DIVISION OF STUDENT AFFAIRS
ANNUAL DEPARTMENTAL HIGHLIGHTS

The Division of Student Affairs’ performance drivers are: people, execution and outcomes. We believe that if we have the right people and focus on the right things, we can achieve our desired results to support students by complementing the academic mission of Clemson University as the number one student experience.

Each department in the Division of Student Affairs uses its annual value mapping process and dashboards to ensure they’re focusing on what’s most relevant while identifying opportunities to eliminate redundancies, reduce cost and risk, and maximize effectiveness in learning and operations. The Division of Student Affairs is a university and industry leader with its value mapping and dashboard structure.

Collecting, analyzing and reporting data demonstrates the division’s commitment to data-informed decision making related to the continuous improvement of its programs, services and administrative functions. The following are the 2022-23 highlights from each department in how they play an integral role in delivering the preeminent student experience.

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The purpose of the Office of Advocacy and Success (OAS) is to serve all current Clemson students as the trusted place for care, advocacy and referrals to campus and community partners. We partner with students, their families, campus and community partners, faculty and staff to empower students to achieve academic and personal success and to build resilience. Due to COVID-19, OAS implemented modified CARE procedures, which makes data from FY20 and FY21 different than both prior and future years.

COMPONENTS OF THE OFFICE OF ADVOCACY AND SUCCESS

EDUCATION, OUTREACH AND TRAINING:

OAS aims to cultivate a culture of care among students, faculty and staff. To encourage and equip campus partners to care for and support students, OAS provides educational presentations on how to file a CARE report, when to contact emergency/safety services and how to provide updated resource information. OAS participates in outreach events such as Stress Less and World Kindness Day and promotes peer-to-peer support. Additionally, OAS uses its website and social media to promote general information, the CARE network and student resources. OAS regularly trains staff who work within the various OAS programs, including staff who manage CARE files (Residential Living and Fraternity and Sorority Life). Finally, OAS continued facilitating and training staff serving on the Dean on Call (DOC) team. As a result of seeing an increase in the intensity of student needs, we have increased our training and communication efforts with our referral sources.

In FY23, OAS intentionally provided:

- Education to those who make CARE referrals, including students, to ensure all are knowledgeable of the most efficient ways to aid students
- Training materials to faculty, staff and students through the OAS website and other supporting documents shared across the university

OFF-CAMPUS SERVICES:

To increase care and support, OAS implemented initiatives to support the approximately three-quarters of Clemson students who live off campus. In FY23, OAS developed relationships with property managers in Clemson and the surrounding areas. Property managers participated in a survey with the goal of identifying student needs and potential areas of collaboration. OAS used responses to inform initiatives throughout the year, such as semesterly newsletters, outreach events and meetings between property managers and key University departments.

SERVICES AND PARTNERSHIPS

CARE NETWORK:

The CARE network is a nonemergency system designed to assist students experiencing issues of concern. A CARE report can be made electronically by anyone and submitted to OAS via the website. Common reasons for a CARE report can include: academic concerns, adjustment issues, relationship concerns, grief, financial needs, emotional health, injuries and illness. The four issues in the pie chart at the start of the next page represent the top concerns reported to the CARE network during the FY23 year.

CARE Report Structure

- CARE report is reviewed during business hours
- The file manager follows up with student and/or consults as needed
- Student is connected with the appropriate resources
MEDICAL ALCOHOL AMNESTY POLICY (MAAP):

The MAAP facilitates access and removes barriers to students requiring medical assistance in alcohol-related emergencies and provides caring, nonpunitive interventions. In qualifying incidents, the Office of Community and Ethical Standards refers students to OAS for support. Students are then connected to educational programs at Counseling and Psychological Services as a follow-up.

DEAN ON CALL (DOC) PROGRAM:

OAS oversees and trains the division’s Dean on Call (DOC) team, which responds to after-hours emergencies when notified by a university official. The team is one part of the university’s crisis management system. In FY23, OAS partnered with the Clemson University Police Department in restructuring how the Dean on Call system is implemented. This recently implemented system allowed for more efficient methods of student support and staff follow-up.

NOTIFICATION OF ABSENCE (NOA):

The NOA system provides students with a streamlined way of notifying professors of an absence. For NOAs submitted with extenuating circumstances such as grandparent death, friend death or medical need, OAS sends students supportive messages with resources and follow up through the CARE network, if needed. During the FY22, students were intentionally instructed to utilize the NOA system resulting in an increased number of submissions and follow-ups. In FY23, this direction continued resulting in the highest number of submissions and follow-ups completed since implementing the NOA system at Clemson.

TESTIMONIALS:

“I just wanted to let you know that I just finished with both of my degrees. I also just accepted a job within my field. I just wanted to thank you again for all your help during my time at Clemson.”
— Student

“Thank you for the assistance provided during these ‘dark times’ for our child and family. Your assistance has been instrumental. Clemson has truly been a No.1 School.”
— Parent (paraphrased to remove identifying information)

“Thank you for taking the time to speak with me today and talk me through the options for reporting my concerns and knowing what steps are most appropriate for me to take.”
— Faculty Member
The Student Affairs Business Operations office (SABO) is a service-oriented team charged with supporting the Division of Student Affairs’ vision, mission and strategic plan while providing recommendations on integrated financial, personnel management and assessment strategies. SABO continues to enable the Division of Student Affairs to be more efficient, resourceful and accountable while not negatively impacting the student experience. The department consists of four full-time and one part-time staff member.

**FINANCIAL MANAGEMENT AND RESOURCE ALIGNMENT**

- Developed and submitted the FY23 Division of Student Affairs Budget, totaling $31.1M
- Held 120 monthly department financial review meetings, more than 30 financial long-term planning and budget development meetings and provided over 15 departmental and one-on-one financial trainings across the division
- 15,445 total financial transactions processed division-wide (does not include Payroll, Banner system revenue or expenditure auto hits)

**STUDENT ORGANIZATION FINANCIAL ADVISEMENT AND SUPPORT**

- 85+ One-on-one meetings including CUSG, GSG, Student Funding Board and other Student Organizations
- 1,702 Student organization financial transactions processed
- 1,571 Hours of monthly financial reviews, annual transition retreats, Senate meetings, student organization requested meetings regarding strategy, operational compliance and transaction processing
- $1,916,429 In Undergraduate student activity fee allocations processed and distributed to more than 300 recognized student organizations
- $2,307,720 In Undergraduate and Graduate Student Activity Fee dollars, student organization generated revenues and funded initiatives/activities managed

**HUMAN RESOURCE (HR) INITIATIVES**

- 16 Division HR Liaisons attended an initial SABO Community of Practice (CoP) meeting and four quarterly CoP meetings with special trainings and presentations
- 533 Personnel actions processed (excluding COLA)
- 178 Professional employees completed 2,405 trainings (16.9% increase from FY22)
- 261 Undergraduate and graduate employees completed 719 trainings (16.9% increase from FY22)

**PLANNING, ASSESSMENT AND OPERATIONAL EXCELLENCE**

- 74 Consultations to support department’s assessment efforts
- 28 Division-level metrics identified as part of alignment with Clemson Elevate
- 17 Division and guest presenters shared 14 continuous improvement successes through the virtual Experience: IMPACT series
DIVISIONAL STRATEGIC PARTNERSHIPS AND PROJECTS

The Division of Student Affairs collaborates with a variety of partners to enhance its and the University’s mission. The Student Affairs Business Operations office provides support and acts as a strategic thought partner, participant and/or project management lead as requested to provide business operational expertise and service.

- Clemson Elevate
- Clemson University Graduate Assistant Recruitment and Selection Process (CU-GARS)
- Enterprise Resource Planning Project
- Human Resources
- Institutional Excellence Assessments
- Mental Health Symposium
- MUSC
- Policy Partners
- SACSCOC Reaffirmation and Quality Enhancement Plan
- University Committee Representation
- Well-being Initiative

CUSTOMER SERVICE SURVEY

At two points during the fiscal year, SABO solicits feedback from Division and University colleagues and students to support continuous improvement in customer service. Data below reflects survey respondents indicating “strongly agree” or “agree” on a four-point scale.

- 100% of Division and University colleagues and students had an overall positive experience with SABO
- 100% of Division colleagues reported SABO recommends considering an integrated approach with resource allocation and data
- 96.4% of University colleagues and students reported SABO handled their inquiry or need competently

“I think the SABO team is wonderful! I have worked directly with many of you in the office and everyone is so responsive and helpful.”
— Clemson Student

“The SABO team is exceptional. Their passion for Clemson students was evident in all my interactions with the team.”
— University Partner

DIVISION STAFF SATISFACTION SURVEY

One of the four core themes of the division’s strategic plan is Staff Experience. To better understand and support staff, the Division of Student Affairs began conducting a survey every two years beginning in 2019 to:

- Identify division and department-level strengths and opportunities
- Measure impact of adjustments and articulate areas of focus
- Prompt quarterly leadership discussions regarding progress on action items

SURVEY RESPONDENTS:

- 62.8% response rate, a 14.8% increase from the 2021 survey

Data below reflects survey respondents indicating “strongly agree” or “agree” on a 6-point scale.

- 96.7% believe they make a positive impact on students
- 94.6% believe their department is a respective, supportive environment
- 93.8% believe their work contributes to their department, division, and university
During this academic year, the department of Campus Recreation has focused on delivering high quality traditional recreation and fitness programs while also piloting new initiatives to help engage unreached student populations. Some of these programs and initiatives include the replacement and addition of new fitness equipment, partnerships with departments on campus such as the graduate school and housing, expanded outdoor recreation program offerings, wellness focused events and new delivery models for our popular Intramural Sports leagues. Overall, these new campus recreation programs have greatly impacted well-being by offering diverse and engaging opportunities for individuals to improve their physical, mental and emotional health. The integration of wellness focused events, outdoor experiences, non-officiated sports and innovative fitness equipment attracts individuals of all fitness levels and promotes a holistic approach to well-being.

ACCESS NUMBERS FOR SWANN AND DOUHTIT HILLS FITNESS CENTERS

<table>
<thead>
<tr>
<th>Total Swipe-ins</th>
<th>Unique Users</th>
<th>Total Acres of Outdoor Space Overseen</th>
</tr>
</thead>
<tbody>
<tr>
<td>598,770</td>
<td>17,706</td>
<td>40+</td>
</tr>
</tbody>
</table>

Analysis of Spring 2023 student facility access numbers:

- 1,975 First year students (47.4% of the total first year student population)
- 3,952 Second year students (69.3% of the total second year student population)
- 3,656 Third year students (69.3% of the total third year student population)
- 4,779 Fourth year or higher students (65.3% of the total fourth year+ student population)
- 1,370 Graduate students (Master’s and Doctoral) (24.5% of the total graduate student population)
- 59 Non-degree seeking (14.6% of the total non-degree seeking student population)
- 15,791 Total students (55.5% of the total student population)

STUDENT EMPLOYMENT

The Campus Recreation Student Employee Feedback Survey for Spring 2023 had 107 participants.

- 470 Total student employees
- 90.7% of student employees agreed or strongly agreed their job provided transferable skills they will use in the future

“Love this job. Coming here made me find a group of friends outside of class and other activities.”
— Student Employee
### Core Student Participant Survey Spring 2023:

- **98.7%** rated their overall trip experience as good or exceptional (n = 74)
- **82.7%** strongly agreed that participating in the CORE trip was beneficial to their mental health and wellness (n = 62)

> “I had a great time! It was a challenge at times, but all part of the experience and I am glad I spent my spring break with CORE. The trip leaders were awesome and made the experience as fun and educational as possible!”
> — CORE Trip Participant

### Fitness and Wellness Participant Survey Fall 2022-Spring 2023:

- **98.7%** agreed or strongly agreed participation in fitness programs helped them manage stress and positively impacted their academic success (n = 74)

> “My favorite thing is that when I walk into that spin studio I feel so welcomed and appreciated. I used to never like working out but spin has made me appreciate working out and keeping my body healthy so much. Spin has saved me in so many ways, physically, emotionally and academically. I just know that when I’m having a bad day or even a good day the spin studio feels like home, and I look forward to it every single time.”
> — Fitness Participant

> “My favorite thing about Fitness and Wellness Programs at Clemson University is the community, support, and encouragement in the 5:45 F-45 class. The other members and instructors make this feel like a very supportive environment”
> — F-45 Participant

### Notable Accomplishments

- CORE offered its first International Trip Post COVID-19 to the Island of Dominica in the Caribbean in May. This collaborative program with the Center for Student Leadership and Engagement’s Alternative Break program focused on service and outdoor adventure.
- Intramural Sports piloted several non-officiated sport leagues designed to promote more recreational engagement opportunities for students.
- Campus Recreation offered a diverse set of well-being focused programs including Art Night at Andy’s, Wellness Wednesdays, Love your Body Week, Stress Less Week and Flow and Joe.

New pieces of fitness equipment (pin select, free weight, functional and cardio) were added between Fike and Douthit Hills, keeping fitness equipment selection functional and inviting.

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<table>
<thead>
<tr>
<th>Outdoor Recreation and Education:</th>
<th>Intramural Sports:</th>
<th>Club Sports:</th>
<th>Fitness and Wellness:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,205 Total Outdoor Program participants</td>
<td>5,272 Unique participants</td>
<td>2,742 Unique participants</td>
<td>4,285 Unique participants</td>
</tr>
<tr>
<td>6,157 Pieces of equipment rented</td>
<td>27,509 Total swipe-ins</td>
<td>33 Club sports teams</td>
<td>115 Fitness class offerings per week</td>
</tr>
</tbody>
</table>

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"n = 74" | "n = 74" | "n = 62" | "n = 168"
Campus Reservations and Events (CRE) is a student-centered department that provides exceptional guest and client services, event coordination and venue management through which student employees take part in hands-on experiential learning that is focused on engagement, innovation and professionalism. By anticipating the needs of the campus community, we create environments that are inclusive, accessible and innovative.

BUILDINGS AND SPACES MANAGED

3 Buildings
19 Indoor spaces

- University Union (Student Senate Chambers)
- Tillman Hall (Memorial Auditorium)
- Brackett Hall (17 classrooms)

RESERVATION AND EVENT COORDINATION

45 Indoor spaces
29 Outdoor spaces
6,256 Total number of events and reservations processed and coordinated in FY23

CLIENT SATISFACTION SURVEY:

89.1% of clients agreed or strongly agreed that they had a positive experience with CRE’s reservation services, events services and operations staff

“You have an amazing team! The student staff was great!”
— Client Testimonial

“We appreciate everything done to make the event run smoothly — even adding in Zoom at the last minute.”
— Client Testimonial

FEATURED SPACES

SAMUEL J. CADDEN CHAPEL:

215* open hours (67.6%)
58 department bookings (18.2%)
24 non-affiliated bookings (7.6%)
21 registered student orgs (6.6%)
318 Total bookings

*Barnes Center:

21.5% Increase in bookings from the previous fiscal year
FY22 181 total bookings
FY23 220 total bookings

*Includes Christmas Day 2022, Easter Sunday 2023 and extended open hours during finals week of December 2022
HENDRIX STUDENT CENTER:

- New carpet throughout building
- New paint throughout building to change color scheme to Clemson colors
- New directional signage
- New common area furniture

SPECIAL EVENTS REVIEW BOARD (SERB):

Events that enter the SERB process are reviewed by emergency personnel, facilities representatives and event coordinators to ensure all parties involved in events are aware of the details, voice any questions or concerns they may have and request additional information as needed.

<table>
<thead>
<tr>
<th>Events Reviewed</th>
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</thead>
<tbody>
<tr>
<td>July-December, 2022</td>
<td>88</td>
</tr>
<tr>
<td>January-June, 2023</td>
<td>114</td>
</tr>
</tbody>
</table>

STUDENT EMPLOYEE DEVELOPMENT

Campus Reservations and Events provides students with the opportunity to gain and apply transferable skills connected to Clemson’s Core Competencies. Student employees serve in a variety of capacities and can lead in managerial roles. 12 of 15 student managers responded to a post-experience survey.

15 Total number of student managers

100% of student managers reported that they could identify at least three transferrable skills gained while working for CRE

100% of student managers were able to describe at least one situation in which they had to utilize their leadership skills while at work in CRE

Increasing Leadership Knowledge:

“I think the manager meeting on conflict resolution improved my knowledge of leadership the most. You are bound to encounter conflict as a leader so being able to handle and control a situation where conflict arises is very important.”

— Student Employee

Utilizing Leadership Skills:

“I think a good demonstration of leadership is how the ops staff handled problems while on shift. The staff would come and grab me and we would all handle the situation. When I’d deal with the client and teach the ops staff at the same time, I think that was a good demonstration of leadership in guiding and fixing a problem.”

— Student Employee

Leveraging Transferrable Skills:

“I had interviews this semester for a summer internship and it became apparent how important transferable skills are. I was able to use this job as a way to exemplify all of the soft skills listed on my résumé.”

— Student Employee

LOOKING TO FY24

In FY23, CRE faced staff vacancies and a reduction in spaces, including Memorial Auditorium coming offline for renovations. To maintain its commitment to quality guest and client services, the CRE team is growing and working to improve customer service, building management and the student employee experience while assisting in the relocation of events typically held in Memorial Auditorium.
The Center for Student Leadership and Engagement (CSLE) creates a uniquely Clemson experience that prepares every Clemson student to be a leader in their profession and community. Our mission is to help students BEGIN their Clemson experience successfully, BELONG and connect to campus, and BECOME a Clemson leader.

**STUDENT IMPACT**

**PROGRAM ENGAGEMENT:**

- 9,717 Fall 2022 student attendees (73.9%)
- 3,430 Spring 2023 student attendees (26.1%)
- Total student attendees: 13,147
- 91% of respondents agreed or strongly agreed that they feel more connected to the Clemson community as a result of participating in a CSLE program.

BEGIN:

“Through CSLE I began my leadership journey by becoming connected with organizations like CONNECTIONS and Sister2Sister. These experiences have helped shape me into who I am today.”
— Joi Albert, CONNECTIONS Mentor, 2023 Orientation Team Leader and Transition Assistant

BELONG:

“I had already been involved in CSLE events, but working at the center provided me even more opportunities to get involved outside of work. The graduate assistant I worked under taught me so much about marketing and fostered collaboration among the other marketing assistants. As a political science major, I did not have classroom experience in Marketing, and she made every assignment a learning opportunity for me. Working here was so amazing that I am returning for a second year!”
— Sophia Wilson, CSLE Marketing Assistant, Student Funding Board Chair and Student Body Treasurer

BECOME:

“The Center for Student Leadership and Engagement helped me build my leadership skills and helped me become the Clemson leader I am today. I use the skills I learned in the Certified Student Leader course to build confidence, communication, and many other skills. I still use all of the things I learned in my job working as an Orientation Ambassador (OA)! As an OA, I help students begin their journey into Clemson where they learn about Clemson resources and the community. I thank CSLE for all of the amazing resources and friendships it has given me and I cannot wait to keep applying my leadership skills throughout my career!”
— Lanie Deyo, Certified Student Leader Participant and 2023 Orientation Ambassador

**BEGIN: ORIENTATION**

Survey results reflect new students who indicated they agreed or strongly agreed.

- 98.5% believed Virtual Orientation helped them feel more prepared to attend Clemson University (n = 5,149)
- 96.8% felt like they belonged at Clemson as a result of Ready, Set, Roar! (n = 618)
- 92.9% identified as being a Clemson University Student after going through Orientation and Welcome Week (n = 407)
- 96.8% felt prepared to invest in their Clemson Experience as a result of Ready, Set, Roar! (n = 614)
- 90.7% were confident in their ability to build community with others as a result of Clemson Leader Day during Welcome Week (n = 306)

Students completed Virtual Orientation: 6,132
Students participated in Ready, Set, Roar!: 1,477

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TigerQuest page views: 893,356
CSLE Instagram impressions: 267,045
Delegated Student Organizations advised: 6
Student touchpoints (in addition to program engagement): 7,971

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98.5% believed Virtual Orientation helped them feel more prepared to attend Clemson University.
BELONG: STUDENT INVOLVEMENT

STUDENT ORGANIZATIONS:

- Total members: 47,145
- Unique members: 15,457
- Number of organizations: 532

U-NITES!:

- 88% of participants agreed or strongly agreed that attending U-NITES! events helped them feel more connected to the Clemson campus
- 94% of participants agreed or strongly agreed that they were likely or very likely to attend future U-NITES! events after participating in late night programming

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BECOME: LEADER EDUCATION AND DEVELOPMENT

LEADERSHIP FRAMEWORK:

- Experiences connected into the Clemson Leader Framework: 28

WOMEN IN LEADERSHIP CONFERENCE (WiLC):

- One-on-one leadership consultations completed with students: 35
- 97.8% of attendees agreed or strongly agreed that the WiLC helped them to become more aware of their leadership capacities, skills, strengths and areas of improvement

CERTIFIED STUDENT LEADER PROGRAM:

Survey results reflect participants who indicated they agreed or strongly agreed.

- 100% of participants felt more confident in their ability to lead
- 100% of participants reported they improved in their ability to lead
- 100% of participants could describe their own personal leadership style
- 100% of participants felt prepared to connect across differences to create community

CONNECTIONS:

- Retention rate (first year to second year) for the CONNECTIONS 2021-22 Cohort: 89.0%
- 99.3% of participants strongly agreed or agreed that the CONNECTIONS programming contributed to their sense of belonging

CAMPUS AND COMMUNITY IMPACT

- 100% of community partner respondents indicated that they were satisfied or very satisfied with their relationship with the staff in the Center for Student Leadership and Engagement
- 100% of community partner respondents indicated that they were very satisfied with Clemson University students supporting or impacting their organization and/or service site during CSLE programs

SERVICE TO CAMPUS PARTNERS:

- 79 Presentations, consultations or trainings given to campus partners, community partners and university boards

PARENT AND FAMILY CONNECTIONS:

- 160,140 Total views on the Clemson Parent and Family Experience online portal
- 4,183 Family Weekend Participants
The Office of Community and Ethical Standards (OCES) promotes an environment that encourages students to uphold Clemson University’s core values and community standards, empowers students to act responsibly as members of a diverse global community and engages students in lifelong learning skills.

The team’s work entails receiving incident reports from students, faculty, staff and the Clemson community and investigating them for any possible violations of the Student Code of Conduct. Staff conduct hearings with the students and make findings of non-responsibility or responsibility. If a student is found responsible, staff craft appropriate sanction(s) with the goal of educating the student to make better choices in the future.

In FY23, OCES completed the following mission critical work:
• Revised the Student Code of Conduct to help students more easily understand what is required of them and the conduct process.
• Created First Amendment Freedom of Speech on Campus presentation for Student Organizations, which they are required to watch for renewal of recognition as a Clemson Student Organization.
• Created and administered a new educational program, Tiger Fire Safety, to address fire safety violations after a surge in potential violations was noted in residence halls this year.
• Recruited, trained and supervised students who wanted to be involved in student government and obtain leadership skills through participation in Student Judicial Boards.

**CONDUCT CASES**

**INDIVIDUAL CASES:**

- 1,681 assigned to OCES staff (69.9%)
- 724 assigned to Residential Life staff (30.1%)
- 2,405 Total cases created, managed and addressed

**STUDENT ORGANIZATION CASES:**

- 12 Reports with follow-up investigations
- 4 Violations found
- 1 Suspended for four years
- 1 Disciplinary Probation for nine months
- 1 Disciplinary Probation for three and a half months

*The complete report for organization disciplinary findings are listed in the Tucker Hipps Transparency Act found here: clemson.edu/administration/hipps/index.html*
STUDENT JUDICIAL BOARD

The Student Judicial Board (SJB) is a group of student leaders situated in CUSG’s Judicial Branch who serve as an extension of OCES to facilitate the peer adjudication process on campus. Student Judicial Board members work in partnership with OCES to adjudicate low to mid-level cases and provide an educational experience for students going through the conduct process.

43 Conduct cases adjudicated
1 Appealed, but was not granted and stayed with the original decision
3 Recidivist cases, two of which resulted in a violation
4.7% recidivism rate

“I plan to value my presence here at Clemson and appreciate the opportunity I have been given at a second chance to better myself.”
— Student Response from the Post-Hearing Feedback Survey

“I first joined the Judicial Board to help make sure all students accused of Code of Conduct violations are treated fairly and with respect. I love how the peer-facilitated process allows us to get to know a student as an individual, understand their situation and often offer them resources they may not have known about or accessed otherwise. On a personal level, the Judicial Board has helped me develop my leadership and collaborative skills — deliberation requires teamwork and a commitment to both sharing your perspective and compromising with others. I look forward to working with the rest of our team to further improve the Board and our deliberative process this year as Attorney General!”
— Anna Dueholm, Attorney General SJB and Elected Student Leader

TIGER ACCOUNTABILITY

When misconduct is reported, OCES is responsible for determining the appropriate method of resolution. Tiger Accountability is an educational program for low-level violations of the Student Code of Conduct. It is housed in Clemson’s learning management system, CANVAS, and is completed entirely online.

Tiger Accountability focuses on engaging students with the specific policies and regulations governing the Clemson community. It is intended to fill the gaps in students’ awareness of Clemson’s expectations regarding prohibited activities and behavior. By looking at the Clemson University Student Code of Conduct, Housing Policies and relevant federal and state laws, Tiger Accountability prompts students to acknowledge their responsibility to the Clemson community and assists them in developing ethical behaviors as community members.

818 Completed cases
47 Students returned with charges related to drugs or alcohol
5.7% recidivism rate

Students had the opportunity to provide program feedback. The percentages reflect students who indicated strongly agree or agree on a four-point scale. There were 539 respondents:

93.3% understood why they were referred to the program
n = 503
95.2% stated the process of the program was properly conveyed and understood their rights, as a student, to complete or contest the program
n = 513
94.6% believed they received enough time to complete the program
n = 510
The Office of Fraternity and Sorority Life (FSL) offers the fraternity and sorority community support that emphasizes the importance of social responsibility, academic excellence and leadership through open communication, needs-based advising and direct interaction with organization members and advisers. We believe in the power of values-based fraternities and sororities to create positive change.

**FALL 2022 MEMBERSHIP:**

<table>
<thead>
<tr>
<th>College Panhellenic Association (CPA)</th>
<th>Interfraternity Council (IFC)</th>
<th>Multicultural Greek Council (MGC)</th>
<th>National Pan-Hellenic Council (NPHC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 Chapters</td>
<td>23 Chapters</td>
<td>5 Organizations</td>
<td>8 Organizations</td>
</tr>
<tr>
<td>4,210 Members</td>
<td>1,949 Members</td>
<td>49 Members</td>
<td>90 Members</td>
</tr>
<tr>
<td>324 Avg. Chapter Size</td>
<td>85 Avg. Chapter Size</td>
<td>10 Avg. Chapter Size</td>
<td>11 Avg. Chapter Size</td>
</tr>
</tbody>
</table>

**2022-23 RECRUITMENT TOTALS:**

<table>
<thead>
<tr>
<th>College Panhellenic Association (CPA)</th>
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<th>National Pan-Hellenic Council (NPHC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2022 Primary Recruitment: 1,272</td>
<td>Fall 2022 Recruitment: 482</td>
<td>Fall 2022 Intake: 16</td>
<td>Fall 2022 Intake: 3</td>
</tr>
<tr>
<td>Fall 2022 Continuous Open Bidding: 26</td>
<td>Phi Kappa Tau Expansion: 66</td>
<td>Spring 2023 Intake: 3</td>
<td>Spring 2022 Intake: 41</td>
</tr>
<tr>
<td>Spring 2023 Continuous Open Bidding: 106</td>
<td>Kappa Delta Rho Interest Group Expansion: 12</td>
<td>Total: 19</td>
<td>Total: 43</td>
</tr>
<tr>
<td>Total: 1,404</td>
<td>Sigma Alpha Mu Interest Group Expansion: 7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**MEMBERSHIP TRENDS FROM FALL 2018-22 GRADE REPORTS:**

<table>
<thead>
<tr>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
<th>Fall 2021</th>
<th>Fall 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>20,076</td>
<td>20,602</td>
<td>20,868</td>
<td>22,080</td>
<td>22,938</td>
</tr>
<tr>
<td>2,903</td>
<td>3,054</td>
<td>3,415</td>
<td>3,923</td>
<td>4,124</td>
</tr>
<tr>
<td>1,537</td>
<td>1,704</td>
<td>1,648</td>
<td>1,737</td>
<td>1,925</td>
</tr>
<tr>
<td>45</td>
<td>42</td>
<td>46</td>
<td>59</td>
<td>62</td>
</tr>
<tr>
<td>84</td>
<td>79</td>
<td>81</td>
<td>70</td>
<td>88</td>
</tr>
<tr>
<td>4,569</td>
<td>4,883</td>
<td>5,186</td>
<td>5,789</td>
<td>6,199</td>
</tr>
</tbody>
</table>

35.7% Increase in total membership from Fall 2018 to Fall 2022

**U.S. States represented through membership**

- South Carolina: 2606
- New Jersey: 480
- North Carolina: 342
- New York: 337
- Georgia: 299

**Non-U.S. countries represented through membership**

- Australia: 10
- Bermuda: 6
- Costa Rica: 5
- England: 4
- France: 3
- Germany: 2
- Jamaica: 1
- Panama: 1
- Taiwan: 1

**Top 10 Majors Represented**

- Pre-Business: 641
- Financial Management: 496
- Marketing: 448
- Biological Sciences: 440
- Nursing: 351
- Psychology: 334
- Management: 323
- Health Science: 186
- Political Science: 169
- General Engineering: 157
ACADEMICS

<table>
<thead>
<tr>
<th>Overall GPA</th>
<th>Overall FSL GPA</th>
<th>CPA</th>
<th>IFC</th>
<th>MGC</th>
<th>NPHC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2022</td>
<td>3.310</td>
<td>3.428</td>
<td>3.537</td>
<td>3.216</td>
<td>3.115</td>
</tr>
<tr>
<td>Spring 2023</td>
<td>3.333</td>
<td>3.446</td>
<td>3.557</td>
<td>3.264</td>
<td>3.182</td>
</tr>
</tbody>
</table>

In Fall 2022: 79.6% of all chapters exceeded 3.0; 81.6% of all members exceeded 3.0
In Spring 2023: 92.0% of all chapters exceeded 3.0; 81.57% of all members exceeded 3.0

*Totals from preliminary report. Final report not certified until mid-June.

5th Consecutive Fall semester where all four council GPAs exceeded 3.0

RETIEMENT — 2021 COHORT DATA:

- 98.0% first-year FSL members retention rate (89.8% for first-year unaffiliated students)
- Entering n = 1,377; Returning n = 1,349
- Entering n = 3,217; Returning n = 2,889

GRADUATION — 2016 COHORT DATA:

- 92.7% first-year FSL members six-year graduation rate (82.3% for first-year unaffiliated students)
- Entering n = 1,067; Graduating n = 989
- Entering n = 2,624; Graduating n = 2,160

SERVICE AND PHILANTHROPY

- 41,564.5 hours spent in Fall 2022 (57.3%)
- 30,914.5 hours spent in Spring 2023 (42.7%)
- 72,479 Hours chapter members spent in community service
- $511,765.67 raised in Fall 2022 (45.6%)
- $611,433.41 raised in Spring 2023 (54.4%)
- $1,123,199.08 Money raised for chapter philanthropies

COACHING MODEL AND OUTCOMES

- 9% Increase in coaching meetings from the previous fiscal year

COUNCIL ENGAGEMENT:

- 1-60 minutes (82.2%)
- >60 minutes (17.8%)
- 872 Meetings total

CHAPTER ENGAGEMENT:

- 1-30 minutes in-person meetings (52.4%)
- 31-60 minutes in-person meetings (6.3%)
- 433 Meetings total with an average of 9 coaching meetings per chapter

SPRING 2023 COACHING SURVEY OUTCOMES:

- 100% of chapters participated in 1:1 coaching
- n = 49
- Indicated their advisor is a resource they can depend on
- n = 49
- Developed a positive and professional advising relationship with their advisor
- n = 49

COACHING MODEL OUTCOMES:

- 45.8% of headquarters staff/regional directors engaged with office

“...showed me some of the resources that I did not know about and was encouraging with what they said about my chapter’s progress over the last couple of semesters.”

— Chapter President
EDUCATIONAL PROGRAMS

Launched P.A.W.S. Bystander Intervention Program in Spring 2023 with 20 presentations.

93.3% Strongly agreed or agreed that P.A.W.S. increased their knowledge and confidence to intervene when someone is in need

“I appreciate the time taken to provide information and resources that will help keep our campus and chapters safe!”
— Program Participant of the Post-program Survey

“The video and speakers were super informative and delivered in a clear and positive manor.”
— Program Participant of the Post-program Survey

30 programs for community building (20.5%)
28 programs for officer training and development (19.2%)
59 programs for health and wellness (40.4%)
23 programs for DEI and belonging (15.8%)
6 programs for service and philanthropy (4.1%)

Total program attendance at FSL and Council-led programs
3,87 Average number of programs attended per person

CHAPTER EXCELLENCE AWARDS 2023

APPLICATIONS AND RESULTS:

<table>
<thead>
<tr>
<th>Number</th>
<th>Percent of Chapters</th>
<th>Chapters Receiving Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>25</td>
<td>53.2%</td>
</tr>
<tr>
<td>2020</td>
<td>34</td>
<td>73.9%</td>
</tr>
<tr>
<td>2021</td>
<td>32</td>
<td>68.0%</td>
</tr>
<tr>
<td>2022</td>
<td>30</td>
<td>65.0%</td>
</tr>
<tr>
<td>2023</td>
<td>35</td>
<td>72.9%</td>
</tr>
</tbody>
</table>

Members of the Year
Sophie Wichlac (CPA)
Alpha Phi
Carter Varin (IFC)
Phi Sigma Kappa
Kayla Brizuela (MGC Sorority)
Delta Phi Lambda Sorority, Inc.
Marc Barfield (MGC Fraternity)
Pi Alpha Phi Fraternity, Inc.
Ashanti Elliott (NPHC Sorority)
Alpha Kappa Alpha Sorority, Inc.
Malik Balogun (NPHC Fraternity)
Alpha Phi Alpha Fraternity, Inc.

Chapters of the Year
Kappa Delta (CPA)
Amanda H. Hays Cup
Beta Upsilon Chi (IFC)
Dr. Jerome V. Reel, Jr. Cup
Delta Phi Lambda Sorority, Inc. (MGC)
Founders Cup
Zeta Phi Beta Sorority, Inc. (NPHC)
Dr. Altheia L. Richardson Cup

NATIONAL RECOGNITION:

College Panhellenic Association received from the National Panhellenic Conference’s Innovation in Judicial Procedures Award in August 2022.

Interfraternity Council received the North American Interfraternity Conference’s Laurel Wreath Award in June 2023 for their New Member Education Series.

PILLARS OF THE COMMUNITY AWARD:

Fraternity and Sorority Life launched the Pillars of the Community Award in April 2023 to recognize alumni for their contributions to Clemson University, their organization at the local or national level, their profession, or public service.

The inaugural class included:

President Emeritus James F. Barker
Delta Kappa Alpha
Jerome V. Reel, Jr.
Pi Kappa Alpha
Bobby Clark
Alpha Phi Alpha Fraternity, Inc.
Clemson University Board of Trustees
Chair Kim Wilkerson
Delta Delta Delta
Mable H. Wynn (posthumous)
Delta Sigma Theta Sorority, Inc.
The Center for Career and Professional Development (CCPD) houses the Michelin Career Center (MCC), which serves students in all stages of their education through career counseling, assessments, resume and cover letter reviews, information workshops, career fairs and more. The center develops strong partnerships with employers and provides opportunities for students and employers to connect. The Michelin Career Center also offers both part-time and full-time internship courses where students are supported and guided through their experience. For over a decade, Clemson has been recognized by The Princeton Review and U.S. News & World Report as a national leader in career services and experiential learning. Visit career.sites.clemson.edu/data_analytics for more data.

**STUDENT EXPERIENCE**

- 99.8% of students were satisfied or very satisfied with their CCPD counseling session (N = 1,233)
- 100% of students who self-identify as being from underrepresented populations felt CCPD provided a welcoming environment (N = 174)
- 20,097 workshop, meet-ups, event and fair contacts (54%)
- 17,008 one-on-one counseling, site visits and employer interview contacts (46%)
- 37,105 Total contacts within CCPD

**STUDENT CAREER COUNSELING**

- Undergraduate students (88%)
- Graduate students and first-year alumni (12%)
- 3,487 Total 1:1 contacts

**CAREER RESOURCES**

- 212 Total workshops
- 6,893 Total workshop contacts
- 115 Other events
- 3,543 Total other event contacts

**FIRST DESTINATION SURVEY OUTCOMES (2021-22)**

**PROFESSIONAL STATUS AND DESTINATION OF RECENT GRADUATES:**

- 73.45% employed full-time (on average 30 hours or more per week)
- 17.50% enrolled in graduate school, professional school or continuing education
- 2.52% planning to continue education but not yet enrolled
- 2.18% employed part-time (on average less than 30 hours per week)
- 0.73% serving in the United States Services or United States Armed Forces
- 0.25% participating in a volunteer or service program (e.g., Peace Corps)
- 0.47% not seeking employment or continuing education at this time
- 2.90% seeking employment

- 97% of graduates are employed (full time, part time, Service, Armed Forces), continuing education, planning to continue education within six months of graduation or not seeking employment (N = 2,052)
- 45% South Carolina (N = 2,052)
- 55% Other states and international (N = 2,052)
CCPD OFF-CAMPUS INTERNSHIP PROGRAM OUTCOMES

92% of mentors would hire a candidate similar to their Clemson intern

94% of mentors stated their Clemson intern was the same or better than interns from other institutions

92% of mentors indicated they provided an opportunity for interns to grow in awareness of diversity, equity and inclusive excellence

99% of students rated their internship as being “Very Relevant” or “Moderately Relevant” to their academic and career goals

96% of students indicated their internship provided an opportunity to grow in awareness of diversity, equity and inclusive excellence

“It has been great to have [my intern] as part of our team. His professional and proactive attitude, ability to independently take on tasks and be a good communicator is valued by everyone.”
— Off-Campus Internship Mentor

COMPETENCIES AND EXPERIENTIAL EDUCATION

Site supervisors and mentors evaluate students based on a five-point proficiency scale. There were 741 total respondents.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>3.83</td>
</tr>
<tr>
<td>Collaboration</td>
<td>4.08</td>
</tr>
<tr>
<td>Leadership</td>
<td>3.60</td>
</tr>
<tr>
<td>Adaptability</td>
<td>4.05</td>
</tr>
<tr>
<td>Analytical Skills</td>
<td>3.90</td>
</tr>
<tr>
<td>Technology</td>
<td>3.99</td>
</tr>
<tr>
<td>Self-Awareness</td>
<td>3.93</td>
</tr>
<tr>
<td>Integrity and Ethics</td>
<td>4.29</td>
</tr>
<tr>
<td>Brand</td>
<td>4.20</td>
</tr>
</tbody>
</table>

RECRUITING AND EMPLOYER ENGAGEMENT

The CCPD team hosted two universitywide main career fairs and co-hosted several boutique fairs for specific departments and offices.

CAREER FAIR STUDENT ATTENDANCE AND EMPLOYEE REGISTRATION:

6,838 Fall and Spring main career fair contacts (78.7%)
8,687 Total career fair contacts
840 Total employer registrations for the Fall and Spring main career fairs

FALL AND SPRING MAIN CAREER FAIR OUTCOMES SURVEY:

73% of students attending left with at least one to two internship or job leads
66% of students attending had at least one to two interviews
46% of respondents had a least one offer as a result of attending the fair

ONLINE JOB POSTINGS:

ClemsonJobLink now features national curated postings providing students with increased access to employment opportunities.

16,572 off-campus internships and fellowships (52.2%)
14,451 full-time postings (45.5%)
702 part-time postings (2.2%)
31,725 Total online postings

“Going to the career fair is definitely the best choice I could have made. I was able to obtain multiple offers...one of the companies added an additional $10,000 signing bonus...[That] definitely wouldn't have been possible without the career fair.”
— Clemson Career Fair Student Attendee
Student Health Services (SHS) is an integrated, outpatient organization comprised of three areas: Medical Services, Counseling and Psychological Services (CAPS), and Healthy Campus. With a focus on providing high quality programs and services that support health promotion and well-being, we strive to be highly accessible and supportive to students.

SHS is accredited by The Joint Commission, a recognition that speaks to a commitment to quality patient care and safety. Other recognitions include accreditations by the American Psychological Association for our doctoral internship program and the Commission on Office Laboratory Accreditation for our laboratory.

ACHA-PATIENT SATISFACTION ASSESSMENT SERVICE (ACHA-PSAS)

The ACHA-PSAS is a patient satisfaction survey that provides insight into the quality and performance of a college or university health service. Clemson elects to participate in this survey to support its dedication to students and continuous improvement. Twice a month, a random sample of students who received medical and CAPS services are invited to participate. Responses are anonymous.

- **88.0%** of students reported an ease of scheduling an appointment that met their needs, a **12.2%** increase from FY22
- **95.4%** of students reported cleanliness and general appearance of the health center, a **1.0%** increase from FY22
- **93.0%** of students reported the provider listened carefully to their concerns, a **6.9%** increase from FY22
- **86.2%** of students reported they received information during their visit they would use to improve their health, an **18.7%** increase from FY22
- **89.0%** of students reported an overall satisfaction with their visit, an **8.4%** increase from FY22
- **81.0%** of students reported the likelihood of recommending the health service to another Clemson student, a **3.3%** increase from FY22

“All of the providers I have seen at Redfern...have always been excellent in their knowledge, care and professionalism. I am thankful that such a great team of providers is available to me and other students, and all of them (plus the staff at Redfern) deserve a multitude of praise for their dedication to caring for Clemson students!”

— Student Patient

MEDICAL SERVICES

SHS provides ambulatory care for illness and injury, pharmacy, lab, X-ray and specialty services including women’s health, sports medicine, allergy and immunization, and travel clinics. Students can call or use MyHealth-e webportal to schedule in-person or virtual appointments.

<table>
<thead>
<tr>
<th>Treatment Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lab Tests</td>
<td>11,401</td>
</tr>
<tr>
<td>X-Ray Exams</td>
<td>1,755</td>
</tr>
<tr>
<td>Allergy</td>
<td>1,616</td>
</tr>
<tr>
<td>Immunization</td>
<td>4,183</td>
</tr>
<tr>
<td>Travel Clinic</td>
<td>37</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Visits</th>
<th>Patients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician</td>
<td>9,884</td>
</tr>
<tr>
<td>NP/PA</td>
<td>7,933</td>
</tr>
<tr>
<td>RN/LPN</td>
<td>5,221</td>
</tr>
<tr>
<td>Psychiatrist</td>
<td>1,175</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>1,960</td>
</tr>
</tbody>
</table>
COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)

CAPS provides a safe and confidential environment for students to address their concerns in-person or virtually. Mental wellness, just like physical health, is necessary for students to meet their academic and life goals. CAPS operates on a short-term model as an outpatient center. Students in need of intensive services will be referred to an outside provider.

WORKSHOPS AND GROUP COUNSELING:

Group therapy is often the optimal form of intervention since many issues students encounter occur in social settings. It follows that working out these issues in a therapeutic social environment facilitates growth. CAPS offers both general and specific theme groups as well as groups that focus on learning effective skills.

INDIVIDUAL COUNSELING:

<table>
<thead>
<tr>
<th>Total therapy visits</th>
<th>Total therapy patients, an 11.0% increase from FY22</th>
</tr>
</thead>
<tbody>
<tr>
<td>9,152</td>
<td>3,099</td>
</tr>
</tbody>
</table>

WORKSHOPS AND GROUP COUNSELING:

<table>
<thead>
<tr>
<th>Total workshops and groups</th>
<th>Total attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>178</td>
<td>531</td>
</tr>
</tbody>
</table>

INDIVIDUAL COUNSELING:

<table>
<thead>
<tr>
<th>Pharmacy</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patients Served</td>
<td>6,356</td>
</tr>
<tr>
<td>Immunizations Given</td>
<td>1,577</td>
</tr>
<tr>
<td>RX Filled (Total)</td>
<td>23,289</td>
</tr>
<tr>
<td>RX Refilled</td>
<td>5,196</td>
</tr>
</tbody>
</table>

PHARMACY

SHS Pharmacy provides services on campus to students and employees. Pharmacy staff fill prescriptions from SHS and offsite providers, administer immunizations, and offer recommendations for over-the-counter items. Students can call the pharmacy or use MyHealth-e to schedule vaccination appointments.

HEALTHY CAMPUS

Healthy Campus strives for Clemson University to be a national model of health, safety and sustainability and for our students to experience a way of life that contributes to lifelong health and well-being. Healthy Campus contributes through public health advocacy, engaged learning activities and population-level interventions.

ASPIRE TO BE WELL:

90-minute peer-led health and safety focused dialogue

- 97.6% program completion rate for first-year and transfer students ($n = 6,051$)
- 90.5% of students met the learning outcomes in the 48-hour post-survey ($n = 5,476$)

EIGHTH ANNUAL OUT OF THE DARKNESS WALK:

- 217 participants
- $18,025 raised for the American Foundation for Suicide Prevention (AFSP)

TIGERS TOGETHER SUICIDE PREVENTION ADVOCACY TRAINING:

- 674 Fall 2022 participants (85.1%)
- 792 Total participants
- 118 Spring 2023 participants (14.9%)
- 93.9% of participants are undergraduates including residential assistants, multiple fraternities, sororities and Air Force ROTC students ($n = 744$)
- 94.8% of participants agreed or strongly agreed the training was useful to their suicide prevention efforts ($n = 423$)

ALCOHOL AND OTHER DRUG HIGHLIGHTS:

- 38,000 impressions on social media for the 2022 Homecoming Football game with the Celebrate Safely campaign
- 5 staff members from Healthy Campus, CAPS and the Office of Community and Ethical Standards received training to provide the Brief Alcohol Screening and Intervention for College Students (BASICS), funded through the International Town and Gown Association
- The Alcohol and Other Drug Advisory Board (AODAB) finalized the University’s new Alcohol and Other Drug Strategic Plan
The Office of Student Support and Empowerment (OSSE) offers a myriad of services to support Clemson students that honor their identities, well-being and experiences. Our critical service areas of Military and Veteran Engagement (MVE) and Interpersonal Violence Response (IVR) have core functions of holistic support and creation of agency to provide resources that support students’ success and empowerment where individuals are valued.

INTERPERSONAL VIOLENCE RESPONSE (IVR)

Interpersonal Violence Response serves students who identify as primary or secondary survivors of interpersonal violence by providing support, advocacy and facilitating connections to on- and off-campus resources. During its second year, IVR has noted an increase in requests specific to meeting accompaniment, safety planning and use of the Oak Room.

“My response coordinator was amazing! She is one of the best resources I’ve encountered on campus and so caring about me as an individual.”
— Clemson Student

“My response coordinator was kind and extremely validating! She was thoughtful of what I wanted and took every emotion into account.”
— Clemson Student

NOTABLE ACCOMPLISHMENTS:

IVR collaborated with Clemson Libraries and Counseling and Psychological Services (CAPS) to publish domestic violence and sexual violence resource guides during the respective awareness months. Resource guides include media, research journals, safety tips and related campus and community resources available to the university community.

IVR launched its Instagram page as an additional platform to share information and increase its reach and engagement with the campus community. In less than a year, the account has already gained 159 followers.

IVR collaborated with campus partners to create an Interpersonal Violence Support button on the my.Clemson app. This page includes contact information for campus, community and national resources related to interpersonal violence.

In continued efforts to engage in best practices and provide quality support, Response Coordinators completed the NOVA Campus Advocacy Training (NCAT). NCAT is a 30 hour advanced training academy focused on building participants’ knowledge and skills to prevent and respond to sexual assault, stalking and interpersonal violence in higher education.

OUTREACH AND PROGRAMMING:

IVR continued efforts to raise awareness and contribute to ongoing discourse surrounding various forms of interpersonal violence by hosting outreach events including panel discussions with interpersonal violence prevention and response professionals, self-defense classes, interactive tabling events and distributing message buttons.

THE OAK ROOM:

In FY23, students began using The Oak Room — a safe space for student survivors to decompress, study or engage in self-care activities (some of which IVR already provided). Students do not have to actively receive Interpersonal Violence Response services to use the space and can request access by emailing lmatran@clemson.edu or bekanem@clemson.edu.
MILITARY AND VETERAN ENGAGEMENT (MVE)

The transition to civilian life — particularly in higher education — can be difficult for veterans, military spouses and dependents. Military and Veteran Engagement serves in a supporting role for this unique population. Through the Military and Veteran Resource Center located in Vickery Hall, students develop key campus connections and are introduced to resources available to aid their respective journeys.

**ENROLLMENT AND GRADUATION:**

- **440** Veterans, an **8.4%** increase from Fall 2021
- **680** Military family members, a **4.1%** increase from Fall 2021
- **1,120** Total military students, a **5.8%** increase from Fall 2021
  - **3.9%** of total Clemson students enrolled are military students (1,120)
- **983** Students using VA Education Benefits (VA.gov), a **23%** increase from FY22
- **104** Service members and veterans graduated
- **28** Students recognized during Service Member and Veteran Graduation events

**MILITARY NEEDS ASSESSMENT:**

- **95.2%** of survey respondents strongly agreed or agreed their interactions with MVE were positive (n = 59)
- **88.7%** of survey respondents strongly agreed or agreed their interactions with MVE were helpful (n = 55)

**“MVE has seriously helped me out at Clemson. I literally would not be a student here if it were not for the great work of all the staff there!”**

— Clemson Student

**GREEN ZONE TRAINING:**

- **101** Staff, faculty and/or graduate assistants attended Green Zone Training, an **15%** increase from FY22
- **7** Green Zone team members and ambassadors (four staff and three students)
- **100%** of attendees strongly agreed or agreed they understood how they can support student veterans at Clemson as a result of attending Green Zone Training (n = 82)
- **98.8%** of attendees strongly agreed or agreed they were familiar with on- and off-campus veteran resources as a result of attending Green Zone Training (n = 81)

**MILITARY STUDENT SUPPORT:**

- New Assistant Director position created and hired
- Upstate Warrior Solution partner on-site three days per week
- Student Veterans Association (SVA) designated as Delegated Student Organization
- Established the Military Student Leadership Award (given to **nine** students along with $500) to recognize students who:
  - Build community to overcome challenges that veterans and military-connected students face
  - Align the strength of group members to ensure equal and full participation for veterans and military-connected students in the Clemson student experience
  - Take action to create positive change on a group level

**PROGRAMMING AND EVENTS:**

- **15** students using VA Benefits participated in VA work study program
- **47** students attended Military Onboarding Orientation
- **39** families attended MVE session at Ready, Set, Roar!
- **28** attendees certified through MVE hosted Mental Health First Aid training
- **34** campus and community partners held **11** major events organized by MVE during Military Appreciation Week
- **87** student veteran volunteers participated in **six** Military Appreciation Day athletic events
- **1,200+** students and stakeholders received monthly Paws and Stripes newsletter

**RECOGNITION:**

- College of Distinction for 2023-24 Military Support — One of three in S.C.
- Military Friendly: Silver Award — Second consecutive year
- Ranked No. 46 in Best Colleges for Veterans — Highest across S.C. U.S. News & World Report
- Military Friendly.com
- Best of the Best Top Veteran-Friendly Schools 2023 U.S. Veterans Magazine
- 2023 Military Friendly® Employer — Fourth consecutive year with a Gold designation for 2023 (Given to less than ten percent of applicants)
- Joined South Carolina Veteran Coalition