



NORTHERN
STATE UNIVERSITY

**A YEAR ON THE
FRONT LINES**

see pages 7-10

**A YEAR OF
SUCCESS**

see pages 16-21

STUDENTS WALKING

by Great Plains East Residence Hall

Student Affairs Annual Report

July 1, 2020 – June 30, 2021



About Northern State University

Founded in 1901, Northern State University is a premier regional institution characterized by outstanding instruction, extraordinary community relations, and excellent co-curricular opportunities. Northern is consistently ranked as one of the best public baccalaureate institutions in the Midwest by U.S. News and World Report. Our 3,500 students pursue one of 59 majors and 46 minors and hail from 42 states and 42 foreign countries. Located in the beautiful Aberdeen South Dakota, the campus has seen more than \$120 million in privately funded building projects and scholarships within a decade.

Mission

Northern State University will provide diverse academic, civic, social, and cultural opportunities that prepare students through the liberal arts and professional education for their future endeavors, while also enriching the local and regional community.

Vision

Northern State University will be regionally recognized as a student-centered, diverse community dedicated to excellence in teaching and learning, creativity, and global awareness.

Values

Northern State University's students, faculty and staff are committed to the following values:

Community

Building a culture of inclusion, belonging and collegiality that respects diversity in knowledge, culture, and world view

Discovery

Pursuing rigor and excellence in education, inquiry, and engagement for the benefit of our students, state, and region

Integrity

Adhering to the highest standards of honesty, fairness, and transparency with a commitment to responsible stewardship of resources

Land Acknowledgment

Northern State University (NSU) acknowledges South Dakota as the ancestral territory of the Santee, Yankton, and Teton Lakota, which is an alliance known as the Oceti Sakowin (o-che-tee sha-koh-ween) (Seven Council Fires). Oceti Sakowin is historically known as the Sioux by non-Native people. The nine Native Nations that share the state's geography include: Cheyenne River Sioux Tribe, Crow Creek Sioux Tribe, Flandreau Santee Sioux Tribe, Lower Brule Sioux Tribe, Oglala Sioux Tribe, Rosebud Sioux Tribe, Sisseton-Wahpeton Oyate, Standing Rock Sioux Tribe, and Yankton Sioux Tribe. Northern State University acknowledges that before this land was called South Dakota, it was home to many Native Nations indigenous to this area. It is with profound respect that we acknowledge the indigenous peoples of this land past, present and future

On the cover: Kirby Fesler, B.A. English; Joy Marmorstein, B.A. English; Harrison Bruns '20, B.A. Communication Studies; Tabitha Schmidt '20, B.M.E. K-12 Music Education; and Dylan Unruh B.M.E. K-12 Music Ed Instrumental (left to right) walking in front of Great Plains East Residence Hall.

Student Affairs at Northern State University

Engaged Learners:

We seek engaged learners who create inclusive communities, fully participate in the life of the university, connect classroom content to real-life situations, and integrate learning into their understanding of the world around them. Engaged students perform better academically, persist to graduation, and are more likely to remain connected to the University following graduation. Northern alumni leverage the knowledge and skills gained in and out of the classroom to contribute to their communities, our state, and the nation.

Vision:

To promote student success through engagement, holistic wellness, and providing excellent student-centered services.

Mission:

To advance the student success agenda of Northern State University, we will:

- Provide safe, comfortable, affordable, and physically and programmatically appealing housing and dining programs to students living on campus;
- Provide integrated wellness services to address physical and behavioral health;
- Educate students; encourage personal accountability for their choices and actions; refer students to appropriate resources on and off-campus;
- Engage students in leadership opportunities; social justice activities; provide educational, social, and entertaining programs and events;
- Foster opportunities for students to provide feedback to the university and participate in shared governance.

Values:

Our values represent beliefs and principles that drive the culture and priorities of Student Affairs and provide the crucial framework within which decisions are made.

Student Development

Creating services, environments, and programs that develop students along intellectual, cognitive, social, ethical, and identity dimensions.

Personal and Social Responsibility

Educating students to strive for excellence, cultivate personal and academic integrity, contribute to a larger community, take seriously the perspectives of others and develop competence in ethical and moral reasoning and action (Association of American Colleges and Universities, 2007).

Holistic Wellness

Promoting cognitive, cultural, emotional, environmental, financial, physical, social, and spiritual wellness as critical components of student success.

Diversity, Equity, and Inclusion

Fostering a diverse and international community that includes, validates, recognizes, and respects all ethnicities, genders, sexualities, identities, abilities, cultures, and

worldviews as a required foundation of student success.

Engagement

Developing an engaged student body creates an inclusive community, fully participates in the life of the university, connects classroom content to real-life situations, and integrates learning into their understanding of the world around them. Engaged students perform better academically, persist to graduation, and are more likely to remain connected to the University following graduation.

Transitions

Welcoming and assisting students in the transition to college and Northern State University in ways that support the values and priorities of retention, persistence, engagement, and wellness.

Message from the Dean of Students

There will be few years that will compare to the 2020-2021 academic year. A global pandemic; tensions and anger across the country in the wake of the murder of George Floyd; not to mention increased competition for a shrinking generation of college students, HLC assurance argument work, Senate Bill 55 (a state-wide task force examining possible program and administrative efficiencies and cost effectiveness), and growing concern for increasing student debt. Despite these challenges, Student Affairs had one of the most productive and successful years in recent memory.

This annual report will highlight the creation of the Student Affairs Strategic Action Plan (2021-2025), our response and success supporting students through the COVID-19 global pandemic, our re-branding of Prevention Services, the return of Disability Services to Student Affairs, and our successful participation in Northern's first-ever GiveNday.

We are extremely proud of all the work accomplished in year one of our Strategic Action Plan. The heart of this annual report will share our progress to date. We also proudly highlight our teams' contributions across campus and within our community. We hope you will also enjoy learning more about two graduating students who inspired our work and remind us of the power of engagement within higher education. We are excited to move forward in a post-pandemic world and look forward to making additional contributions to our Campus of Distinction.



Sean Blackburn
Dean of Students

Go Wolves!

Sean Blackburn
Dean of Students

Students

In fall 2020, Northern State University enrolled 3,431 students and saw slight growth in headcount for the year. The university particularly saw growth in graduate students, and it experienced its fifth consecutive year with a freshman to sophomore retention rate above 73 percent. While most NSU students are from South Dakota and surrounding states, Northern draws students from all over the country and the world. NSU continues to attract an increasing number of high-achieving students, particularly to its growing honors program. Students have numerous

opportunities to work side by side with faculty on undergraduate research projects. Northern is also committed to non-traditional and first generation student success. Students see Northern as a nurturing university with low student/faculty ratios (average class size of 17) and personalized student/faculty interactions. Students see Northern as a welcoming university with a community feel, with dedicated professors who care about their ability to succeed in life (Presidential Search Website).

History of Northern

Northern Normal and Industrial School was established by the South Dakota Legislature in 1901 in response to the need for an institution of higher education to serve northern South Dakota. The original curriculum emphasized the industrial arts and teacher preparation, but as the school grew, the curriculum gradually

evolved in other directions to fulfill the changing needs of the community. In 1964, the institution became Northern State College, the new name reflecting the school's expansion and diversification, and in 1989 the name was changed to Northern State University (Employee Handbook, 2019).

Student Affairs launches a Strategic Action Plan



Crafted in the fall of 2020 by the Student Affairs team, the *Student Affairs Strategic Action Plan (2021-2025)* clearly articulates the Division's values, prioritizes their work, and brings the Student Affairs team together in a healthy work environment. The plan advocates for student development, holistic wellness, and engagement – the prerequisites for student success.

The identified Objectives and Key Results have guided Student Affairs in resource decisions and provided team members with clear expectations. After review by the Student Government Association, Faculty Senate, the Diversity Action Committee (now known as the Diversity Action Pillar Team), the Athletic Council on Community, Culture, and Social Justice, the Campus and Community Prevention Coalition, Aberdeen Police Department Chief Dave McNeil, and the Student Affairs Council, the plan was officially launched and endorsed by Senior Cabinet on February 2, 2021.

The plan was developed despite a global pandemic and with “the knowledge that hard times require bold leadership and a recommitment to what matters: our students,” noted Dean Blackburn. “Good strategic plans generate energy, inspire buy-in, and help spur the hard conversations necessary for growth and improvement,” added Blackburn.

In March of 2021, Student Affairs launched a dedicated website to allow students, families, alumni, faculty and staff to learn about the plan and our progress to date. Each spring, an Annual Report will be issued to share the overall progress made toward plan Objectives and Key Results in the prior year.

For more details or a copy of the Student Affairs Strategic Action Plan (2021-2025), visit 222 Avera Student Center, call 605-626-3007, or visit <https://www.northern.edu/campus-life/student-affairs/student-affairs-strategic-action-plan>.

See the nine
**STRATEGIC
PLAN
OBJECTIVES**
on Page 6

Student Affairs
Strategic Action Plan 2021-2025



Student Affairs | Strategic Action Plan 2021-2025 OBJECTIVES



OBJECTIVE 1: **Driving Excellence.**

We seek to build a regional reputation as a high-performing student affairs unit through strategic initiatives, create a culture of assessment and continuous improvement, assess and evaluate all programs and initiatives for impact and outcomes, and create a culture of professional development, mentorship, and life-long learning for supervisors, staff, and student employees.



OBJECTIVE 2: **Increase Revenue.**

Everyone at Northern is responsible for knowing our business model and participating in the process of increasing revenue.



OBJECTIVE 3: **Increase Student Wellness.**

Wellness is the prerequisite for student success - it is hard to be an engaged learner if students are not well or do not have access to holistic wellness programs.



OBJECTIVE 4: **Expand Student Engagement Opportunities.**

An engaged campus culture increases student success, supports successful new student recruitment programs, and produces citizen leaders and engaged alumni.



OBJECTIVE 5: **Create the Heart of the Campus Community.**

Make the Avera Student Center a comfortable, active, lively, and student-friendly space.



OBJECTIVE 6: **Advance Campus Safety.**

Students thrive and can focus on their academic and co-curricular interests in an environment that is safe, secure, and welcoming.



OBJECTIVE 7: **Create Inclusive Communities.**

Through diversity, equity, and inclusion efforts, we build and support student communities that value and welcome all people.



OBJECTIVE 8: **Support Human Capital.**

We invest in our personnel as educators and primary service providers to ensure high quality student success programs and operations.



OBJECTIVE 9: **Enhance Parent and Family Engagement.**

Successful engagement of parents and families enhances new student recruitment, supports New Student Programs, and advances student persistence to graduation.

A Year On The Frontlines

Student Affairs adapts to challenging year of serving students during COVID-19

Student Affairs launched an ambitious effort to do three things this year: protect the community's health, keep campus open, and help students connect and engage at Northern. Each effort presented new challenges for the Student Affairs team and required creativity, adaptability, and laser-like focus.

Utilizing a collaborative approach aimed at keeping case numbers as low as possible, Student Affairs presented students the opportunity to be partners in the effort to protect their health. This was accomplished by hosting multiple mass test events, helping students quarantine and isolate when necessary, and communicating public health messages.

A key to generating student cooperation was the use of a positive tone, absent of shame and blame.

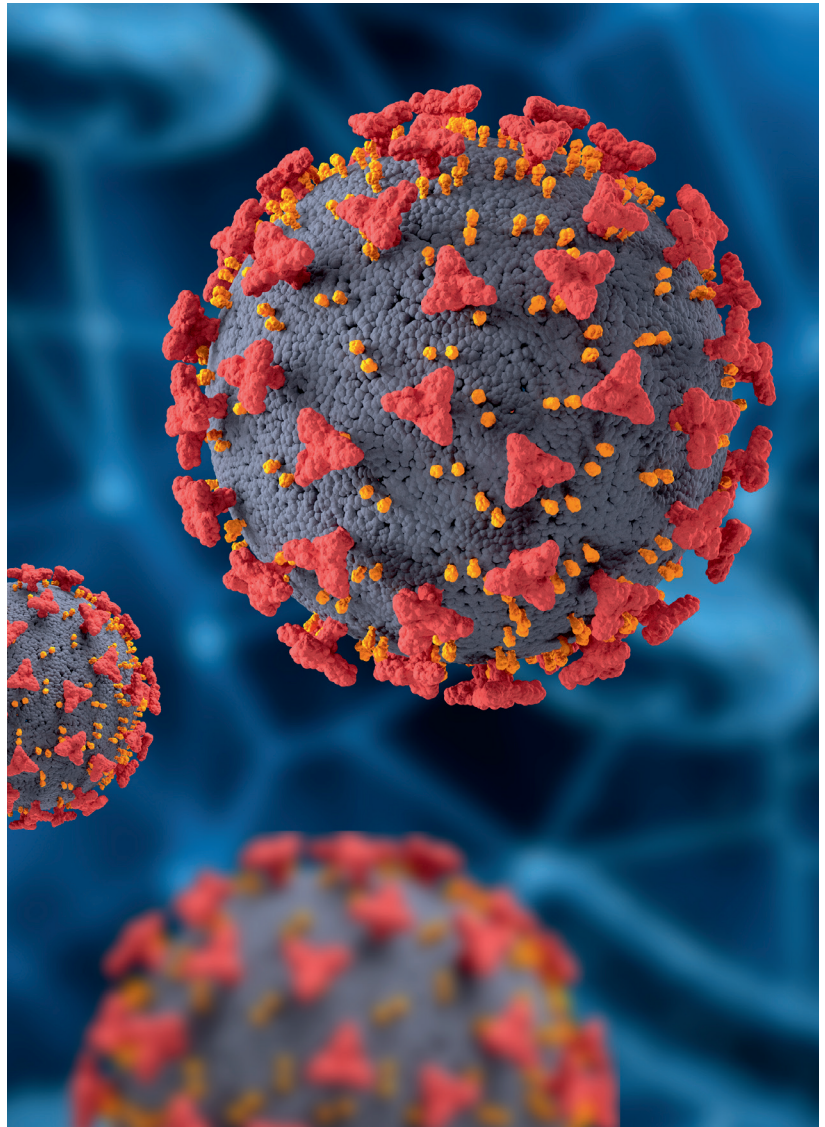
"Too often, institutions across the country developed a negative tone and threatened students with disciplinary action," said Sean Blackburn, Dean of Students. "Treating students like adults and setting a positive tone served Northern well during this pandemic."

Student Affairs adopted an individualized approach to support students who were ill or in close contact with someone with COVID-19, putting the priority on caring for each individual student as a person.

"Learning you have COVID-19 can be frightening and embarrassing; we wanted to take the time to speak with each student to help them through the process," Blackburn said.

As infection rates climbed from August until mid-November, Student Affairs worked with students and partners across campus to support students and work to prevent greater harm to student health and academic success.

Blackburn noted, "We asked every student leaving quarantine or isolation how their classes were going and if they needed any further assistance. We tracked every student case, monitored for trends and found new ways to support students along the way." Hundreds of student absence notices were sent to faculty who responded with compassion and support.



The Student Affairs team added this case management work to their already busy obligations during the fall semester.

"We were so grateful to add Arlene Redler – a retired administrative assistant from Northern's Presidents' Office with 25 years of experience – to the team in January 2021," Blackburn

said. "We could not have sustained our efforts without Arlene."

Adapted to New Challenges

Though the learning curve was significant, the team adapted best practices to meet these new challenges.

"We are very grateful for the system of policies and protocols established by the COVID-19



Get tested
before the long weekend

COVID-19 SALIVA TESTING
for asymptomatic students, faculty and staff
Courtesy of the S.D. Department of Health.

March 31, 2021
10 a.m. – 1 p.m.
No appointment necessary
Avera Student Center, **Centennial Rooms**

Individuals who get tested – or show proof of COVID-19 vaccination – will receive a **complimentary coffee, bagel and schmeer**, courtesy of the SD Dept. of Health and Einstein's Bagels.

NEW OFFERING
Courtesy of the SDDOH, household members of all Northern State University faculty, staff and students are now eligible for on-campus testing events!

TESTERS SHOULD

- BRING A SMART DEVICE**
(tablet or phone) to register online
- BRING A STUDENT OR FACULTY/STAFF ID OR INSURANCE CARD**
- HYDRATE WELL**
40-60 minutes prior to taking the test
- NOT EAT, DRINK, SMOKE OR CHEW GUM**
30 minutes prior to taking the test

For more information regarding testing, please call Student Affairs: 605-626-3007.
northern.edu/coronavirus



March 2021 Mass Test Event poster.



Spring Back!
SALIVA TESTING
FOR ASYMPTOMATIC STUDENTS, FACULTY AND STAFF

Do your part to protect our community and help end the pandemic and return to normal operations

MARCH 15
Noon - 3 p.m.
No appointment necessary
Centennial Rooms, Avera Student Center

PARTICIPANTS will earn \$10 in Flex dollars
(Einstein Bros. Bagels, P.O.D. Market or Wolves Den)

TESTERS SHOULD

- BRING A SMART DEVICE**
(tablet or phone) to register online
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- HYDRATE WELL**
40-60 minutes prior to taking the test
- NOT EAT, DRINK, SMOKE OR CHEW GUM**
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Complimentary of the S.D. Department of Health.
For more information regarding testing please call Student Affairs 605-626-3007.
northern.edu/coronavirus



Spring Break Mass Test Event poster.

Taskforce this summer,” noted Blackburn. “Partners in the Facilities Department were also critical and often go unnoticed.”

The team in Residence Life faced an unplanned and stressful move-out in March 2020. In an anxious environment, staff members calmed students, helped them think through their transition to their permanent address, and faced an uncertain end of the spring semester.

Residence Life operated a COVID-19 isolation program within Steele Hall. While other institutions in the region encouraged students to leave campus when they tested positive, Northern encouraged students to stay. This involved the delivery of hundreds of meals, prescriptions, mail, and packages to residential students seven days a week. This effort helped maintain our Northern community and protected loved ones from exposure to COVID-19 at home.

Marty Sabolo, Director of Residence Life and Dining Services, noted, “The team was under significant stress. Prioritizing student needs was our focus and kept us going. Unlike other challenges faced by campus in the past, there seemed to be no end in sight. I’m proud of the team’s efforts.”

In addition to isolation housing in Steele Hall, students were quarantined due to close contact throughout the residence halls. The team’s efforts made this challenging situation more comfortable for students.

Communication was Key

Communication was also a key strategy. Recognizing the need to keep campus leadership informed, Student Affairs began to distribute a “Confidential Daily Activity Report.” This report tracked student cases in the micro and macro and supported a comprehensive and data-informed response to the pandemic.

An often missed, but critically important effort has been the on-boarding and community development efforts of Student Involvement and Leadership, student organizations, the Campus Activities Board (CAB) and Residence Life.

Megan Frewaldt and her team only had six weeks to launch a virtual HOWL (Helping Our Wolves Learn) summer orientation. Colleagues from across campus were involved in this monumental shift. Recognizing the value and need for an in-person HOWL, the team was



Students enjoying the Fall 2020 Involvement Fair.

then given the challenge to create a safe on-campus experience only a month after offering a whole new virtual experience. Few, if any other institutions across the country were doing in-person orientation, so this required a great deal of attention to detail and innovation from the New Student Programs team.

“The team’s hard work, adaptability, creativity and passion for students – along with best practices from NODA (Association for Orientation, Transition, and Retention in Higher Education) – made it possible,” said Megan Frewaltdt, Director of Student Involvement and Leadership.

A strong commitment to supporting students during the transition to college led the group to offer students a safe arrival to campus for Move-in and Wolf Pack Welcome.

“These critical programs help transition students from high school to college. These represented the first large-group student gatherings at Northern during a pandemic. A great deal of careful planning and dialogue were needed to safely welcome our new Wolves. This truly

was a campus wide effort, but our Orientation Leaders deserve special recognition for their leadership in setting the atmosphere for their fellow students,” noted Frewaltdt.

Safe Student Activities

The Campus Activities Board (CAB) was charged by former President Downs to offer students an array of safe but still engaging activities and opportunities. The challenge of connecting new members of the Northern community was made more interesting due to the pandemic.

“The CAB student leaders did a wonderful job,” Frewaltdt said. “They were creative and fearless when it came to trying new programs. Virtual events, more outdoor events and group virtual events were all offered at a greater pace than normal, which required experimentation and going back to the drawing board time after time. The CAB students continuously explored innovative ways to meet the social needs of Northern students.”

The team in Counseling and Avera Student Health opened and safely operated a COVID-19 testing



Steele Hall, named for Dr. N. E. Steele, a lifelong South Dakota educator who served as Northern’s seventh president, from 1939 to 1951.



Wolf Pack Welcome imagery.

center within the Avera Student Center in August 2020. Hundreds of symptomatic students were screened, tested and supported on campus and within walking distance of the residence halls. To date, no infection has been traced back to the testing location.

In March 2020, the Counseling Center migrated to a telehealth model to continue to support students who faced a sudden disruption to their college careers. College students have reported increased anxiety and depression throughout the pandemic. The team in the Counseling Center was flexible and creative in its efforts to continue to support students.

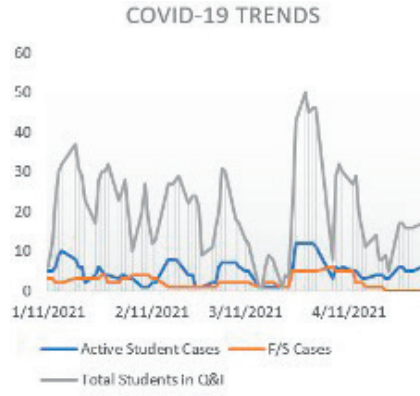
Thanks to Northern’s partners at the South Dakota Department of Health and Avera St. Luke’s, NSU was the first in the Board of Regents to host a mass test event in September 2020. This was followed by four additional mass tests

and vaccination appreciation events. Northern can also proudly boast being one of two South Dakota Board of Regents institutions with an on-demand asymptomatic testing program. And unlike the other institution, Northern does not have a medical school and laboratory.

“Innovative thinking and our partnerships have made all the difference,” said Blackburn.

Team members worked day in and day out within feet from a testing site, willingly walked into an isolation building housing COVID-19 infected students, and more recently invited the campus to participate in a saliva-based asymptomatic testing program within the Student Affairs Suite.

“What has been accomplished this semester is nothing short of impressive and demonstrates to all our commitment to student health,” noted Heather R. Aldentaler, Director of Counseling Services.



Spring 2021 COVID-19 trends from the Daily Activity Report issued from the Dean of Students Office.

Table 1

2020-2021 Mass Test Event Statistics

Date:	F/S:	Students:	Total:	Positive:	Positive Rate:	Test Type:
5/4/2021	4	5	9	0	0.0%	Saliva/PCR
3/15/2021	5	17	22	1	4.5%	Saliva/PCR
3/1/2021	21	11	32	1	3.1%	Saliva/PCR
1/13/2021	*	*	110	4	3.6%	Nasopharyngeal/PCR
9/30/2020	*	*	191	1	0.5%	Nasal/PCR

Note. The September and January mass tests were predominantly faculty and staff and conducted by Avera St. Luke’s. The March and May mass test events were conducted by Student Affairs. All mass test events were in partnership with the South Dakota Department of Health.

Table 2

2020-2021 Student Case Statistics

Case Type	Individual
Students:	
Confirmed Positive	223
Confirmed Recoveries	223
Symptomatic/III	98
Close Contact	339
Total Cases	660

Note. Case numbers represent unique individual students who experienced a COVID-19 related situation. A significant number of students experienced more than one close contact or were symptomatic prior to testing positive for COVID-19. These numbers only represent one final category per unique student and do not reflect the total number of student quarantine or isolation experiences.

Prevention Services Supports Campus Community

“...our goal is to empower students to make healthy choices...”

*Coordinator of Prevention Services,
Erin Olson*

Northern State University Prevention Services is a newly branded part of campus whose goal is to support the health and well-being of the NSU campus community.

Created in March 2021 as part of the Student Affairs Strategic Action Plan, Prevention Services works to monitor, measure and improve prevention approaches to increase safety and reduce risks for members of the NSU campus community.

“Whether working with students individually or providing population-wide programming, our goal is to empower students to make healthy choices while creating an environment that is conducive to academic and social success,” said NSU Coordinator of Prevention Services, Erin Olson.

Olson’s goal is to provide training and services on campus and increase the department’s visibility by collaborating with staff, faculty and student groups across campus.

Accredited and funded by the Department of Social Services, NSU Prevention Services is open to all Northern students. Areas of focus include suicide prevention, drug and alcohol diversion, and sexual assault prevention. It also offers the Insight Program, a substance misuse diversion program that uses an evidence-based approach to help students evaluate their risk regarding alcohol and substance abuse.

Olson said the NSU Counseling Center has provided this type of programming for many years. But now by introducing Prevention Services, Northern looks to continue to provide quality holistic wellness programming while reaching more students and community members as a recognizable, branded entity on campus.

Prevention Services is located in the Student Center Suite 240. For more information, students, faculty and staff may contact Olson at 605-626-2371 or Erin.Olson@northern.edu.

Disability Services Returns to Student Affairs



Doris Stusiak

Director of Disability Services

More available staff support, appropriate facilities, and other changes to the Student Success Center led Provost Wanous and Dean Blackburn to determine that Disability Services and their support for students will be best served within their current location (240 Avera Student Center).

Beginning June 1, 2021, Doris Stusiak and Disability Services returned to Student Affairs to continue the mission of supporting students in their transition from high school to college in general and the collegiate framework of accommodations specifically. Doris Stusiak continues her work to advance student’s inclusion at Northern and encourage their full engagement in campus life. The opportunity to foster integrated and holistic wellness will be further enhanced with Disability Services remaining within 240.

The identified space in MJ would have resulted in Disability Services being isolated from other Student Success Center staff. The

proximity of the Counseling Center, Avera Student Health, and Prevention Services team members with Disabilities Services staff will provide greater support. The identified space in MJ would have also resulted in less privacy, a more challenging testing set-up, and less effective use of staff resources.

In order to maximize efficiencies among available FTEs in the Student Success Center and Library staff, the Testing Center will remain in the Beulah Williams Library. This adjustment from the original plan for the Student Success Center means a desired partnership between Disability Services and Testing is no longer possible.

Heather Aldentaler, Doris Stusiak, and Anna Weisser will work together to create a dynamic and student-centric team in 240. As Student Affairs prepares for a new NSU President, Disability Services will be folded into the 2022-2025 Student Affairs Strategic Action Plan.

Staff transitions:

Student Affairs welcomed Dean Blackburn and said goodbye to three outstanding colleagues during the 2020-2021 year.

Cory J. Anderson served as a Staff Counselor in the Counseling Center from August 2015 until October 2020. Anderson is an alumnus of Northern State University graduating with a Bachelor of Science degree in Psychology and a Master of Science in Clinical Mental Health Counseling. In addition to providing individual counseling services and presentations in classrooms, he was a certified Prime For Life instructor providing prevention programming. As a former national qualifying collegiate wrestler, he was a champion of mental health wellness for our student athletes as well as working with military members. With personal experience through a deployment while employed here, he had a unique perspective on assisting others. He left Northern to pursue a full-time military career as the Course Manager for the Military Occupation Specialty Qualification Class for Field Artillery in the South Dakota National Guard.

Assia N. Baker served as the Director of Student Rights and Responsibilities and Title IX Coordinator from August of 2018 until December of 2020. Baker is a graduate of Southern Illinois University in Carbondale, IL, with a Master of Science in Higher Education and a Bachelor of Science in Early Childhood Education. She was instrumental in Northern's mission to educate students on personal responsibility and integrity. With the departure of then Dean of Students, Checka Leinwall, Ph.D., Baker was asked to lead Northern's compliance with Title IX in December of 2019 at a critical time. With the support from the South Dakota Board of Regents, Baker guided campus through the Trump Administration's changes to Title IX. She was also a champion of diversity, equity, and inclusion efforts. She departed Northern to lead Student Conduct and Title IX at the College of DuPage in Glen Ellyn, IL. "Assia will be greatly missed across campus; we wish her the best in this new role," noted Sean Blackburn, Dean of Students. Founded in 1967, the College of DuPage boasts nearly 25,000 students, and is the second largest provider of undergraduate education in the State of Illinois, after University of Illinois at Urbana-Champaign.

Sean S. Blackburn was named Dean of Students on July 9, 2020. Blackburn comes to Northern with 18 years of experience in the field of Student Affairs, most recently at the University of Wyoming in Laramie. There, he served as Vice President for Student Affairs, previously holding the position of Associate Vice President for Student Affairs and Dean of Students. Blackburn's past experience also includes working in various student affairs roles at Winthrop University in Rock Hill, S.C.; the University of Wisconsin-River Falls; and Virginia Polytechnic Institute and State University in Blacksburg, Va. Throughout his career, Blackburn has worked to create and support co-curricular programs and services that advance student engagement, safety and success while fostering a diverse and inclusive community. Blackburn earned his Bachelor of Arts in Political Science and his Master

of Education in Student Affairs Administration from Virginia Polytechnic Institute and State University. Blackburn, along with his wife Sarah and their three children moved to Aberdeen in August of 2020.

**WE HAVE
MOVED**

Janie L. Borkowski served as the Assistant Director of Student Involvement and Leadership from

July 2018 until May of 2021. Prior to this, Borkowski served as an Area Coordinator in Residence Life starting in December 2016. Borkowski is a graduate of Black Hills State University in Spearfish, SD, with a Bachelor of Science in Psychology and a graduate of the University of Sioux Falls with a Master's in Education. Borkowski spent much of her time working with campus organizations to ensure their success and growth. With the assistance of her supervisor, she was able to rebrand all organizations as the campus has moved away from the term "club." Borkowski engaged most frequently with students while advising the Campus Activities Board and Co-Advising the Homecoming Committee. Alongside several students and her supervisor, she was also a part of the formation of Wolves for Advocacy, Volunteerism, and Change (WAVE) a service-based program on campus. "Janie is an exceptional professional, is loved by her students, and will be dearly missed," noted Sean Blackburn, Dean of Students.

Celebrating outstanding seniors

May 2021 Graduates Morgan Wilson and Cory Weeks demonstrate the impact engagement and service has on the undergraduate experience.

Morgan D. Wilson, from Rapid City, SD, graduated this past May with a Bachelor of Arts in Musical Theatre. While a student at Northern, Morgan was extremely active in a variety of the Fine Arts Organizations and ensembles as well as a member of TRIO, Masquers and InterVarsity. Her commitment to helping her fellow students was demonstrated in her roles as a Resident Assistant and Senior Resident Assistant, as well as her involvement in leadership roles she assumed in various organizations including serving as Co-President of Masquers. An excellent student, Morgan made the Dean's list each semester while enrolled at Northern, and graduated Magna Cum Laude.

"My involvement on campus has exposed me to opportunities and experiences that I would not have received anywhere else. Most of my closest friends

were made through the organizations I was a part of in my time at NSU. It was through my involvement in campus organizations that allowed me to volunteer for a variety of on and off campus businesses and organizations. I have acquired and built upon many skills that have prepared me for life after college. In addition, I have a network of people to refer back to that would be willing to help me with anything they can in the future. Joining these organizations allowed me to pursue my passions for theatre, ministry, volunteering, leadership, and community building."

Morgan was also very active within the larger community, volunteering at her church, the humane society, Salvation Army, and the Aberdeen Community Theatre in a variety of roles. Morgan was seen in numerous productions on campus including her Senior Project "The Last Five years".



Morgan D. Wilson of Rapid City, SD.

"My involvement on campus has exposed me to opportunities and experiences that I would not have received anywhere else."



Cory T. Weeks of Watertown, SD.

"My involvement at Northern made all the difference. I found my home, my support, and life-long friends."

Cory T. Weeks grew up in Watertown, SD, graduating from Watertown High School in May of 2016. That fall, Cory came to Northern State University and instantly found his niche. While attending Northern, Cory was very active on campus and within Student Affairs. His first year on campus Cory joined one of the largest and active student organizations, the Campus Activities Board (CAB). During his 4 years in CAB, Cory served as president for 1 year and mid-week supervisor for 1 year. He was an Orientation Leader for our HOWL program, as well as a Resident Assistant for 2 years. Cory also worked as an office assistant for Student Affairs and a Tech Fellow, providing excellent customer service for students, faculty, and staff.

During Cory's senior year he was nominated to the Homecoming Royalty

Court. Although he was not crowned Marshal, he made his experience even more memorable when he proposed to his girlfriend at the post Coronation Bonfire Bash. Cory was also a member of Trio Student Support Services his entire academic career. "My involvement at Northern made all the difference. I found my home, my support, and life-long friends. I will always look back on my Northern experience and be grateful for all the wonderful experiences."

Cory graduated in May of 2021 with a Bachelor of Science Degree in Education, History Education with a Coaching Minor. He and his fiancé Amy are living in Manhattan Kansas while she finishes Veterinary School. In his spare time, he enjoys hunting, fishing, and spending time with family.

Student Affairs raises \$1,855.00 in Northern's first-ever GiveNDay

Student Affairs staff, alumni, and supporters participated in Northern's first-ever, 24-hour fundraising challenge, known as GiveNDay.



Team members promoted the event on social media and donated to two specific accounts: Student Affairs Special Projects and the Volunteer Service Clearinghouse. The Student Affairs Special Projects account is utilized to advance the Student Affairs Strategic Action Plan (2021-2025) and the professional development of Student Affairs team members.

The Volunteer Service Clearinghouse is utilized to support students participating in community engagement and alternative break programs.

Dean Blackburn and his wife Sarah offered to match the first \$500.00 raised for either account.

According to a release from the NSU Foundation, "GiveNDay reporting showed that 1,253 donors generously gave a total of more than \$193,000 during this 24-hour campaign designed to unite the entire Northern community. There were 730 alumni donors, 106 employees of the NSU system, 183 parents of current students and 49 students who supported the philanthropic effort. The success of this history-making event was elevated by the many donors who funded more than \$48,000 in prizes, challenges and matching gifts, which help[ed] maximize NSU supporters' gifts and rally Wolves Nation."

"GiveNDay was our first major effort to develop private support to advance the mission of Student Affairs. I am grateful for the enthusiastic support and every dollar raised. We look forward to making more friends and reconnecting with alumni and community members," said Dean Blackburn.

Professional highlights:

Student Affairs team members are challenged to be life-long learners, to engage with national and regional professional associations, and to utilize institutional opportunities (committee assignments, campus and community projects) to develop their skills and abilities, grow as individuals, and better serve students. Committed to excellence and personal growth, these staff members live out this challenge.

Heather R. Aldentaler, Director of Counseling and Health Services, served as Interim Dean of Students from April 2020 to August 2020 and was certified as a QPR Trainer in 2021. Aldentaler serves on the Diversity Action Pillar Team, the Return-To-Campus Taskforce, and search committees for the Career Counselor, Counselor Education Professors and the Director of Student Rights and Responsibilities and Title IX Coordinator. Aldentaler created the South Dakota Board of Regents Counseling Directors professional network to increase collaborations and professional development opportunities for staff counselors across the state. Aldentaler presented Professional Identity, Internship Protocols and Expectations for Licensure for the NSU Counselor Education program; Mental Wellness for the NSU Student Athletic Council (SAC) and select classes; with Doris A. Stusiak on Student Mental Health for the Center for Excellence in Teaching and Learning (CETL); and Love Languages for the Brookings, SD, Chapter of Alpha Delta Kappa (international honorary organization of women educators).

Kelly A. Bindenagel, Staff Counselor in the Counseling Center, is currently working towards certification as a Licensed Professional Counselor (LPC). Bindenagel was certified this year as a QPR Trainer. She is an officer with the local Driftbusters Snowmobile Club, responsible for official correspondence, coordinating and implementing fundraisers for college scholarships and local trail maintenance, and is currently assisting in planning the state convention. Bindenagel participated in several virtual trainings this year including: Alternatives Interactive Journaling Training, Motivational Interviewing for Prevention Professionals, and Motivational Interviewing Community of Practice. Kelly maintains memberships with the Aberdeen Chapter of Pheasants Forever and the Elks Club.

Sean S. Blackburn, Dean of Students, was named co-facilitator of the Strategic Action Team which is responsible for the Campus of Distinction Northern's strategic planning effort in 2020. Blackburn chairs Northern's Student Affairs Council and Behavior Intervention Team. Blackburn participated in Ten Skills for Agile Leadership Planning and Delivering a Strategic Doing Workshop and the 2020 ACPA/ASHE Presidential Symposium. As Dean of Students, Blackburn serves on Senior Cabinet, the South Dakota Board of Regents Student Affairs Council, and the Return-To-Campus Taskforce.

Professional highlights, *continued...*

Janie L. Borkowski, Assistant Director of Student Involvement and Leadership, served on the NSU Campus Community Prevention Coalition, the Return-to-Campus Task Force, the Student Involvement Committee, and the Administrative Homecoming Committee. Borkowski participated in the virtual NACA 2021 Conference, the NACA Summer Series, and the Alternative Break Citizenship Schools Conference. This year, Borkowski was recognized for 5 years of service at Northern State University. Borkowski is also a district licensed pastor in the Prairie Lakes District Church of the Nazarene and serves on the Arise Church of the Nazarene staff (Aberdeen, SD).

Megan J. Frewaldt, Director of Student Involvement and Leadership, was awarded the TRIO Champion Award and Student Organization Advisor of the Year Award in 2021. Frewaldt was selected to teach a First-Year Seminar (IDL 190) Course entitled Mindfulness: Jedi Training or Everyday Life Skill? for fall 2021. Frewaldt is the Criterion Five Co-Chair for the HLC Year Four Assurance Review Committee, Co-Facilitator for the Diversity Action Pillar Team (Campus of Distinction), and Chair of the Student Involvement Committee and Homecoming Administrative Committee. Frewaldt serves on the NSU Assessment Committee, Athletics Committee, Return-To-Campus Taskforce, First Year Seminar Committee, and Strategic Action Team (Campus of Distinction). This past year, Frewaldt attended the 2021 COPLAC Virtual Summer Institute on Racial Justice, 2021 Virtual Alternative Breaks Citizenship Schools, 2021 NODA Directors & Managers Virtual Institute, 2021 South Dakota Higher Education Association Annual Conference, 2021 Higher Learning Commission Annual Conference, 2021 IMPACT Virtual Annual Conference, 2021 Virtual NACA Live, 2020 Virtual Student Organizations Summit, 2020 Assessment Institute, 2020 COPLAC Annual Meeting, 2020 NACA Summer Series on Diversity, Equity, & Inclusion and Leadership, and 2020 ACPA/ASHE Presidential Symposium. Frewaldt presented Monthly Mindfulness for Avera Addictions Care and Distinctive Dialogues: Service Learning 101 for the Center for Excellence in Teaching and Learning (CETL). In her free-time, Frewaldt serves as a Team Lead for the United Way Allocations Committee, on the Break Away Alumni Network, and as a Mindfulness Instructor and Curriculum Contributor for Be Mindful.

Mathew J. Muston, Assistant Director of Residence Life, Living-Learning Communities and Programming, serves on the Student Involvement Committee and participated in the virtual NACA 2021 Conference.

Erin M. Olson, Prevention Services Coordinator, was named co-facilitator of the Distinctive Partnerships Pillar Team, part of the Campus of Distinction strategic planning effort in 2021. Olson was named chair of the Biennial Review Committee, attends South Dakota Board of Regents Prevention Services meetings, and holds memberships with the Aberdeen Coordinated Community Response Team and Brown County Communities That Care Board. Olson became a certified trainer with the Question, Persuade, Refer (QPR) program and led Northern's Prevention Services re-accreditation effort which resulted in a successful 3 year extension (2021-2024) from the South Dakota Department of Social Services. Olson presented on Healthy Relationships to the Student Athlete Advisory Committee (SAAC) and was featured by KELOLAND News, Sioux Falls, SD, on the rebranding of Prevention Services in April 2021.

Marty L. Sabolo, Director of Residence Life and Dining Services, was selected to teach a First-Year Seminar (IDL 190) Course entitled College: More Than Just a Teen Movie for fall 2021. Sabolo serves on the Diversity Action and Distinctive Experience Pillar Teams, both part of Northern's Campus of Distinction strategic planning efforts, and the Return-to-Campus Taskforce. Sabolo is serving as President of the Aberdeen Housing Authority Board and is a member of the Avera Hospital Patient Advisory Board. He will attend the ACUHO-I Annual Conference and Exposition virtually this June.

Bradley D. Wolfe, Assistant Director of Residence Life, Camps and Conferences was admitted to the Doctoral of Education, Higher Education Leadership program at Maryville University. Mr. Wolfe also completed the Leadership Aberdeen program, a comprehensive leadership training program hosted by the Aberdeen Area Chamber of Commerce.

A Year of Success

Student Affairs accomplishes 27 Key Results in the first year of the Student Affairs Strategic Action Plan (2021-2025). Each semester and summer, the Student Affairs team identifies a specific set of Key Results to implement with the support of campus partners. The results below reflect the status of each selected Key Result identified during the spring semester of 2021. For a full list of Objective and Key Results, please see the Student Affairs Strategic Action Plan (2021-2025) website at northern.edu/campus-life/student-affairs/student-affairs-strategic-action-plan.

Measuring Success:

Objectives are designed to fulfill the student success mission of Northern and Student Affairs. Each are recognized as creating a distinctive experience key to the recruitment and retention of Northern students. Key Results are designed to accomplish the stated objective and should be easily measured and evaluated. For more on Objectives and Key Results, see Measure What Matters by John Doerr.



Objective 1:

Driving Excellence. Northern State University will be regionally recognized as a student-centered, diverse community dedicated to excellence in teaching and learning, creativity, and global awareness (Northern Vision). We seek to build a regional reputation as a high-performing student affairs unit through strategic initiatives, create a culture of assessment and continuous improvement, assess and evaluate all programs and initiatives for impact and outcomes, and create a culture of professional development, mentorship, and life-long learning for supervisors, staff, and student employees. Key Results:

Key Result	Description	Status
4	Produce a Student Affairs Annual Report by July 1, 2021.	Accomplished
5	Produce a “Brand Guide” for Student Affairs areas and operations to ensure consistent use of names, offices, titles, and programs.	In Progress / Postponed
7	Update the student liability waiver (Aligns with Objective 4: Increase Student Engagement Opportunities).	Accomplished
10	Working with the Student Success Center, implement an exit interview program for students withdrawing from the university to assess programs and improve student persistence.	Postponed
11	Working with Academic Affairs, create opportunities for Orientation Leaders to serve as Peer Mentors for First Year Seminar classes.	Accomplished
12	Open an NSU Foundation Account to start fundraising for Student Affairs programs and services.	Accomplished
13	Publish a Student Affairs website with students as the primary audience.	Accomplished



Objective 2:

Increase Revenue. Everyone at Northern is responsible for knowing our business model and participating in the process of increasing revenue. Managing net revenues ensures the financial viability of Northern and sustains our mission of advancing the student success agenda. Key Results:

Key Result	Description	Status
14	Increase occupancy within the residence halls by 20% by fall 2025.	In Progress
14 A.	Establish an Emerging Leadership program for rising juniors and seniors utilizing residential scholarships (Aligns with Objective 4: Increase Student Engagement Opportunities).	Nearing Completion
14 B.	Establish an annual furniture replacement program to improve housing furniture, the student experience, and save money over time.	Accomplished
14 E.	End winter break contract breaks beginning with the 2021-2022 contract year.	Accomplished
20	Require all students two years post high school graduation to purchase – at a minimum - the Commuter Gold Plan.	Accomplished



Objective 3:

Increase Student Wellness. Wellness is the prerequisite for student success – it is hard to be an engaged leader if students are not well or do not have access to wellness programs. We believe in holistic wellness and prevention programs as cost efficient interventions that prevent illness and harm before it can ever occur. Key Results:

Key Result	Description	Status
27	Create and publish a “Scope of Practice” that will provide broader understanding of the mission and operations of the Counseling Center.	Accomplished
28	Retitle the Counseling Center Program Manager to Prevention Services Coordinator.	Accomplished
29	Introduce and brand Prevention Services across campus.	Nearing Completion
35	Prevention Services will create once a semester prescription give-back program with Aberdeen Police.	Accomplished
38	Create a University Interfaith Council to facilitate student’s wellness in the area of spirituality.	Postponed



**Objective 4:
Expand Student
Engagement Opportunities.**

An engaged campus culture increases student success, supports successful new student recruitment programs, and produces citizen leaders and engaged alumni. Key Results:

Key Result	Description	Status
42 A.	Rejuvenate the Alternative Breaks program by hosting at least two trips per year (one domestic, one international); a. Implementing a student-led model based on best practices from Break Away.	Accomplished
42 C.	Rejuvenate the Alternative Breaks program by hosting at least two trips per year (one domestic, one international); c. Establish an annual fundraising campaign.	Accomplished
45	Working with Enrollment Management, expand and improve New Student Orientation for Dual Enrolled high school students to ensure a seamless and high-quality experience.	Postponed
46	Working with Enrollment Management, create a website for New Student Programs to better meet the needs of new students as they transition to Northern.	Accomplished
47	Update the student organization recognition process.	Nearing Completion
50	Rebrand Clubs as Recognized Student Organizations.	Accomplished
55	Provide an in-depth training to all students serving on the Student Budget Allocation Committee (SBAC) on the source of funds and the current and historic uses.	In Progress / Postponed
56	Create a clearly articulated General Activity Fee allocation process document to guide our work and improve student understanding of the process.	Accomplished
57	Purchase hammocks and create a rental program for student use.	Accomplished



**Objective 5:
Create the Heart of the Campus Community.** Make the Avera Student Center a comfortable, active, lively, and student-friendly space. “Traditionally considered the living room, the college union enhances the student experience and cultivates an enduring connection to the institution” (ACUI, Role of the College Union). Key Results:

Key Result	Description	Status
61	Consistent with the 2019 Space Analysis, create a student organization resource center (Aligns with Objective 4: Increase Student Engagement Opportunities).	Nearing Completion
62	Consistent with the 2019 Space Analysis, create more student organization space by repurposing rooms 209, 210, 211, and 212 for reservable student organization office space.	Nearing Completion
63	Establish an annual furniture replacement program to maintain Student Center furniture, improve the student experience, and save money over time.	Accomplished
64	With partners in Facilities, assess, create, and execute a plan for better heating and cooling the Avera Student Center mall.	Heating accomplished – cooling postponed due to funding



**Objective 6:
Advance Campus Safety.** Students thrive and can focus on their academic and co-curricular interests in an environment that is safe, secure, and welcoming. Preventing crimes and harm to students, faculty, and staff is core to the mission and priorities of Student Affairs and Northern State University. Key Results:

Key Result	Description	Status
70	Assess campus lighting and develop a plan to address areas of concern.	Accomplished
71	Improve lighting and add video cameras to the Washington Street Parking Lot.	Lighting accomplished – video cameras postponed due to funding.
74	Add student identification photo to Maxient.	Accomplished
76	Complete the Biennial Review of Alcohol and Drug Programs (Aligns with Objective 3 Increase Student Wellness).	Accomplished



Objective 7:

Create Inclusive Communities.

Through diversity, equity, and inclusion efforts, we build and support student communities that value and welcome all people. We are focused on retaining and graduating underrepresented students and recognize this work as foundational to the mission and values of Student Affairs. Our work promotes “a learning environment that exposes students to and encourages exploration of a variety of ideological and political perspectives” (SD House Bill 1087).
Key Results:

Key Result	Description	Status
83	Hire a Multicultural Student Affairs Coordinator to advance underrepresented student recruitment and student diversity, equity and inclusion training and programming.	Postponed due to budgetary restraints
86	Student Affairs will work to identify the Diversity Action Committee (DAC) as a Strategic Action Pillar Team.	Accomplished
87	Student Affairs will recruit and nominate a DAC co-chair to assist the chair with Strategic Action activities.	Accomplished
88	Student Affairs will request that DAC be listed on the official registry of university committees available on the myNSU Portal. (Now known as Diversity Action Pillar Team).	Accomplished
89	In partnership with Academic Affairs, Athletics, and HR, host an annual professionally facilitated diversity, equity, and inclusion training for student staff, staff, faculty, and Senior Cabinet.	Significant Progress
92	Update the Poster Approval and Hanging Policy consistent with principles of free expression (Aligns with Objective 4: Expand Student Engagement Opportunities).	Accomplished



Objective 8:

Support Human Capital. We invest in our personnel as educators and primary service providers to ensure high quality student success programs and operations. Student Affairs team members are creative, flexible, and prepared to respond to student needs in an ever-changing environment. From virtual HOWL, a pandemic safe Homecoming, to COVID-19 isolation housing – the Student Affairs team is prepared to meet the strategic needs of Northern and our students now and into the future. Northern needs this dynamic team as we chart a course for institutional growth in these unprecedented times. Key Results:

Key Result	Description	Status
96	Create and implement a Student Affairs on-boarding process for all new team members to improve our new staff welcome and more quickly acclimate new team members.	In progress
97	Host intentional monthly All Staff Meetings for all team members with: a. Team building activities b. Showcase highlights.	Accomplished
98	Host an intentional annual half-day winter retreat for all team members.	Accomplished



Objective 9:

Enhance Parent and Family Engagement. Successful engagement of parents and families enhances new student recruitment, supports New Student Programs, and advances student persistence to graduation. Key Results:

Key Result	Description	Status
104	Create a Parents Listserv to facilitate regular communication with families.	In progress

Student Affairs Units:

Student Affairs is comprised of the Avera Student Center, Avera Student Health, Campus Safety, Counseling Center, Dean of Students Office, Disability Services, Homecoming, Multicultural Student Affairs, New Student Programs (HOWL & Wolf Pack Welcome), Office of Student Rights and Responsibilities, Prevention Services, Residence Life and Dining Services, Student Government Association, Student Involvement and Leadership, Student Organizations, Summer Camps and Conferences, and Title IX.

Avera Student Center:

Avera Student Center is the heart of Northern's student life: a place to eat, shop, study, socialize and meet. Consisting of more than 110,000 square feet, the facility provides space for campus and community events ranging from six to 600 participants, as well as offices for student organizations and university departments, a variety of food service options, and much more.

Avera Student Health:

Health care professionals with Avera St. Luke's are focused on helping students with a range of medical needs to promote health and wellness. A certified physician's assistant or nurse practitioner is available Monday-Friday during the academic year to assure excellent care. Services include sports physicals, annual physicals, sick visits for fevers, coughs, colds, sore throats, and earaches. Clinical laboratory services are available on-site. Students whose health care needs are beyond the clinics scope of practice will be supported with referrals.

Campus Safety:

Led by the Dean of Students and Director of Student Rights and Responsibilities and Title IX Coordinator, this area is comprised of Student Rights and Responsibilities, the Behavior Intervention Team (BIG), the Security Camera Oversight Committee, the Threat Assessment Team, the Campus Police Officer, the Annual Security Report, Timely Warnings and Emergency Alerts, and Title IX. These units and committees are critical to advancing student safety and maintaining a healthy community

Counseling Center:

The mission of the Counseling Center is to help eligible students resolve personal difficulties that may interfere with optimal personal and academic functioning; and acquire the skills, attitudes, abilities, and knowledge that will enable them to attain educational and personal goals. We accomplish this mission through providing individual counseling services, consultation and education with students and staff, and prevention programming addressing a variety of high-risk behaviors impacting college students.

Dean of Students Office:

Provides leadership and coordination for the Division of Student Affairs. Supports retention and completion efforts in coordination with academic affairs and enrollment management.

Disability Services:

The mission of the Office of Disability Services is to provide equal access to university programs as mandated by the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. The ODS coordinates academic support services, advocates for students with disabilities and promotes student development and self-advocacy while serving as a resource on disability awareness and accommodations.

Homecoming:

Homecoming is a 106-year tradition at Northern! A week of celebration, Homecoming highlights the Northern spirit and brings together students, alumni, and the community for the crowning of the Queen and Marshal, athletic games, and the largest parade in South Dakota.

Multicultural Student Affairs:

Educates members of the campus community on diversity, equity and inclusion. Diversity means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion. Inclusion is a state of being valued, respected, and supported. It is about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.

New Student Programs

(HOWL & Wolf Pack Welcome):

New Student Programs consists of HOWL (Helping Our Wolves Learn) new student orientation and Wolf Pack Welcome in August. These programs help new Northern students transition to college and to campus and offer the first critical retention program experienced by students. HOWL and Wolf Pack Welcome are campus-wide partnerships with Admissions, the Registrar, Financial Aid, Housing, Dining, Student Affairs, and Athletics.

Office of Student Rights and Responsibilities:

Implements the Student Code of Conduct to further the mission of Northern State University. Utilizing a restorative process, SRR educates students to strive for excellence, cultivate personal and academic integrity, contribute to a larger community, take seriously the perspectives of others and develop competence in ethical and moral reasoning and action.

Prevention Services:

NSU Prevention Services supports the health and well-being of the NSU campus community by helping students to make low-risk decisions and drive change toward a safe and healthy campus community. Prevention Services delivers evidence-based inclusive programming, services, and initiatives that empower students to make positive choices. Evidence-based programming is used to raise awareness and change environmental factors that can contribute to high-risk decisions. The Insight Program offers a range of services designed to help students evaluate their risk regarding alcohol and substance abuse through an evidence-based approach. NSU Prevention Services is accredited by the Department of Social Services and hosts the NSU Campus Community Coalition, serving the Aberdeen community.

Residence Life and Dining Services:

Focused on providing a positive housing and dining experience by serving, developing, and supporting students in their educational endeavors while offering an engaging, safe living and learning environment within a strong community. Our team is responsible for the management of 850 beds (traditional and suite style), within 7 residence halls; 3 of which were constructed in the past five years. Our Aramark team is responsible for the management of the Wolves Den, Einstein Bros.® Bagels featuring Caribou Coffee, and the P.O.D. Market offering Papa John's Pizza, as well as providing catering operations for the campus community.

Student Government Association:

Student Government Association (SGA) is responsible for representing Northern's student body, governing student interests, advocating for student concerns, providing support and recognition for recognized student organizations, allocating student fees, and serving students by hosting activities and events that enhance student life.

Student Involvement and Leadership:

From supporting student organizations to creating opportunities for connection, Student Involvement & Leadership (SIL), encourages students to find their place at Northern, fostering a community of belonging. SIL oversees student organizations, Campus Activities Board, Homecoming, Student Government Association, WAVE, New Student Programs, and leadership initiatives.

Student Organizations:

Northern has over 40 recognized student organizations where students can explore their passions and build community. Organizations include academic, cultural and ethnic, special interests, fine arts, and faith based. A thriving student organization program is a critical component of an active and lively campus community. They provide students valuable leadership experiences, create a sense of belonging, help create workforce-ready graduates, and contribute to campus culture in immeasurable ways.

Summer Camps and Conferences:

Bringing the state and region to Aberdeen each summer to grow, learn, and recreate. Camp and Conference Services offer a taste of Northern, generate revenue, and ensure auxiliary facilities are utilized year round. Keeping costs low, Camp Services provides an affordable option with basic residence hall rooms and no frills. Conference Services includes residence hall rooms with linens, guest service hours, and floating check-in/check-out times. Hospitality packages may also include conference room rentals in the Avera Student Center and catering or meal services through our partner Aramark.

Title IX:

Reporting to the Dean of Students and President of Northern, the Director of Student Rights and Responsibilities and Title IX Coordinator is responsible for providing institution-wide leadership in personal and social responsibility with a specific focus on compliance with Title IX of the Higher Education Act of 1972. This critical area advances gender equity so that faculty, staff, and students may thrive and focus on their academic and co-curricular interests in an environment that is free from harassment and discrimination.

Note of Appreciation: The Annual Report is the product of every member of the Student Affairs Team. Progress on the Student Affairs Strategic Action Plan (2021-2025) is tracked weekly. Other submissions and content were drafted and edited by team members from March to June of 2021.

Unleash

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northern.edu/student-affairs