



*Division of*

# STUDENT AFFAIRS

**FY23 HIGHLIGHTS**

# 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:

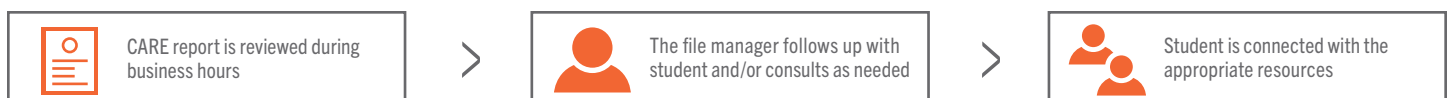
To increase care and support, OAS implemented initiatives to support the approximately three-quarters of Clemson students who live off campus. In FY23, OAS developed relationships with property managers in Clemson and the surrounding areas. Property managers participated in a survey with the goal of 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.

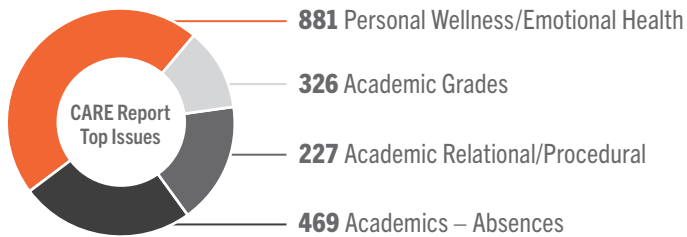
## SERVICES AND PARTNERSHIPS

### 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





	Number of Cases (not students)
FY19	1,986*
FY20	1,961*
FY21	1,956
FY22	2,343
FY23	2,116

\*Data impacted by the COVID-19 pandemic

## 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.

	MAAP Cases
FY19	33
FY20	40
FY21	17
FY22	34
FY23	33

## 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.

	DOC Cases
FY19	112
FY20	88
FY21	61
FY22	113
FY23	77

## 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.

	Number of Unique Students
FY21	208
FY22	1,190
FY23	9,112

# 28,889

Total number of NOAs submitted  
July 1, 2022-June 30, 2023

## 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.



"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."

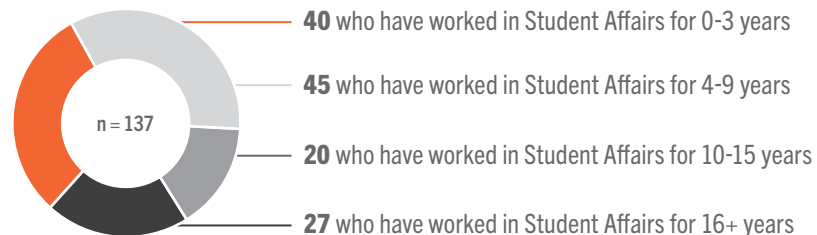
— *University Partner*

## 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:



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





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 DOUTHIT HILLS FITNESS CENTERS

**598,770**

Total swipe-ins

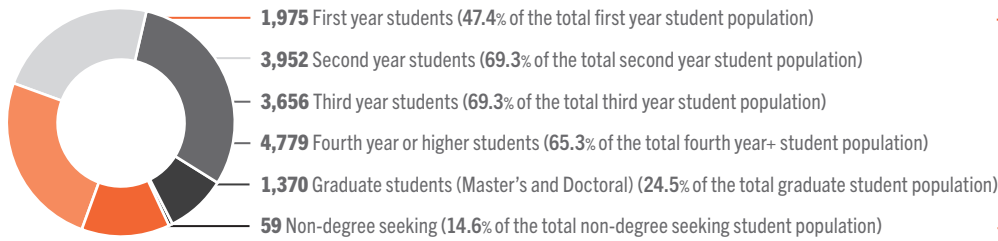
**17,706**

Unique users

**40+**

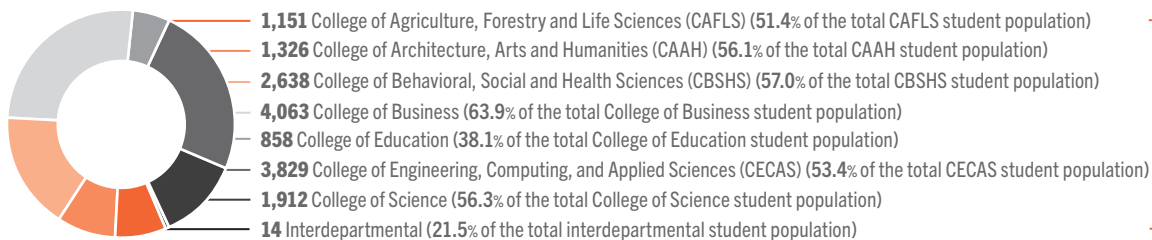
Total acres of outdoor space overseen

Analysis of Spring 2023 student facility access numbers:



**15,791**

Total students (55.5% of the total 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

# STUDENT ENGAGEMENT IMPACT



## OUTDOOR RECREATION AND EDUCATION:

**1,205**

Total Outdoor Program participants

**6,157**

Pieces of equipment rented



## INTRAMURAL SPORTS:

**5,272**

Unique participants

**27,509**

Total swipe-ins



## CLUB SPORTS:

**2,742**

Unique participants

**33**

Club sports teams



## FITNESS AND WELLNESS:

**4,285**

Unique participants

**115**

Fitness class offerings per week

## CORE STUDENT PARTICIPANT SURVEY SPRING 2023:



**98.7%**

rated their overall trip experience as good or exceptional



**82.7%**

strongly agreed that participating in the CORE trip was beneficial to their mental health and wellness

“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

“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.

**168**

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





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!"

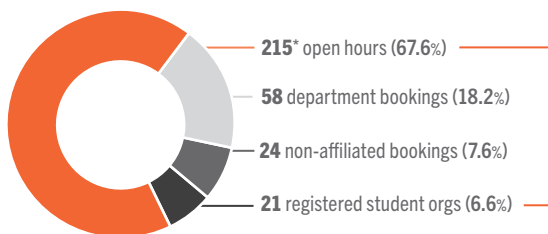
— Client Testimonial

"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:



**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.

	Events Reviewed
July-December, 2022	88
January-June, 2023	114

## 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%**  
n = 12  
of student managers reported that they could identify at least three transferrable skills gained while working for CRE

**100%**  
n = 12  
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

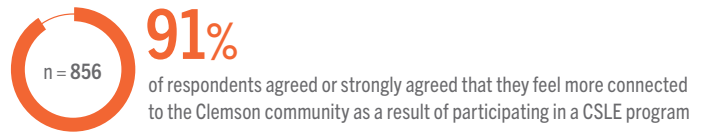
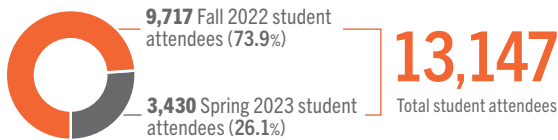
In FY23, CRE faced staff vacancies and a reduction in spaces, including Memorial Auditorium coming offline for renovations. To maintain its commitment to quality guest and client services, the CRE team is growing and working to improve customer service, building management and the student employee experience 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:



#### 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*

**6**  
Delegated Student Organizations advised

#### 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*

**7,971**  
Student touchpoints (in addition to program engagement)

#### 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!”

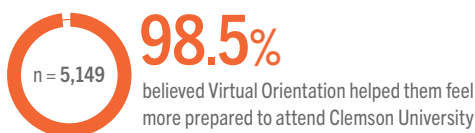
— *Lanie Deyo, Certified Student Leader Participant and 2023 Orientation Ambassador*

**893,356**  
TigerQuest page views

**267,045**  
CSLE Instagram impressions

## BEGIN: ORIENTATION

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



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

# BELONG: STUDENT INVOLVEMENT

## STUDENT ORGANIZATIONS:

**47,145**  
Total members

**15,457**  
Unique members

**532**  
Number of organizations

## U-NITES!:

**88%**  
n = 250  
of participants agreed or strongly agreed that attending U-NITES! events helped them feel more connected to the Clemson campus

**94%**  
n = 250  
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

**81** **4,272**  
Total programs with 30 collaborations  
Total attendance

# BECOME: LEADER EDUCATION AND DEVELOPMENT

## LEADERSHIP FRAMEWORK:

**28**  
Experiences connected into the Clemson Leader Framework

**35**  
One-on-one leadership consultations completed with students

## WOMEN IN LEADERSHIP CONFERENCE (WiLC):

**97.8%**  
n = 46  
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%**  
n = 28  
of participants felt more confident in their ability to lead

**100%**  
n = 28  
of participants reported they improved in their ability to lead

**100%**  
n = 28  
of participants could describe their own personal leadership style

**100%**  
n = 28  
of participants felt prepared to connect across differences to create community

## CONNECTIONS:

**89.0%**  
n = 69  
retention rate (first year to second year) for the CONNECTIONS 2021-22 Cohort

**99.3%**  
n = 142  
of participants strongly agreed or agreed that the CONNECTIONS programming contributed to their sense of belonging

**48**  
Mentors served at a CONNECTIONS program (of which 5 were Senior Peer Mentors)

**78**  
Mentees served through the CONNECTIONS program

# CAMPUS AND COMMUNITY IMPACT

**100%**  
n = 4  
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%**  
n = 4  
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.

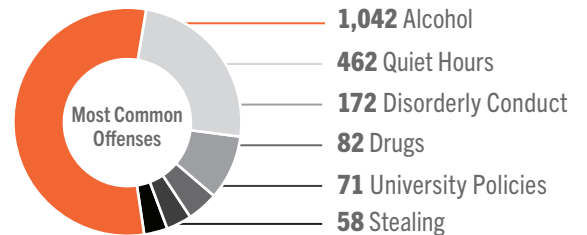
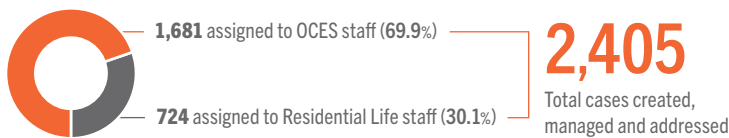
The team’s work entails receiving incident reports from students, faculty, staff and the Clemson community and investigating them for any possible violations of the Student Code of Conduct. Staff conduct hearings with the students and make findings of non-responsibility or responsibility. If a student 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:



### 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](https://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

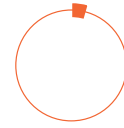
Conduct cases adjudicated

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.

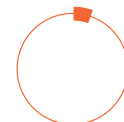
Tiger Accountability focuses on engaging students with the specific policies and regulations governing the Clemson community. It is intended to fill the gaps in students' awareness of Clemson's expectations regarding prohibited activities and behavior. By looking at the Clemson University Student Code 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



95.2%

stated the process of the program was properly conveyed and understood their rights, as a student, to complete or contest the program



94.6%

believed they received enough time to complete the program



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.

**DEMOGRAPHICS**

**FALL 2022 MEMBERSHIP:**

College Panhellenic Association  
**CPA** | 13 Chapters  
4,210 Members  
324 Avg. Chapter Size  
339 Total

Interfraternity Council  
**IFC** | 23 Chapters  
1,949 Members  
85 Avg. Chapter Size

Multicultural Greek Council  
**MGC** | 5 Organizations  
49 Members  
10 Avg. Chapter Size

National Pan-Hellenic Council  
**NPHC** | 8 Organizations  
90 Members  
11 Avg. Chapter Size

**2022-23 RECRUITMENT TOTALS:**

College Panhellenic Association  
**CPA** | Fall 2022 Primary Recruitment: **1,272**  
Fall 2022 Continuous Open Bidding: **26**  
Spring 2023 Continuous Open Bidding: **106**  
Total: **1,404**

Interfraternity Council  
**IFC** | Fall 2022 Recruitment: **482**  
Phi Kappa Tau Expansion: **66**  
Spring 2023 Recruitment: **160**  
Kappa Delta Rho Interest Group Expansion: **12**  
Sigma Alpha Mu Interest Group Expansion: **7**  
Total: **727**

Multicultural Greek Council  
**MGC** | Fall 2022 Intake: **16**  
Spring 2023 Intake: **3**  
Total: **19**

National Pan-Hellenic Council  
**NPHC** | Fall 2022 Intake: **3**  
Spring 2022 Intake: **41**  
Total: **43**

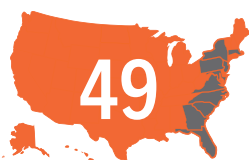
	Men	Women
Overall	47.5%	52.5%
Overall FSL	32.1%	67.9%
% of Gender Affiliated	18.7%	35.8%

	In-State %	Out-of-State %
CPA	40.8%	59.2%
IFC	39.6%	60.4%
MGC	86.2%	13.8%
NPHC	84.9%	15.1%
Overall FSL	41.6%	58.4%
Overall	61.2%	38.8%

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

	Total Undergraduates	Total CPA	Total IFC	Total MGC	Total NPHC	Total Members
Fall 2018	20,076	2,903	1,537	45	84	4,569
Fall 2019	20,602	3,054	1,704	42	79	4,883
Fall 2020	20,868	3,415	1,648	46	81	5,186
Fall 2021	22,080	3,923	1,737	59	70	5,789
Fall 2022	22,938	4,124	1,925	62	88	6,199

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



U.S. States represented through membership (all except North Dakota)

**Top 10 States Represented**

- South Carolina: **2606**
- New Jersey: **480**
- North Carolina: **342**
- New York: **337**
- Georgia: **299**
- Virginia: **263**
- Massachusetts: **224**
- Maryland: **223**
- Pennsylvania: **212**
- Florida: **176**



Non-U.S. countries represented through membership

- Australia
- Bermuda
- Costa Rica
- England
- France
- Germany
- Jamaica
- Panama
- Taiwan

**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

	Overall  GPA*	Overall FSL GPA*	CPA*	IFC*	MGC*	NPHC*
Fall 2022	3.310	3.428	3.537	3.216	3.115	3.113
Spring 2023	3.333	3.446	3.557	3.264	3.182	3.032

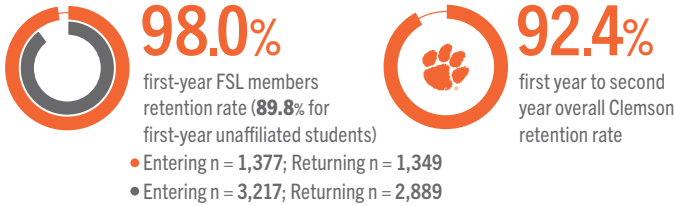
**5<sup>th</sup>**

Consecutive Fall semester where all four council GPAs exceeded 3.0

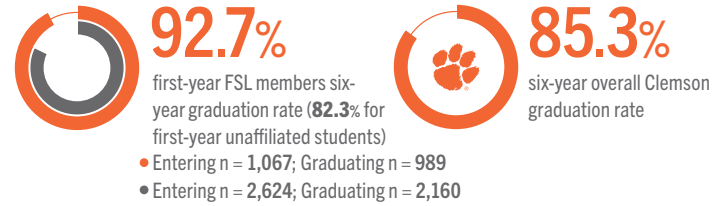
In Fall 2022: **79.6%** of all chapters exceeded 3.0; **81.6%** of all members exceeded 3.0  
 In Spring 2023: **92.0%** of all chapters exceeded 3.0; **81.57%** of all members exceeded 3.0

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

## RETENTION — 2021 COHORT DATA:



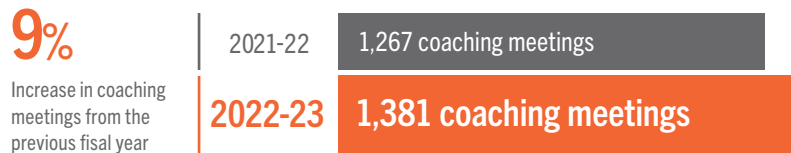
## GRADUATION — 2016 COHORT DATA:



## SERVICE AND PHILANTHROPY



## COACHING MODEL AND OUTCOMES

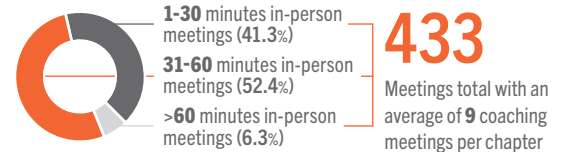


**79** Meetings with **24** fraternity and sorority headquarters

## COUNCIL ENGAGEMENT:



## CHAPTER ENGAGEMENT:



## SPRING 2023 COACHING SURVEY OUTCOMES:

**49** Students serving as chapter presidents, council officers, Order of Omega officers, DEI Ambassadors or Wellness Advocates provided feedback on their coaching experience



## COACHING MODEL OUTCOMES:



“My advisor 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.”

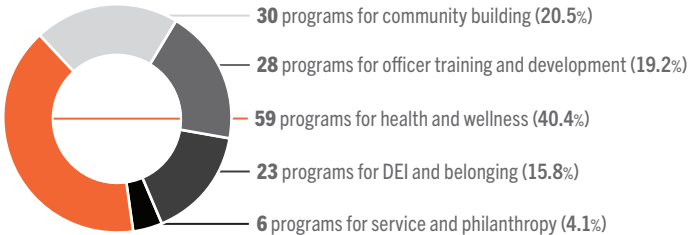
— Chapter President





# EDUCATIONAL PROGRAMS

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

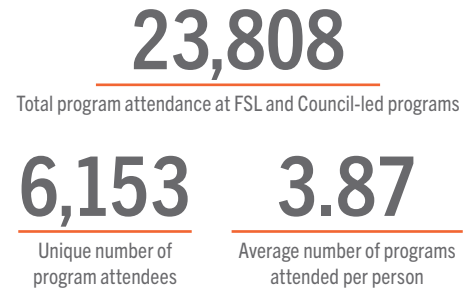


“I appreciate the time taken to provide information and resources that will help keep our campus and chapters safe!”

— Program Participant of the Post-program Survey

“The video and speakers were super informative and delivered in a clear and positive manner.”

— Program Participant of the Post-program Survey



## CHAPTER EXCELLENCE AWARDS 2023 🏆

### APPLICATIONS AND RESULTS:

	Number Applied	Percent of Chapters	Chapters Receiving Awards
2019	25	53.2%	19
2020	34	73.9%	33
2021	32	68.0%	31
2022	30	65.0%	30
2023	35	72.9%	34

### 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*

Bobby Clark  
*Alpha Phi Alpha Fraternity, Inc.*

Amanda H. Hays  
*Alpha Chi Omega*

Jerome V. Reel, Jr.  
*Pi Kappa Alpha*

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](https://sites.clemson.edu/data_analytics) for more data.

### No. 7

2024 The Princeton Review  
Best Career Services

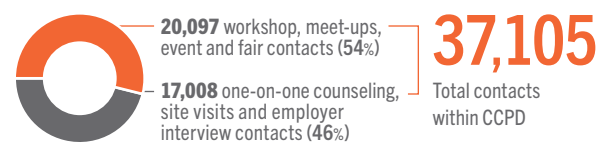
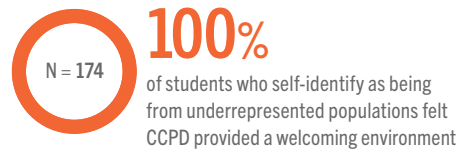
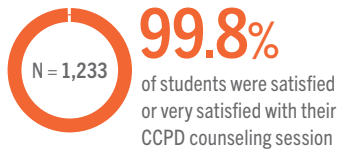
### No. 19

2024 The Princeton Review  
Top 25 Best School for Internships

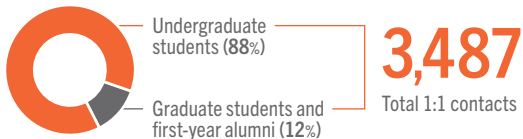
### No. 19

2023 U.S. News & World Report  
Best in Co-ops/Internships

## STUDENT EXPERIENCE



## STUDENT CAREER COUNSELING

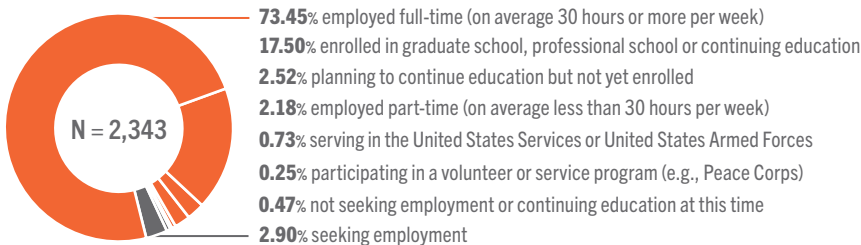


## CAREER RESOURCES

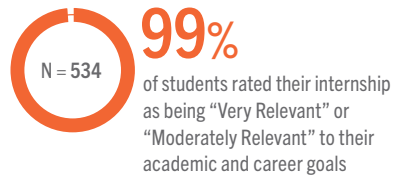
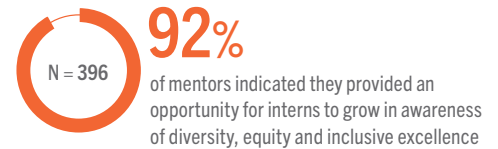
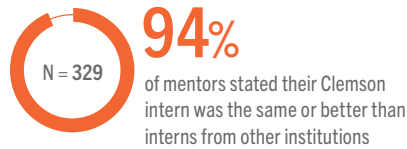
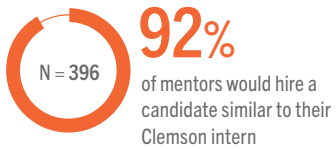


## FIRST DESTINATION SURVEY OUTCOMES (2021-22)

### PROFESSIONAL STATUS AND DESTINATION OF RECENT GRADUATES:



# CCPD OFF-CAMPUS INTERNSHIP PROGRAM OUTCOMES



**"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

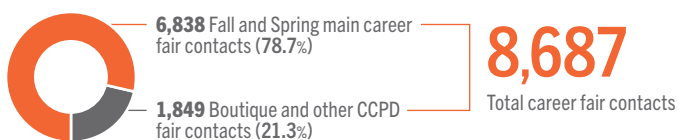
Site supervisors and mentors evaluate students based on a five-point proficiency scale. There were **741** total respondents.

Communication	3.83	Adaptability	4.05	Self-Awareness	3.93
Collaboration	4.08	Analytical Skills	3.90	Integrity and Ethics	4.29
Leadership	3.60	Technology	3.99	Brand	4.20

## RECRUITING AND EMPLOYER ENGAGEMENT

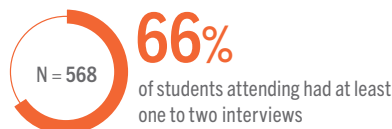
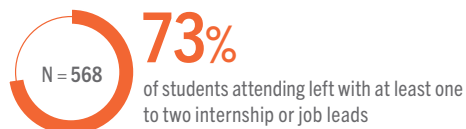
The CCPD team hosted two universitywide main career fairs and co-hosted several boutique fairs for specific departments and offices.

### CAREER FAIR STUDENT ATTENDANCE AND EMPLOYEE REGISTRATION:



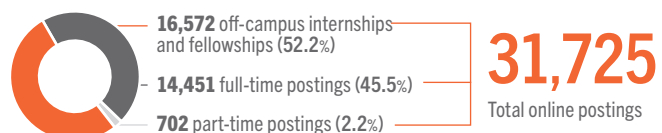
**840**  
Total employer registrations for the Fall and Spring main career fairs

### FALL AND SPRING MAIN CAREER FAIR OUTCOMES SURVEY:



### ONLINE JOB POSTINGS:

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



**"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."**

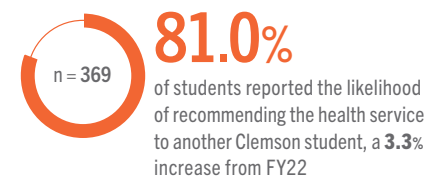
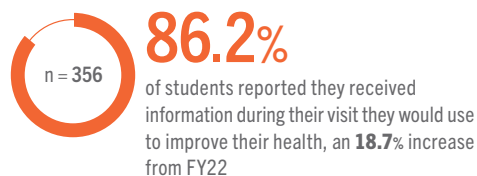
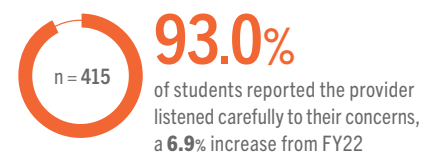
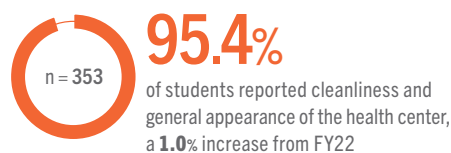
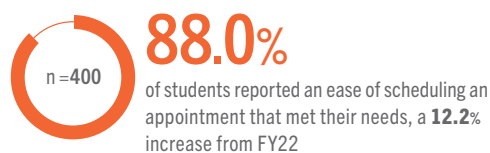
— *Clemson Career Fair Student Attendee*

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.



“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.

**26,173**  
Total provider visits

	Visits	Patients
Physician	9,884	5,172
NP/PA	7,933	4,759
RN/LPN	5,221	2,144
Psychiatrist	1,175	234
Miscellaneous	1,960	1,109

Treatment Type	Number
Lab Tests	11,401
X-Ray Exams	1,755
Allergy	1,616
Immunization	4,183
Travel Clinic	37

# 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.

## INDIVIDUAL COUNSELING:

**9,152**  
Total therapy visits

**3,099**  
Total therapy patients, an **11.0%** increase from FY22

## 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.

**178**  
Total workshops and groups

**531**  
Total attendees

# 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.

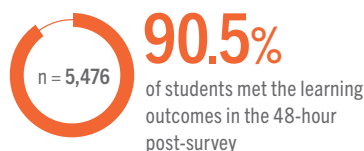
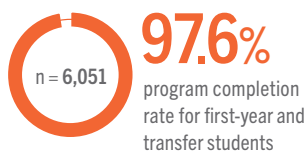
Pharmacy	Number
Patients Served	6,356
Immunizations Given	1,577
RX Filled (Total)	23,289
RX Refilled	5,196

# 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

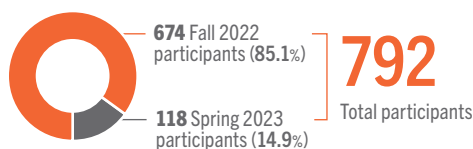


## EIGHTH ANNUAL OUT OF THE DARKNESS WALK:

**217**  
Participants

**\$18,025**  
Raised for the American Foundation for Suicide Prevention (AFSP)

## TIGERS TOGETHER SUICIDE PREVENTION ADVOCACY TRAINING:



## 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 [Imatran@clemson.edu](mailto:Imatran@clemson.edu) or [bekanem@clemson.edu](mailto: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

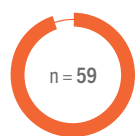
**104**

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



**88.7%**

of survey respondents strongly agreed or agreed their interactions with MVE were helpful

“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



**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

## 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  
*MilitaryFriendly.com*

2023 Military Friendly® Employer — Fourth consecutive year with a Gold designation for 2023 (Given to less than ten percent of applicants)

Ranked No. 46 in Best Colleges for Veterans — Highest across S.C.  
*U.S. News & World Report*

Best of the Best Top Veteran-Friendly Schools 2023  
*U.S. Veterans Magazine*

Joined South Carolina Veteran Coalition