judicial Affairs works with Housing & Dining and the University Police to provide a safe and positive learning environment. A sampling of collaborative partners includes: Student Athletics, Student Involvement & Leadership Development, the NIU Student Association, Residence Hall Association, faculty members, academic departments, and Greek-letter organizations. Much of this interaction involves understanding the *Student Code of Conduct*, preventing academic misconduct, promoting mediation, and dealing with diversity issues to educate students about working in a global, multicultural world.



The Latino Resource Center provides a comfortable and welcoming "home" for the Northern Illinois University Latino population and the community at large. Central to the mission of the Division of Student Affairs and the mission of NIU, the Latino Resource Center offers programs and activities designed to support the students' academic and social adjustment to the NIU campus environment. The center works with university offices, departments, faculty/staff, and student organizations to help meet these needs. The Latino Resource Center provides networking opportunities, workshops, and seminars. During the 2005-2006 academic year, over 1,222 participants attended the center's programs and used its services.

The center maintains a student lounge, library, classroom, and computer lab. It encourages use of the facility by maintaining long hours of operation, including 24-hour access during finals weeks. The center serves as the hub for student organization meetings and events.

The Latino Resource Center collaborates with on-campus partners and engages in community outreach to provide additional programs and services. New initiatives and ongoing programs include résumé writing, study skills, time management, test taking, and math anxiety. As part of its community outreach efforts, the center will continue to offer workshops on social and cultural issues. The Latino Resource Center has sponsored or co-sponsored events that deal with immigration issues, self-esteem, body image, healthy eating, and leadership development. The center also provides an array of programs and activities during Latino Heritage Month and Women's History Month, sponsors art exhibits, an annual leadership conference, and speakers versed in Latin American countries.

The Latino Resource Center is committed to the DeKalb community. The center participates at Conexión Comunidad, a grass-roots organization that provides services and programs for the DeKalb community. Staff from the center support Conexión's annual health fair, Cinco de Mayo celebration, and 16 de Septiembre. The Latino Resource Center has also established a middle-school mentor program that pairs NIU's Latino students with 12 at-risk Latino males from Clinton Rosette Middle School's 8th grade.

Latino Resource  
Center

Division of Student Affairs



The Lesbian, Gay, Bisexual, Transgender Resource Center received national recognition in FY06 with its selection as one of the "100 Best LGBT Campuses" to be featured in *The Advocate College Guide for LGBT Students*. The book profiles colleges and universities from across the country that offer resources and create a positive living and learning environment for lesbian, gay, bisexual, and transgender (LGBT) students.

The center also celebrated two major development achievements in FY06. The establishment of the Eychaner Family Memorial Fund will provide a foundation for enhancing the programs and services of the Resource Center. Additionally, through the generous bequest of a retired NIU sociology faculty member, the center established the Joseph Harry Endowed Scholarship Fund, which will provide annual scholarships for students active in LGBT organizations.

These highlights accompanied an active year of programming based on collaborative partnerships. Throughout the year, the Lesbian, Gay, Bisexual, Transgender Resource Center worked with 44 individual, organizational, or departmental partners in offering 69 events that targeted the LGBT community or focused on LGBT topics. Approximately 2,382 people attended these LGBT-focused events.

Activities included eight new initiatives, half of which were joint ventures with the Diversity and Equity Community of Practice. The center created and offered a new course, "Leadership in the LGBT Community," that explored the relationship of sexual orientation and gender identity to leadership development. An orientation event to welcome LGBT students to campus provided an opportunity for new students to ask questions about health, social life, safety, acceptance, or other issues of concern as they began their college careers. Another new initiative, the Creatively Queer workshop series, presented supportive, engaging, alcohol-free social events throughout the year.

Continuing a strong focus on providing student-centered programs and services, enhancing student learning, and creating an inclusive community, the Lesbian, Gay, Bisexual, Transgender Resource Center offered 19 episodic programs in FY06. Highlights among annual programs included the Banned Book Week, Taboo Topics discussion series, Rainbow Ice Cream Social, LGBT History Month in October, LGBT Awareness Month in April, Ally Awards, LGBT essay contest, Eychaner Award Dinner, as well as outreach at numerous campus informational events, and educational presentations and training workshops.

The addition of a full-time staff position and student workers in FY06 enabled the Resource Center to offer expanded availability of its resource room. With consistent hours and staff members available to assist visitors, utilization increased dramatically during FY06, averaging 66 visits per month over a nine-month period.

## Lesbian, Gay, Bisexual, Transgender Resource Center

Division of Student Affairs



Recreation Services, which includes the Student Recreation Center, Chick Evans Field House, outdoor recreation fields, and shared pool facilities, is a popular destination for health and wellness programs and activities for students, faculty/staff, alumni, and community members. Recreation Services continued to meet its average attendance of over 2,000 participants per day during the 2005-2006 academic year.

The Student Recreation Center, the main facility, was very active with program and service utilization. The Fitness and Wellness programs continued to offer updated classes and a new instructor training program, to meet class variety demands. Collaborative efforts with the dietetic interns through Family, Consumer, and Nutrition Sciences continued to be a valuable source of information through one-on-one consultations and presentations. Personal training, yoga, massage, and acupuncture services were in continued demand; intramural sports increased overall participation by 19%; and the Outdoor Adventure programs continued to provide a variety of daily, weekend, and extended trips. The Student Recreation Center also hosted the NIU Homecoming Dance and other student group dances.

During summer 2005, the Student Recreation Center lobby was renovated to include a juice bar. This addition was initiated by Finance and Facilities and is operated by Holmes Student Center Dining Service. The juice bar, with its unique design, offers smoothies, bottled drinks, prepackaged foods, and healthy alternative snacks. The lobby received new tables, chairs, bench-seating areas, and two flat-screen televisions.

The Field House, in its second year of operation, continued to gain in popularity and to see more consistent space utilization. The indoor boarded courts were valuable additions, as the indoor soccer and floor hockey leagues were filled to capacity. Activity rooms were well used for martial arts sport clubs, Student Association-recognized dance groups, and LEEEP (Life Enhancing Eating and Exercise Program) presentations to students. In addition to Recreation Services programs, space was reserved for NIU Intercollegiate Athletics baseball, softball, track, and soccer teams. The Field House space also supported Residence Hall Association drop-in nights, dodge ball tournaments, UNIV 101 classes, sport clubs winter practices, and basketball and volleyball tournaments for Student Association-recognized groups. Kinesiology and Physical Education, Health Enhancement, Building Services, and ROTC continued as Field House tenants during FY06.

## Recreation Services

Division of Student Affairs



## Student Involvement & Leadership Development

Division of Student Affairs

Student Involvement & Leadership Development provides a broad range of services to students and student organizations. Its comprehensive leadership development program includes a multi-tiered leadership curriculum, a student leader of the month recognition, and an annual Leadership Awards Reception. It provides volunteerism opportunities for undergraduate students through on- and off-campus partnerships. It is the departmental home of the Parents' Association, and provides direct advisement to four Greek councils and the Campus Activities Board. Despite a year of challenging circumstances, reorganization, and program creation, the department made significant advances in programs and services.

The Campus Activities Board, in partnership with other student organizations, faculty, staff, university departments, and the greater NIU community, provided social, academic, and cultural experiences to NIU students. These experiences were delivered through programs that were diverse in size, scope, content, and venue.

Greek Affairs experienced a full year of new initiatives, programs, and staff structure. The College Panhellenic Council benefited from a recruitment consultant visit to improve future formal recruitment procedures. The Inter-Fraternity Council changed its general meeting day to improve attendance, and implemented a semester award presentation program to recognize Inter-Fraternity Council organizations that were the most successful in their fundraising, academics, and involvement within the Greek community. The Multicultural Greek Council experienced a good first year, with individual chapters responding positively to having their own council. The National Pan-Hellenic Council, with the Multicultural Greek Council, hosted the National Black Greek Leadership conference, a major concert, and an after-party.

Greek Day during Welcome Days resulted in some historic events, including a successful Greek Carnival. The councils restructured the Tony Fusaro Greek Leadership Institute to include all chapter members. Each council hosted a reception for its advisers in both the fall and spring semesters. Finally, 50% of the Greek membership was successfully trained on new social events policies and judicial policies for Greek organizations that took effect this year.

The Parents' Association had an historic year of change and innovative programs for participation in their students' collegiate experience. It implemented a membership fee to support parent programs and held successful events that will continue annually: a Parents' Association tailgate during Family Weekend; a Dad's Weekend, hosted for the first time since the 1950s; and the first-ever Mom's Weekend.



Students' Legal Assistance continued to provide high quality legal services to students at NIU in FY06. The department served 1,012 new individual clients and 1,716 returning clients. It served 1,946 additional students regarding voter registration, notary public services, and referrals to other offices, private attorneys, or governmental or non-governmental agencies. Of new clients, 51% were male and 49% female; 6% were freshmen, 14% sophomores, 26% juniors, 32% seniors, and 21% post-graduate students.

The department implemented the Debt Counseling/Budget Planning Program to increase students' understanding of the benefits of financial planning to avoid debt, especially credit card debt. Faculty and staff in UNIV 101, Student Association, and Orientation widely endorsed and assisted the program. Student participants exposed to the program (70%-90%) agreed that it is an important service for college students.

In addition to these presentations, the office served an increased client load in FY06, advising students on issues related to renting apartments, alcohol use, and DUI laws. While the department launched a successful marketing effort to inform students of the department's services, its personnel resources were strained by the added requests for service. Therefore, staff members continue to develop prevention programs to increase student learning to avoid legal problems and to address them before they become serious. Toward this end, it added two new sections to its Web site: Legal Alerts, warning about employment scams and Internet requests to cash checks from overseas; and information on the process of expunging and sealing criminal records.

While restructuring its student worker and clerk training and experience, Students' Legal Assistance partnered with Affirmative Action and Diversity Resources to provide diversity training to the department's entire staff, revamped its training manual for law clerks, and instituted bi-annual reviews for all student staff.

Students' Legal Assistance experienced major achievements in FY06 in protecting student rights. These included providing accurate information to students and local landlords regarding student rights and eligibility for Section 8 housing under the Housing and Urban Development (HUD) regulations, which resulted in many students remaining in their apartments; resolving an automobile purchase case that put a local dealership on notice for deceptive practices; and teaching a course on Landlord/Tenant Law.

Collaborative partnerships remained active on campus with the College of Law, Ombudsman, NIU Foundation, International Student and Faculty Office, and Division of Student Affairs, and off campus with the DeKalb County States Attorney, and DeKalb City Attorney and Police Department.

## Students' Legal Assistance

Division of Student Affairs



## Women's Resource Center

Division of Student Affairs

The Women's Resource Center serves as a central resource for women of the campus to support their advancement and success in school, on the job, in their relationships, and generally to improve the campus climate for women. Services to women and men included counseling, coaching, consultation, and case management. Networking opportunities were provided for students, faculty, staff, and prospective students. In FY06 the staff coached and consulted during 1,277 sessions with 260 individuals including 220 women, 40 men, and 73 persons of color. An additional 2,697 individuals were served through groups, programs, and workshops.

The center collaborates with on-campus units and community resources to provide services and programs. New initiatives and ongoing programs include support groups, workshops, and programs that address workplace issues, diversity, anger management, mental illness, body image, teambuilding, Native American crafts, international student resilience, personal and career development, support for students who are parents, and sexual safety. In addition, new initiatives included electronic reinstatement of the center's newsletter and the development of a student volunteer program.

The center serves as a meeting place and invites that use. Last year the Women's Resource Center provided space for meetings of Questioning Youth, a community-based program for teens; a women's group for the study of personal finance; college parents and their children; and the Lesbian, Gay, Bisexual, Transgender Resource Center's Rainbow Social. Computers are available for student use, as are a resource library and typewriter.

The center offers career-related training opportunities for graduate assistants, interns, and practicum students. Many of these students, from the Department of Counseling, Adult, and Higher Education, are doing graduate work in Counseling. Activities focused on first-year retention and student learning include study skills workshops, stress management group, teaching a section of UNIV 201 (university experience course for transfer students), and coaching and case management with non-traditional and traditional students.

The Women's Resource Center participates in institutional policy development in areas affecting women. Staff members coordinated three awards programs co-sponsored by the NIU Presidential Commission on the Status of Women, the Office of the President, and the Division of Student Affairs. The center also coordinated all aspects of a gala, honoring 25 Amazing NIU women, to celebrate the 25th anniversary of the Presidential Commission on the Status of Women.



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