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# 2023-2024 Annual Report for the Division of Student Affairs



Colorado State University

Dear Students, Faculty, Staff, and Community Members,

I am pleased to provide this annual report from the Division of Student Affairs to share our activities and accomplishments. The past year has been a year of growth for Student Affairs, focused on finalizing and beginning to operationalize the [2024-2027 Division of Student Affairs Strategic Plan](#). This plan, based in professional best practices and feedback from students and staff, asks the division to focus on understanding the needs of today's college students, invest in and empower staff through classification, compensation, and morale, evolve the impact of the division through use of data and storytelling, and align our structures and processes to be nimbler and more effective. As we move into the new strategic plan priorities, this report showcases continued progress in supporting staff to serve students, using data to inform improvements on programs and services, and the first steps of our student success framework, focused on sense of belonging and purpose, wellbeing, and career development with an emphasis on serving students equitably.

The Division provides a variety of programs and services designed to help students succeed and grow. Many take equity into consideration and we are actively using data more effectively to showcase the ways in which Student Affairs contributes to student success at CSU. Highlights this year include the ongoing success of CSU's on-campus food pantry, the conclusion of Phase III of the Lory Student Center north end revitalization to encourage greater student use and provide permanent office space for myriad offices and expanded access to programs and services through assistive technology and translation services. The effectiveness and improvement of the Division's programs and services are detailed under the following University Strategic Imperatives:

People and Culture	Operational and Financial Excellence	Innovation	Impact
•Cultivating a thriving and inclusive community	•Ensuring a sustainable foundation for growth and inspiration	•Driving innovation in learning, discovery and engagement	•Serving our community locally and globally

While this report includes a smattering of impressive updates from each office/unit within the Division, readers can learn more about office or unit-level annual reports by contacting the individual office/unit Director. The Division-wide report concludes with a broad array of Student Affairs honors and recognition from the past year. Staff members can view this Annual Report via the Division of Student Affairs Staff Intranet site.

Sincerely,

Blanche Hughes, Ph.D.  
Vice President  
Division of Student Affairs

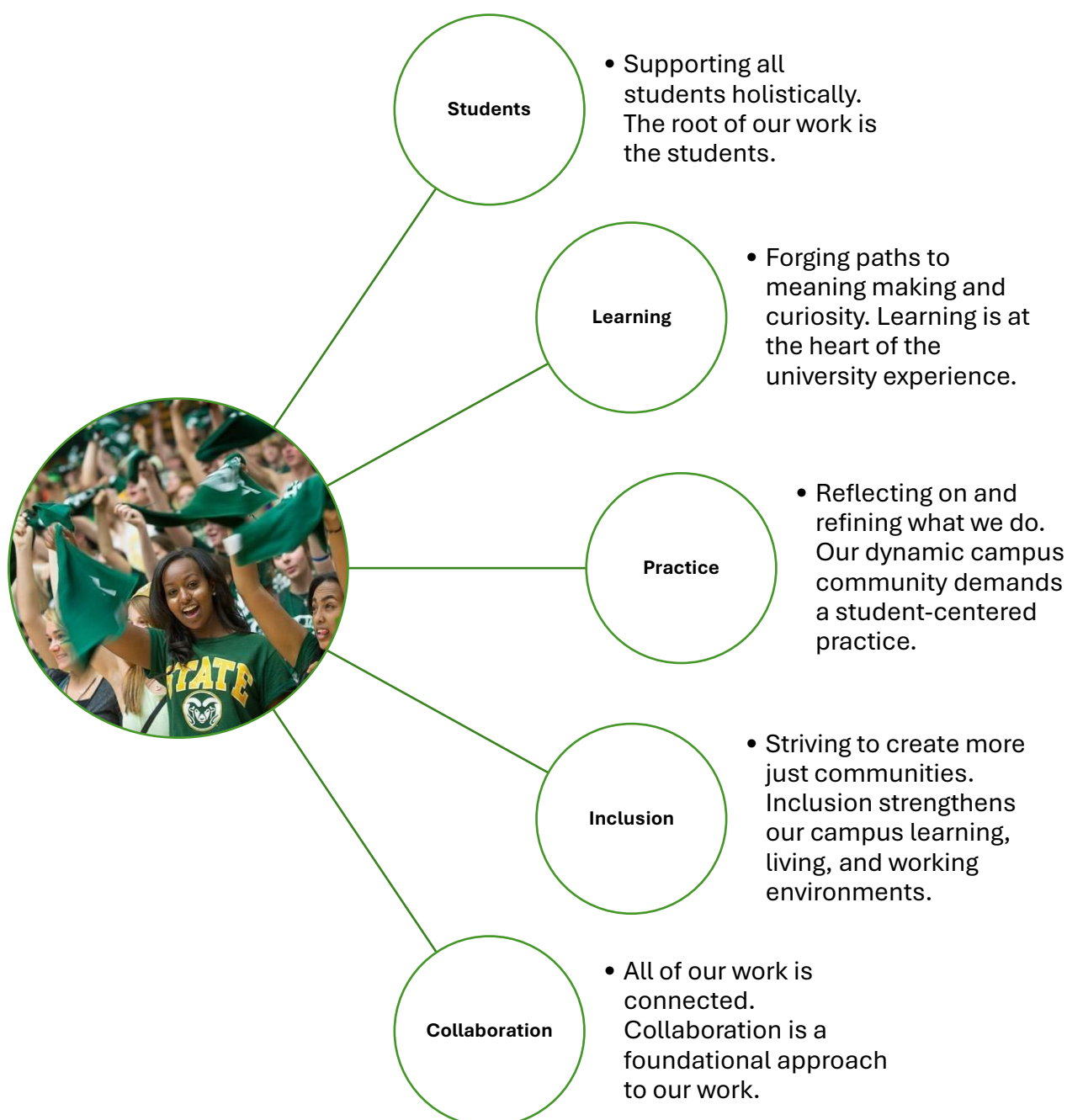
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# Division of Student Affairs Mission and Values

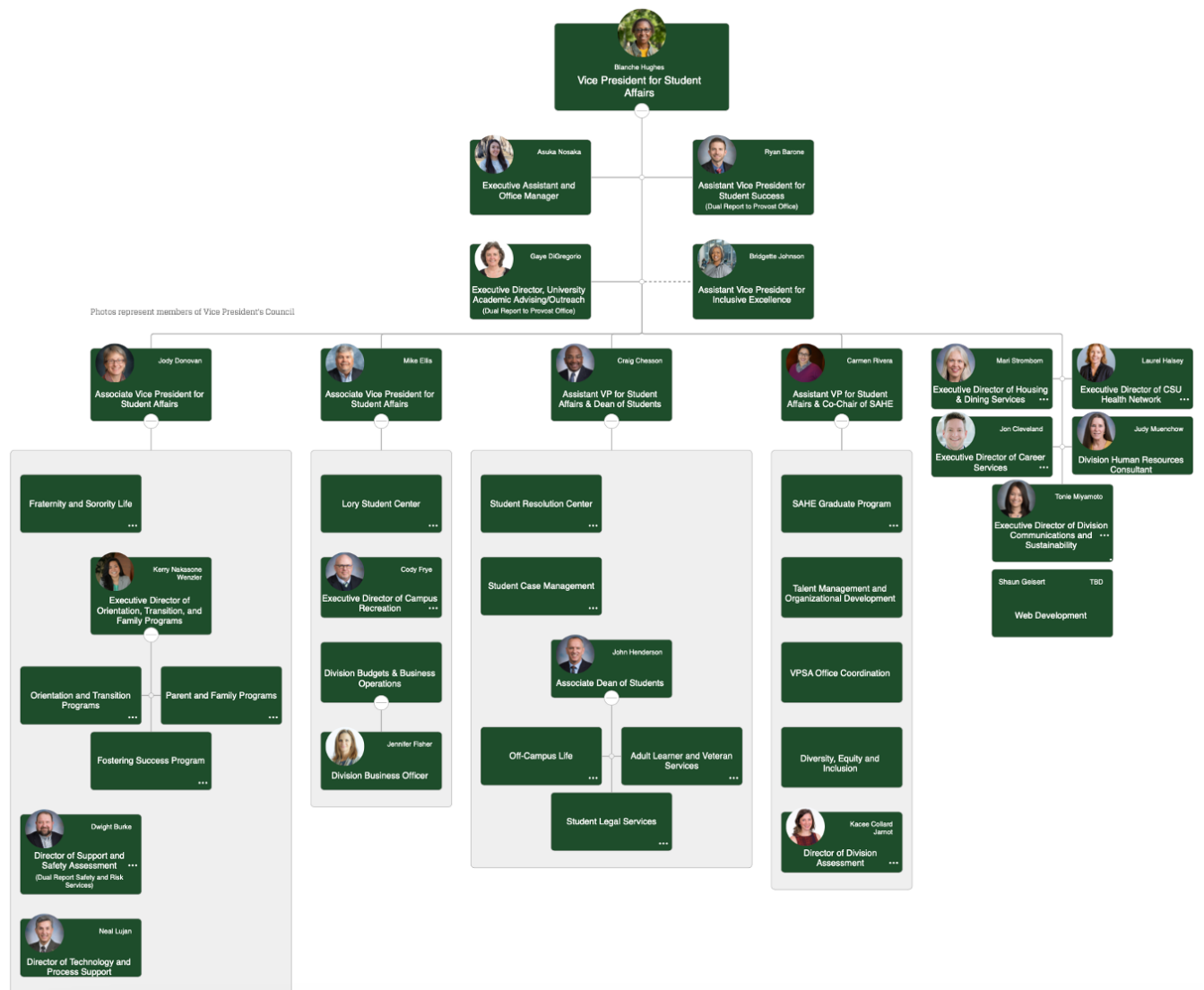
**Mission Statement:** The Division of Student Affairs fosters a campus community that supports students in the development of their unique potential, inspiring them to be active learners, successful graduates, and engaged global citizens.

**Values:** The work of the Division of Student Affairs is informed by and rooted in our values. At the core is our students and our greatest asset is our staff.



# Stabilized Organizational Structure

Following University Realignment in the 2021-2022 academic year and a few subsequently adjusted reporting lines in summer 2022, the division remains in the iteration as reported in the previous annual report, allowing us to stabilize and deepen existing programming and reporting lines. Please find the 2023-2024 academic year division organizational structure below.





# By the Numbers

The Division of Student Affairs has a broad reach to CSU students and their support systems across many programs and services. Examples include:

Campus Recreation logged 157,546 program participations in FY24 which is up 3% from the prior year. Campus Recreation logged 696,107 facility participations in FY24 which is up 2% from the prior year.

Overall, in the 2023-2024 academic year, RamEvents hosted 57 programs serving over 16,600 individuals, 77% of which were implemented in collaboration with another campus entity. The Campus Activities Box Office sold 9,845 tickets to 12 large scale events, generating revenue of over \$8 thousand.

The Student Leadership, Involvement, and Community Engagement (SLiCE) Office reports Involvement staff served over 3,500 students within annual programs. Involvement initiatives included outreach to more than 25,000 students through the Involvement Expo, involvement advising (400+ appointments), and over 500 student presentations on how to get involved in one of the 500+ registered student organizations on campus.

Use of the Rams Against Hunger Pantry increased significantly this year jumping from 11,429 total visits in AY23 to 17,712 in AY24. Rams Against Hunger serves an overrepresentation of students who identify as first generation, students of color, and international. The percentage of users within these identities is captured below:

Identity	RAH Meal Swipe Program Use	RAH Pantry Visits	CSU Comparison
First Generation	55.7%	13.6%	23%*
Racially Minoritized	58.6%	22.2%	25%*
International	4.6%	18%	4.4%^

\*data sourced from the [FY24 Institutional Profile](#) prepared by Institutional Research, Planning and Effectiveness

^data calculated for Fall 2023 only from pages 1&3 of the [FY24 Fact Book](#), prepared by Institutional Research, Planning, and Effectiveness

The Spring 2024 Benchworks survey of the Lory Student Center facility indicates high satisfaction with the LSC in the areas of “College Union has a Positive Environment” (81.8% performance rating) and “College Union is Student Oriented” (81.2% performance rating).

Adult Learner and Veteran Services served non-traditional students, including but not limited to veterans, adult learners, student parents, caregivers, and anyone who may not identify as a traditionally aged student with 7,466 visits of 524 unique users in their brand-new space on the north end of the Lory Student Center. This represents a 154% increase in individual users from the year prior, when ALVS was housed in a temporary space.

After nearly 18 months of not operating, RamRide went through a renaissance in the Spring 2024 semester. This included moving back to a previous model of organizations signing up with either 15 or 30 volunteers on a singular night to earn \$500 or \$1,000, respectively. Additionally, in

partnership with Rams Against Hunger, RamRide delivered 335 boxes of food to CSU students and staff via RamRide Food Ops.

The Office of Fraternity and Sorority Life reported approximately 50 chapters in five distinct governing councils. Total membership across these five councils was 2,648, representing 13% of the undergraduate student body. Spring 2024 fraternity/sorority community demographics show 17.8% of the population is first generation, 44.8% are non-residents, and 23.5% are BIPOC. The percentage of BIPOC and first-generation students in the fraternity/sorority community increased over the last year and better mirrors the data for the student body as a whole. This is positive and reflects a diversifying of the fraternity/sorority community more broadly.

Student Case Management reports an increase in SNAP student and employee applications via referral. SCM reports providing 1,347 individual instructor notifications, 158 known mental health hospitalizations, 36 known alcohol or other drug transports, 551 Tell Someone reports referrals, 46 Title IX Respondent referrals, and 41 Title IX Responsible Employee (Impacted Party) referrals.

Student Legal Services provided services to 1,128 students and 892 appointments were held with students who had never accessed Student Legal Services before.

The Student Resolution Center reports serving students as follows:

<b>Conflict Resolution Services</b>	<b>Student Conduct Services</b>
<ul style="list-style-type: none"> <li>• 519 conflict coaching appointments, serving 252 unique students</li> <li>• 32 customized training courses, serving 665 students</li> <li>• 6 conferences and 3 impact panels, serving 51 students through Restorative Justice Programs</li> </ul>	<ul style="list-style-type: none"> <li>• 2,792 total cases <ul style="list-style-type: none"> <li>○ 298 academic misconduct cases</li> <li>○ 69 admission cases</li> <li>○ 738 diversion cases</li> <li>○ 58 responsible action exemption cases</li> <li>○ 1,399 student conduct cases</li> </ul> </li> </ul>

The Career Center's Funding Committee awarded \$32,770 to 68 students. These funds supported 51 through the Attire Fund, 8 through the Equity Fund, and 9 through the Inclusive Fellowship Fund. Of the award recipients, 70% were students of color and/or international students and, of the 51 recipients who are undergraduate students, 69% were first generation and 59% were Pell recipients.

Parent and Family Programs served 37,528 parents, families, and support systems of CSU students through programming, communications, coaching and family engagement, marketing, and direct outreach while focusing on equitable support of families with LGBTQIA+ students, families where Spanish is the primary language spoken in the home, families from Hawaii and the Pacific Islands, Black and African American families, families from rural areas or who travel as a result of working in agriculture, families who are low income and whose students may require more access to basic needs, and First Generation families.

CSU Health Network:

- 5,262 new students completed the required AlcoholEdu online module and 7,592 completed the Sexual Assault Prevention online module.

- 5,413 students were served through Health Education and Prevention Services mental health, well-being and substance misuse prevention presentations/trainings, an additional 2,061 were served through outreach.
- 342 users accessed SilverCloud Health online therapy module sessions on topics including anxiety, depression, sleep and stress.
- 351 unique users accessed the social anxiety support app, Nod, and engaged in 1,294 sessions.
- 840 Narcan kits and 1,439 fentanyl testing strips were distributed in total in FY24.

#### Housing & Dining Services:

- University Housing facilitated over 600 programs across all residential communities, engaging at least 8,200 students.
- The RamCard Office facilitated disbursement of the Campus of Character Beverage Grant to 22 student events that promote the Principles of Community, a 38% increase from the prior year.
- Students used 2,752,850 meal swipes in Housing & Dining Services. This is an increase of 8% from FY23, indicating a significant drop in meal plan missed meals.
- The RamCard Office supplied individual and timely support to nine students who did not initially possess a required government-issued document for requesting their RamCard. 100% of these students received their RamCard by the end of the academic year.

Orientation and Transition Programs hosted three sessions of Ram Connect: Mountain in conjunction with the CSU Mountain Campus. Across these three sessions, OTP served 106 incoming first-year students, 13% of which were racially minoritized, 4% of whom were first generation, 5% self-reported as trans\*, and 42% of whom were out-of-state students.



# Division of Student Affairs Activities and Initiatives within the Strategic Imperatives

## People and Culture

The University Strategic Plan indicates, “We will attract, support, and nurture all members (students, faculty, and staff) of the CSU community by cultivating a culture of excellence and inclusivity, and using our collective skills to achieve our shared goals of a sustainable thriving planet and flourishing humanity.” The Division of Student Affairs centers staff and students in our core values. While we have contributed to this imperative in many ways, impactful examples regarding staffing include:

The Vice President’s Council focused on salary equity in the division, continuing to look at the compression implications of raising the salaries for the lowest-paid staff to above \$50,000. Examples reported by individual units include both meeting the equity marker and contributing funds division-wide to support salary equity efforts:

- CSU Health Network has met the DSA salary equity goal for all employees, except where constrained by regulations for state-classified employees.
- Lory Student Center leadership continued to advocate for salary needs of LSC employees, DSA employees, and partners – approximately \$670k in salary/fringe benefits in the LSC budget alone (not including SLiCE, Bookstore, and Dining) over the last two years.
- Student Legal Services significantly raised staff attorney salaries, allowing the office to fully reflect the value of providing legal services that are centered on student needs and concerns, rather than solving a specific problem.

Other offices reported hiring critical positions to better meet the needs of students and function more effectively, using creative approaches to manage staff workloads, including converting position types, securing additional funding through a variety of streams, and managing a sustained workload, despite staff vacancies:

- Student Resolution Center was fully staffed for the first time in six years upon hiring two new Conflict Resolution Services Assistant Directors (Campus Communities and Academic Life) and one Student Conduct Services Assistant Director (Off-Campus) at the end of FY24.
- Campus Recreation hired an Equipment Manager and Manager of Business Operations.
- The Lory Student Center Talent Development & Assessment area increased its professional support by 100% with the hiring of the Senior Coordinator for Training & Recruitment.
- Off-Campus Life converted a specialist role to a coordinator role to allow for better on-boarding and an appropriate level of responsibility.
- OCL also secured additional funding for the Property Manager Liaison role. This allowed the person in the role to transition from temporary status to a permanent employee.
- Staff transition continued to be a challenge for Student Legal Services with the hiring of one staff attorney followed by the resignation of an existing staff attorney. SLS hopes to be fully staffed in Fall 2024.

As it relates to retaining student staff members:

- Adult Learner and Veteran Services increased student hourly pay to at least \$16 an hour to provide a living wage. Recognizing this will put a strain on the budget long-term, the office is committed to finding solutions within existing resources.
- Peer mentor positions in the Fostering Success Program were raised to \$16 an hour and lead mentor positions were raised to \$16.50 an hour. The program intends to increase wages again in the next academic year (2024-2025) to \$17 an hour and \$17.50 an hour, respectively. The program also converted the FSP Student Leadership Council volunteer roles to paid positions.
- Reflective of their commitment to supporting students' basic needs, Off-Campus Life pays student staff 20-30% above minimum wage to ensure they are compensated fairly and equitably for their work and maintains their employment year-round, meaning students can expect OCL income over breaks.
- The Bookstore restructured Student Manager positions to include additional training and responsibilities. Reclassified as Customer Service Manager positions, the revised role better meets store needs and provides additional opportunities for career development for students.
- As a result of intentional hiring practices of increased flexibility in scheduling, success-minded accommodations, and a \$2 an hour summer bonus incentive, Housing & Dining Services-Facilities indicates the bulk of temporary employees are classified as student hourlies.
- In Spring 2024, Orientation and Transition Programs hired and trained 251 student staff to be representative of the incoming class. Of those, 177 were paid staff positions. The remaining 174 students were volunteer Ram Welcome Leaders. The data show in both volunteer and paid staff positions, racially minoritized, first generation, and Pell-eligible identifying students are either representative or over representative of the general student body at CSU.

Additional People and Culture highlights include:

Adult Learner and Veteran Services collaborated with the President's Office, ROTC, Admissions, the Career Center, Off-Campus Life, Athletics, and many more on Veterans Week in November, and Student Parent Week in April.

The Career Center's education model is anchored in fostering a comprehensive career ecosystem across campus of 12 shared roles embedded within various colleges and the Alumni Association. This year, the Career Center deepened these strategic partnerships through biannual meetings with the Associate and Assistant Deans who co-supervise the shared roles to problem-solve, proactively communicate, and facilitate stronger alignment and commitment to the shared role model. Internship coordinators were convened from across campus to foster the same goals. Finally, partnerships with the Cultural Resource Centers strengthened programming supporting students with marginalized identities.

The Drugs, Alcohol and You (DAY program) coordinated by CSU Health Network assists students with substance use that negatively affects their academic success and the iTeam provides post-hospitalization care on campus. Without these programs, students are more likely to require medical withdrawal from CSU and/or drop out due to academic failure. This year, 84% of DAY participants persisted with academic enrollment and 91% of iTeam participants persisted with academic enrollment.

Housing & Dining Services – University Housing reframed the Taking Stock survey as a student success outreach opportunity to help Residence Assistants connect with all students in their communities to better provide individualized support and assist full-time staff in using data trends to inform programming and campus partnerships based on student needs and requests.

Across the Lory Student Center, maps were updated to include a Spanish version, with translation support from an LSC employee and a paid Spanish translator. Additionally, the Lory Student Center continues its commitment to providing inclusive event experiences by offering a variety of accessibility features. These include live captioning (CART) for major University events, Spanish translation via Zoom, Spanish subtitles, closed captioning, and ASL interpreter cameras strategically positioned for optimal visibility during virtual events.

Campus Information piloted multiple language services which included marketing languages that student staff speak and information on signage in Spanish. Staff accommodated patrons in the following languages: English, Spanish, Telugu, Hindi, Arabic, Punjabi, and Japanese. Staff continue to see a trend and rise in the need for Spanish language services.

As part of Phase III revitalization, the Lory Student Center renamed Nii-cii-biice'i (knee-jee-bee-jay-ee) room, which translates to “Never No Summer”. This change honors the Arapaho Tribe’s name for this mountain range situated at the northwestern edge of Rocky Mountain National Park. When Nii-cii-biice'i was provided to the Colorado Geographic Board in 1914, the Board considered the term a double negative and difficult to pronounce in the English language, and the word “no” was dropped, resulting in the present Never Summer mountain range. Western colonization erased or altered many indigenous place names, and in choosing Never No Summer as the name for the room, the LSC did so with the explicit intention of restoring the rightful Arapaho name and respecting the Indigenous peoples whose ancestral homelands encompass the area.

Lory Student Center Dining hosted several trainings to advance student employee professional development and leadership growth both personally and professionally via paid opportunities. In turn, the department saw an increase in participation and continues to make progress toward student success initiatives and preparing student employees for life after college with everyday useful skills, resume building opportunities, and the ability to be creative and create menus, recipes, handbooks, and protocols that best serve the CSU student population.

Housing & Dining Services developed equitable technology courses for Spanish speaking staff to access CSU systems and Spanish resources for the FMLA and FMLI processes to make sure that employees have a clear understanding of the process to receive their benefits.

The Office of Fraternity and Sorority Life reports the fraternity and sorority community grew in the 2023-2024 academic year, ending the year with 13% of undergraduate students part of a fraternity or sorority. This reflects continued growth and effort to recruit and retain members.

The OFSL continues to value partnerships and engages widely across the institution. Of new and particular note is a partnership between the OFSL, El Centro, and the SAFE Center to explore consent culture and interpersonal violence prevention specific to the Multicultural Greek community.

## Operational and Financial Excellence

The University Strategic Plan states, “We will align CSU’s operational and financial practices with our strategic goals of strengthening our community and our world through a focus on a thriving planet and flourishing humanity.” The Division of Student Affairs has contributed to this imperative through managing budgetary constraints, effectively achieving accreditation and other requirements, exercising financial prudence in distributing scholarship funds to students, advancing sustainability initiatives, and creatively addressing space concerns in the following ways:

Campus engagement for sustainability was ranked #2 in the 2024 Campus Sustainability Index of more than 600 institutions, reflecting a deep commitment to outreach and involvement for CSU students in sustainability. Notable programs in Student Affairs include the Eco Leaders Peer Education Program in Housing & Dining Services, Environmental Affairs Office in ASCSU, Growing Food Security in the campus Food Pantry, and sustainable career programs in the Career Center.

Adult Learner and Veteran Services moved into the 8,000+ square foot office on the north end of the Lory Student Center in June 2023.

Additionally, ALVS awarded \$623,670 in scholarships to 120 students in the 2023-2024 academic year.

Student Legal Services moved to its permanent location in LSC 274 at the beginning of October 2023. The new location reflects a space for conversations with round tables and open space and the staff is focusing on decorating with a focus on belonging and inclusivity.

During FY24, Campus Recreation purchased \$600K+ in new equipment for the Student Recreation Center including:

- New cardio equipment, new sectorized equipment, and new cable equipment installed in Fall 2024. In total, Campus Recreation replaced over 80% of the cardio equipment, over 90% of the sectorized equipment, and added more variety and ADA pieces to the selection of fitness equipment. The WeRec area now has five fully adaptive and ADA accessible pin-select pieces along with 12 new pin-select pieces.
- New Indoor Cycling Group (ICG) Coach by Color Indoor Cycling Bikes were purchased and installed to replace the previous cycle bikes which were over 10 years old.

The Career Center reports several strategic adjustments to improve their financial management, including reducing spending on tools and resources, revising their professional development model, freezing vacant positions, and cutting program expenses where possible without compromising quality. All decisions were made with mission and values in mind, ensuring maintained support to distribute the Attire Fund, the Mary Ontiveros Inclusive Fellowships Fund, and the Equity Initiatives Fund. The Career Center also secured a fee increase to cover rising mandatory expenses and strategized ways to increase self-generated revenue for the future, positioning the Career Center for long-term stability.

The American Association for Ambulatory Health Care (AAAHC) re-accredited CSU Health Network in December 2023. This accreditation comprises over 500 standards for health care quality.

CSUHN achieved full compliance in 18 of the 22 service areas and substantial compliance in the other four areas.

CSUHN also expanded its professional development policy with a commitment of up to \$1,500 for all administrative professional employees and state-classified staff who need to maintain licensing, board certification, or other professional certificates. Use of funds increased 79%.

The Student Health Insurance Plan (SHIP) Manager from CSU Health Network consulted with UnDocUnited, the Fostering Success Program, and the graduate school to assess how SHIP benefits changes might disproportionately affect students in these groups. In light of these discussions, changes limited financial impact on services more highly utilized by these groups and smoothed cost increases into benefits more evenly used by the general student population.

The Student Resolution Center launched an updated website. The updates to the website create a more user-friendly experience and better capture the mission and values of the office. Additionally, the SRC instituted a process for staff to apply for professional development funding incorporating their work plan goals along with how the professional development opportunity supports the mission and values of the office.

Off-Campus Life moved into a larger space in the Lory Student Center, where they now have ample individual office space for their staff members and allows students to utilize the space as a lounge to connect, eat, and complete homework between classes.

#### Housing & Dining Services reports:

- Collaborative efforts were undertaken between University Housing and CSUPD to strengthen relationships between the two areas as well as strengthen the quality of safety services provided to residents. This includes reworking the CSUPD Liaison program and laying the groundwork for community walks in residential communities.
- New MOUs were drafted and signed with the Student Resolution Center and Student Case Management to develop the new working relationship between these units and University Housing following its reorganizing of positions that oversee our residential communities.
- Communications partnered with Occupancy & Operations to launch a new “chat bot” on the site to help field questions and make site navigation easier for all audience types.
- University Housing reorganized positions to make the work more sustainable and strengthen the overall quality of work done in key functional areas (student behavior, student support, student engagement, curriculum & partnerships, and diversity, equity, inclusion, & justice). Residence Director and Resident Manager positions were reworked into a new Residential Coordinator position. The residential communities were reorganized into five regions of campus, with two regions piloting the reorganized RC position this year. Three RCs for each of the reorganized regions were assigned and trained for their new roles. University Housing also reorganized the expectations of the live-in role Graduate Assistants play, shifting some critical work to the new Counselor-in-Residence program. The Counselor-in-Residence program and coinciding GA shifts will be implemented in the 2024-2025 academic year.
- HDS-Facilities refined the scope of Large Capital Project Work for their 5–10-year strategic plan to include an occupancy review and identifying and creating more than 200 bed spaces for students from existing assets.

The Lory Student Center concluded building revitalization, indicating:

- Phase III revitalization project included an additional level (10,000 s/f) on the north side of the building and renovation of 85,000 s/f. The revitalization also included the CSU Bookstore, CSU Transit Center entryway and lounge, RamTech computer store, Off-Campus Life, Student Legal Services, meeting rooms, Never No Summer (Nii-cii-biice'i) and University ballrooms, Aspen Grille Restaurant, and an expanded Adult Learner and Veteran Services (ALVS) space. An expansive, new two-story space for ALVS was a key priority of the Phase III revitalization, featuring increased student seating, offices, kitchenette, basic needs pantry, computer/study lab, huddle spaces, and outdoor patio facing the Rocky Mountain foothills.
- Phase III of the revitalization project was scheduled to begin in the Spring of 2020, following commencement, but was delayed for two years due to the COVID-19 pandemic. Two years later the project resumed and with no change in project scope, costs escalated from \$23.4 million to \$34 million, due primarily to inflationary costs of construction.
- Phase III included improvements in sustainability through use of the existing facility structure (rather than building new), along with replacement of heating, ventilation, and air conditioning systems (roughly \$6 million), which significantly decreases energy consumption. Low water fixtures, temperature controls, natural and LED lighting, landfill diversion, and a host of other LEED design features were of the highest priority. In addition, the story of CSU's accomplishments will be featured in a branded "Sustainability Lounge" to inspire the campus community to "do better" in commitments to sustainability.
- Finally, the LSC north-end renovation added all-gender restrooms, an adult changing room, and a shower, catering to a wider range of campus community needs.

The Office of Fraternity and Sorority Life has robust and regularly updated policies and practices easily identified and utilized to transparently communicate with stakeholders about expectations. All key community policies were updated in this academic year.

The equity centered approach to funding key programs and services in the Office of Fraternity & Sorority Life ensures that all members of the community can participate in office sponsored programming and enables programming to occur in a collaborative way driven by students and with an identity-conscious approach.

Student Case Management was awarded The Hunger Free Colorado Grant this year. Staff are compensated for the additional time and tasks that they take on doing SNAP Outreach and Application support.

## Innovation

The University Strategic Plan indicates, "CSU will be a global leader in cultivating a sustainable social, economic, and environmental future through innovative practices in learning, research, discovery, and knowledge transfer." The Division of Student Affairs meets this imperative in the following ways:

Adult Learner and Veteran Services hosts Ram Kidz Village, a service that allows student parents to have their children engage in educational programming while they are studying in the library.



Additionally, ALVS continued their partnership with El Centro to host the Puentes/Bridges peer advisor that works both in both spaces. The costs and supervision of the peer advisor are shared between ALVS and El Centro and ALVS hopes to expand this co-peer mentoring model to students with other shared identities. The Puentes/Bridges program was awarded the Division of Student Affairs Bridges Award in 2023-2024.

The Office of Fraternity and Sorority Life has implemented senior programming, and a revised new member orientation program designed to begin the membership life cycle efforts that remain an ongoing goal.

The personal development and leadership programs hosted and facilitated by the OFSL represent significant opportunities to interface with students and provide meaningful interactions and opportunities. These include: eight presidents forums, 15 officer workshops, Hazing Prevention Week programming, the Fraternity & Sorority Leadership Institute, Fraternities & Sororities Against Sexual Assault class, and advisement of governing councils and auxiliary groups.

The Campus Recreation Student Employment Committee made changes to the Student Employment Handbook allowing homework on shift for approved positions and at approved times. Positions that allow homework have been discussed with the supervisor and Director to receive approval. This change boosts workplace morale and culture and is monitored for impact on customer service and risk management.

Campus Recreation Outdoor Programs became a Licensed Course Provider for the American Institute for Avalanche Education and Research (AIARE) and successfully completed the program's first three-day Level 1 Avalanche course for 12 students in February 2024.

The pilot year of the SPARK program within the Career Center was a smashing success, demonstrating a strong link to positive student success outcomes. In the fall, a cohort of students received compensation to participate in career preparation activities and were supported in securing on-campus employment. In the spring, another cohort focused on securing summer internships with similar support. These were made up of 32 students and the Career Center will gather existing data on students' persistence and graduation rates, particularly those who identify as racially minoritized, first generation, and Pell-eligible recipients to compare against overall CSU persistence and graduation rates. Simultaneously, on-campus employers received funding and training to create meaningful on-campus jobs and internships. Additionally, the College Partnerships Team worked to embed career education more deeply into the CSU curriculum through grab-and-go Canvas modules, faculty-centered websites and toolkits, and expanded classroom partnerships.

Housing and Dining Services-Technology Services implemented a new program for Business Intelligence by creating and utilizing several dashboards that assist HDS departments. Data pulled informs the RamCash Dashboard, Customer Service Dashboard, and Occupancy Dashboard (internal/external). The Occupancy Dashboard allowed HDS to predict how many students will move into the Residence Halls with 92% accuracy three months in advance of the Fall 2024 start.

Off-Campus Life grew the Good Neighbor Program from three to seven properties with specific criteria to encourage ethical business practices for partner properties. At the time of the spring 2023 Housing Fair, many partner properties tracked above typical occupancy rates.

CSU Health Network reports innovation and equity in pain management. A primary care nurse practitioner sparked a change in patient equity during insertion of IUDs. Patients can now manage their pain levels through self-delivery of nitrous oxide. This centers patients in having more control during a particularly vulnerable medical procedure.

CSUHN launched a sleep campaign to compare results with NCHA-IIIb data from fall 2023 showing that students who identify as gender non-conforming feel tired or sleepy during the day at up to twice the rates of cisgender students. National College Health Assessment (NCHA) data from 2023 also showed that students who identify as BIPOC experience sleep difficulties that cause an academic impact to them at higher rates than the national reference data.

For Ram Welcome 2024, Orientation and Transition Programs supported housing access for the Ram Welcome Leader position by working with the Do Something group on a hotel stay program. This was a shift from previous years regarding providing housing for students who needed it to make serving as a Ram Welcome Leader more accessible. OTP also continued work on the Ram Welcome experience for students with disabilities with a closer partnership with the Student Disability Center on language for the schedule, live captioning at Convocation, language asking students for accommodations, and more. This will continue to be a priority for the future as we continue to change some of the processes to make the program more accessible.

Orientation and Transition Programs consistently began to assess student sense of belonging, their confidence in finding a community at CSU, and their feeling of whether or not their identities will be valued and respected across programs and services. When looking at the responses disaggregated by Ram Orientation modality (in person vs. virtual) the data indicate that while students participating in Virtual Ram Orientation feel less like they belong at CSU than their on-campus counterparts, they are just as confident that they will find community and that their identities will be valued and respected.

## Impact

The University Strategic Plan states, “CSU will serve as a national model for land-grant university systems, enhancing our infrastructure to nimbly translate innovation into impact.” The Division of Student Affairs has contributed to this imperative in the following ways:

Adult Learner and Veteran Services focuses on hosting a summer bridge program (ELEVATE) aimed at refreshing English and Math concepts for students as they matriculate at CSU and provides programming throughout the year ranging from self-advocating skills to scholarship writing workshops. When looking at student success metrics, ALVS reports:

- Of the 2022 cohort still at CSU (12) students average a 3.48 GPA. Four cohort members are no longer at CSU (three moved away and one was dismissed due to academic probation). For comparison, the average GPA for undergraduate students in Fall 2022 was 3.05.
- Of the 2023 cohort still at CSU (13) students average a 3.478 GPA. Three cohort members are no longer at CSU (all of them moved away). For comparison, the average GPA for undergraduate students in Fall 2023 was 3.7.

The Office of Fraternity and Sorority Life reports the student success related data for the fraternity and sorority community continues to be a highlight. Data in almost all cases has improved since the office began tracking this information, and the data always indicates that fraternity/sorority members have better student success outcomes than unaffiliated students. That is also substantially true for students who are racially minoritized, first generation, or Pell-eligible. The specific success of Multicultural Greek Council (MGC) chapters in this area is encouraging and has led to direct attempts to grow and sustain MGC membership from students and staff. While the OFSL hopes that the membership grows in future years, the discussion about promoting MGC and education about pathways into this council are a highlight for the year.

The breadth of assessment data collected by the OFSL allows for storytelling and meaning making to occur at all levels of engagement. While using data to inform practice remains an ongoing goal, the use of data to indicate why fraternity/sorority membership positively impacts participants and using data to help improve the experience is profound.

In Spring 2024, the managers in the aquatics area at Colorado State University Campus Recreation underwent a 16-week training focusing on the NIRSA EDI Resource Guide. They learned what equity/diversity/inclusion is and how to incorporate it in each interaction they have with staff and patrons when at work. They also focused on conflict management within the EDI framework, and how they can provide the best action in any situation where conflict occurs. Resources from the training were also shared with Building Manager staff members for their use.

Campus Recreation Fitness Programs began a free 4-week program for members to experience personal training without the cost. This program showed attendees how to use equipment with videos featuring personal trainers, weekly reminders and exercise advice via the chat, and a call to action at the end to keep going with the program and explore if other personal training offerings would be beneficial. There were 50 clients in the program.

The Career Center remains committed to advocating for all students, with a focus on critical issues such as promoting paid internships, supporting pathways to success for undocumented students, and addressing equity gaps for first-generation, limited income, rural, and racially minoritized students. Career Center staff has presented on these topics at state and regional conferences, prioritized internal staff training on asset-based approaches to ensure this commitment is embedded in daily work, and continues to provide specialized training on specific topics that help students in their career journeys.

CSU Health Network provided funding to ASCSU to help bring a transgender speaker to campus to engage with students and CSUHN staff. Promoting understanding and acceptance of transgender individuals is essential to wellbeing and student success.

CSU Health Network reports 47% of students responding to post-appointment surveys in medical and/or counseling services articulated at least one specific way CSUHN has helped them achieve their academic goals.

The Bookstore's Inclusive Access/Day One Access initiative is focused on providing the materials needed to all students to help them succeed in all courses. Day One opt out rates are below 2%, meaning that 98% of students have immediate access to materials needed to succeed in class. With immediate access, students are less likely to fall behind in classes. Data collected by the

National Association of College Stores indicates that early access to course materials improves both retention rates and learning outcomes.

The Fostering Success Program aims to engage independent students reflective of the demographics of the independent student population at CSU. In 2023-2024, FSP identified 27% of independent students as racially minoritized, first generation, and limited income and reports 34% of students in that population participated in FSP events.

IU172 New Student Seminars worked closely with Exploratory Studies to prioritize enrollment of Students Recommended for Support (SRS) first-year Exploratory Studies students into either the First Year Student Success or Exploring Major Tracks sections of the seminar. Overall, in Fall 2023, IU12A served 18% of all SRS first-year students on campus (the support program serving the largest number of SRS students). When disaggregated, these classes served institutionally marginalized populations as follows:

	FA21	SP22	FA22	SP23	FA23	SP24
<b>First Generation</b>	21%	13%	29%	22%	25%	37%
<b>Racially Minoritized</b>	25%	31%	31%	27%	P6%	40%
<b>Pell-Eligible</b>	21%	17%	23%	27%	30%	53%
<b>Students Recommended for Support</b>	34%	10%	34%	16%	46%	33%

OTP reports a decrease of 4% of first-generation students in IU172A for Fall 2023 compared to Fall 2022. However, there is a 15% increase of FG students in the 2023 spring semester compared to the previous spring. Overall, in the last academic year, first-generation students made up 26% of the students served in IU172. Similarly, racially minoritized students made up 28% and Pell-eligible students accounted for 33% of all students in IU172. Lastly, SRS made up 45% of all students in IU172A with an increase of 12% from Fall 2022 to Fall 2023.

Student Case Management increased partnership with Residence Directors in University Housing to support student case management needs in the residence halls.

In alignment with students' requests to streamline communication, Housing & Dining Services redesigned the CSU Housing Guide to use less resources (environmental and fiscal) and be more user friendly. It was one of the first publications on campus to feature the new CSU brand. Housing and Dining Services-Communications partnered closely with the Office of Admissions to ensure that everything inside the Admissions packet (received by all incoming students) was cohesive and comprehensive.

Parent and Family Programs continues to build out CampusESP to communicate with parents, families, and support systems of students. This year, PFP reports:

- Family demand for information from CSU remains high, with an average open rate of 65% on announcements and an average of 625 clicks on a total of 466,757 announcements sent out in 2023-2024.
- Community engagement hovered around 65-70% for the entire portal from its inception to the end of the 2023-2024 academic year cycle for PFP.
- 155 Families of LGBTQIA+ students have a 10% higher open rate on announcements than the average population.

- CampusESP continues to offer multiple language options for users beyond just English and over 1,000 families who indicated Spanish-language preference and/or identified as Latine/x were placed in the Adelante con Nuestra Familia community for enhanced access and connection.

The need for mental health services for students continues to expand. At the same time, access to services is sometimes a barrier. Student Case Management remains a bridge between that gap, available to help students make decisions about what is the best next step for them and connecting them to campus or community resources appropriately.

Student Legal Services continues to overserve first generation, limited income, and racially minoritized students and reports for the 2023-2024 academic year also serving Veteran students at a higher rate than CSU enrollment.

Student Legal Services piloted a new assessment strategy aimed at understanding students' learning as a result of meeting with a staff attorney. At the end of the 2023-2024 academic year, SLS reports that 83% of 327 students in the pilot indicated they learned at least one new piece of information in the appointment. When theming the topics discussed in the pilot, the top three categories discussed with the staff attorney were: leases, legal processes, and court options. SLS confirmed this is exactly what they hope students will learn in most SLS appointments: the highest number of cases served by SLS are landlord/tenant cases that all include a lease review, analysis and/or evaluation, as requested by the student; a better understanding of the legal process in question to move forward with knowledge of all options; and ensuring the court process is fully described for those with a court date.

# Student Affairs Presentations, Publications, Honors and Recognitions

## Presentations

- Alexis Gomez and Amy Caliene presented Supporting Students who are Undocumented, from Campus to Career, December 2023, at the Mountain-Pacific Association of Colleges and Employers Annual Conference; this presentation was identified as a Best of MPACE presentation by MPACE Mountain East Region, January 2024. They also presented this at the CSU Symposium for Inclusive Excellence, October 2023 and Supporting Students who are Undocumented at CSU's Professional Development Institute, January 2024.
- Courtney Martinez presented I know my rights and I'm willing to be a Problem' Student Voice and Formative Evaluation for Peer Mentoring at the Student Disability Center, October 2023, at the CSU Symposium for Inclusive Excellence.
- Lisa Gilbert-Hardon facilitated two knowledge groups for the Collegiate Career Services Association of Colorado & Wyoming (CCSA): Employer Relations Knowledge Group, July 2024, Women in Career Affinity Group, December 2023.
- Lisa Gilbert-Hardon presented Nuances of Employer Relations: Navigating the Ethics of it All, December 2023, at the CCSA Fall Conference.
- Lisa Gilbert-Hardon presented Networking: Let's Talk About Pro Devo, May 2024, at the CCSA Spring Conference.
- Jill Putman co-presented Supporting First-Generation Students Utilizing an Asset-Based Approach in Student Interactions, November 2023 as a webinar for Eduology.
- Jill Putman co-presented Asset-Based Approaches to Career Services, December 2023, as a pre-conference session at the Mountain Pacific Association of Colleges and Employers Annual Conference in Denver.
- Michael Chapman, Marie Tyrrell, and Sara Istre presented The Need for an Internship at the CCSA Fall Conference, December 2023, the MPACE Annual Conference, December 2023, and the CSU Professional Development Institute, January 2024. This program was also recognized as a Best of MPACE Mountain East Region, January 2024.
- Chase Weldon presented Networking the Key to Career Development, October 2023, at the Inflammation Research Conference: EMERGING THERAPEUTIC PLATFORMS FOR THE TREATMENT OF AUTOIMMUNE AND INFLAMMATORY DISEASES.
- Jenny Kim presented It's So Much More Than Hiring Diverse Talent: Self-Work and Workplace Change, December 2023, at the MPACE Annual Conference.
- Jenny Kim presented Pathways to Success: Identifying Values and Harnessing Your Skills, March 2024, at the Association of College Unions International (ACUI) Conference.
- Katie Lloyd and Jon Cleveland presented Strategic Budgeting to Elevate your Career Center, December 2023, at the MPACE Annual Conference.
- Allie Bogard, Nick Eppley, TJ Hill, and Logan Mozena presented The Price is Wrong, Creating Value in Your Department Culture. Presented at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 20, 2024.



- Allie Bogard co-presented Trends Impacting Higher Education with members of the Assembly at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 2024.
- Nick Eppley and TJ Hill hosted a roundtable on Collaborative Approaches to Countering Problematic Cultures at NIRSA/ACUI Collegiate Marketing Institute. Denver, CO. December 7, 2023.
- Nick Eppley co-presented How to be a Stellar Search Chair at the SHAPE the Trainer Conference. Fort Collins, CO.
- TJ Hill presented the NIRSA Member Network and Foundation at NIRSA: Leaders in Collegiate Recreation Colorado/Wyoming State Workshop. July 2023.
- TJ Hill co-presented the First Time Attendees Session with the Member Network at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 17, 2024.
- TJ Hill co-presented Region V Regional Round-Up with the Region V Student Leader at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 19, 2024.
- TJ Hill and Cassie Moreau co-presented Risk Management ROI. Presented at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 18, 2024.
- Erin Patchett presented How to Enhance DEI and Social Justice Work Based on Collegiate Recreation Research and Association Efforts. Presented at the Inclusive Sports Summit. Boulder, CO, February 13, 2024.
- Erin Patchett served on the Systems Change: Wellbeing, Sustainability, and Justice Panel. Presented at the Wellbeing in Higher Education Virtual Conference. February 28, 2024.
- Erin Patchett facilitated Shaping our Future - An AVP Panel on Organizational Culture and Change. Presented at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 19, 2024.
- Erin Patchett presented the Director's Track (Workforce section). Presented at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 19, 2024.
- Erin Patchett spoke at the Closing General Session at NIRSA: Leaders in Collegiate Recreation Annual Conference. Phoenix, AZ. April 20, 2024.
- Nick Sweeton and Shane Vigil won a "Top 5 Program" Award for their presentation at AIMHO: Implementing Business Intelligence (BI) Into Your Program

## Publications

- Michael Chapman, Graduate Assistant in the Career Center, published an article in the Journal of Student Affairs "The Need for an Internship: Implications, Legal Considerations, and Recommendations of Unpaid Internships".
- Campus Recreation's WeREC (respect | empower| care) work group led efforts to expand vinyl messaging to other areas of the facility including the All Gender Changing Room and Pool Overlook area. The effort was featured by [Campus Rec magazine](#) and [CSU Source](#).
- Erin Patchett co-authored the Industry Insights Report: Krantz, J., Olmeda, N., & Patchett, E. (March 2024) Industry Insights Report. Retrieved from <https://nirsa.net/nirsa/2024/03/06/nirsa-industry-insights-report-is-now-available/>
- Nerd out with NIRSA President Dr. Erin Patchett in May 2024. Retrieved from <https://nirsa.net/2024/05/13/nirsa-president-notes-may-2024-by-erin-patchet/>

- Erin Patchett authored Strengthen student resilience and supporting their sense of belonging in June 2024. Retrieved from <https://nirsa.net/2024/06/13/nirsa-president-notes-june-2024-by-erin-patchet/>

## Honors and Recognitions for Students and Staff

### Students within the Division of Student Affairs:

- 2024 Great Plays Grant (COORS and International Town and Gown Association) – CREWS Peer Educators are this year's recipients, using the allocation to enhance their Rams Take Care Rams Take Action Football Game Bystander Intervention
- SLiCE Student Staff member Jade Collins: Accessible Sharks REU Program Recipient (by Harvard University)
- Yarethzia Ponce Gallegos – The Graduate Student Social Justice Action Award from the Association of Inter-Mountain Housing Officers (AIMHO)
- Lisa Jang – Outstanding Graduate Student Award from the Association of Inter-Mountain Housing Officers (AIMHO)
- National Association of College & University Residence Halls (NACURH) OTM First Year Student of the Month February Winner - McKenna Van Voris
- Intermountain Affiliate of College & University Residence Halls (IACURH) NRHH Building Block of the Year Winner - CSU NRHH Rams Chapter
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM First Year Student of the Month September Winner - Caleb Ediger
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Spotlight of the Month September Winner - Aimee White, "Guinea Pigs"
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Student Staff Member of the Month October Winner - Stefania Miranda
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Residential Community of the Month October Winner - Sophia Mechling, "Monty the Cat"
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM First Year Student of the Month November Winner - Hunter McAviney
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Graduate Assistant of the Month November Winner - Ciana Burroughs
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM First year Student of the Month February Winner - McKenna Van Vorris

### Staff within the Division of Student Affairs:

- Teresa Miller was awarded the Everyday Hero Award, May 2024, by the State Classified Council for her positive impact on students.
- Alexis Gomez was awarded Campus Partner of the Year by the Office of Inclusive Excellence.
- The Career Center won the DSA Student Success Award for three nominations including the SPARK Program, all the work outlined in the Annual Reflection, and the Campus Partnerships Team. The Career Center was also nominated for the Bridges Award. Teresa Miller was nominated for the Impact Award and Lisa Lelm was nominated for the Rising Star Award.

- Barb Richardson was co-chair of the Mountain Pacific Association of Colleges and Employers Annual Conference in Denver that took place in December 2023.
- Lisa Gilbert-Hardon was/is co-chair of the Programs Committee for the MPACE Annual Conference for 2023 & 2024.
- Jill Putman is a representative on the Diversity, Equity, and Inclusion Education Advisory Board for NACADA (National Academic Advising Association: The Global Community for Academic Advising).
- Marie Tyrrell was named the Safe Zone Facilitator of the Year 2023-24 by the Pride Resource Center.
- Marie Tyrrell was voted in as President-Elect for CCSA, May 2024.
- Marie Tyrrell was quoted in a SOURCE article on the student-athlete summer experience program, *From Working Out to Working*, <https://source.colostate.edu/from-working-out-to-working-grassroots-program-advances-success-of-student-athletes>, November 2023.
- Marie Tyrrell earned a Graduate Certificate in Communication and Technology from CSU, August 2023.
- Sam Holtshouser earned her Society for Human Resource Management (SHRM) Certified Professional certification, Feb 2024.
- Sam Palmer was awarded the WCNR Honored Staff Award from the WCNR College Council, April 2024.
- Christina Berg, Director of HEPS, jointly with Althea Woodruff (UT Austin), secured the American College Health Association Emerging Practices in College Health Award for A Faculty and Staff Toolkit for Co-Creating Healthier Academic Environments.
- 2024 American College Health Association (ACHA) Best Practices in College Health Award – Rams Take Care, Rams Take Action Football Game Bystander Intervention by CREWS Peer Educators and Gwen Sieving, Manager of Sexual Health Initiatives and Peer Education.
- 2024 Outstanding Campus Partner Award by Fraternity and Sorority Life was awarded to Monica Keele, Manager of Substance Misuse Prevention and Assessment for her work with the FSL Community around harm reduction
- AP Outstanding Staff Award - Leelee Kates, Associate Executive Director
- DSA Quality Service Award – Brianna Riggio, Nursing Manager
- Off-Campus Life reports Haley McAveney was awarded the NASPA Now Award for Innovation at the 2024 annual conference in Seattle, Washington.
- Justin Schwendeman-Curtis, Assistant Director in Off-Campus Life, was selected to serve as the inaugural Leadership Council Administrator for ACPA.
- Campus Recreation's Marketing and Communications team won three awards for t-shirt designs in the annual NIRSA T-shirt Competition: first place for Rec Ramp Up Staff shirts, second place for WeREC Grand Opening shirts, and third place for Night @ the Rec shirts.
- Campus Recreation Employee Appreciation Committee Top Teir Awards:
  - David Karspeck Risk Management Award: Ben Jarrett
  - Exceptional Customer Service Award: Eden Irrgang
  - Outstanding Leadership Award: Quinn Meinert
  - Excellence in Innovation Award: Holden O' Neil
  - Rookie of the Year: Emelyn Salinas

- Unsung Hero Award: Ashlyn Richardson
  - Campus Recreation Award: Chris Schneider
- Campus Recreation Climbing Wall Employee of the Year: Jack Bicklser
- Campus Recreation Group Classes and Specialty Classes Employee of the Year: Lauren Johnson
- Campus Recreation Intramural Sports Employee of the Year: Nicko Brown
- Campus Recreation Marketing and Communications
  - Marketing Area Employee of the Year: Mia Carrillo
- Nick Eppley, Assistant Director of Marketing and Communications, Tim Crane, Coordinator of Sport Clubs, and Ryan Doner, Accounting Technician II, won the DSA Innovation award for the development and implementation of new fiscal processes in Wrike.
- Campus Recreation Member Services and Facility Scheduling Employee of the Year: Abigail Thatcher
- Campus Recreation Outdoor Programs:
  - Outdoor Gear Rental Employee of the Year: Anderson Hodges
  - Outdoor Programs Instructor of the Year: Emma Simpson
- Andy Nelson, Assistant Director of Outdoor Programs in Campus Recreation – State of Colorado Outdoor Recreation 2023 \$1000 Grant Recipient for American Institute for Avalanche Research and Education (AIARE) Course Leader Training in January 2024
- Campus Recreation Personal Training and Massage Therapy Employee of the Year: Emily Yerman
- Campus Recreation Sport Clubs
  - Programmer of the Year: Chris Eaton
  - Administrator of the Year: Maggie Coutts
- Career Impact Award: Tim Crane, Sports Club Coordinator in Campus Recreation
- Erin Beverage, Manager of Business Operations in Campus Recreation serves as an Occupational Therapy Diversity, Equity, Inclusion Committee (Emeritus Member)
- Allie Bogard, Assistant Director, Sport Clubs in Campus Recreation serves as a NIRSA Assembly (Convener)
- Tim Crane, Sport Clubs Coordinator in Campus Recreation serves as Colorado State University Alternative Transportation Fee Advisory Board (Member), Colorado State University Campus Bicycle Advisory Committee (Co-Chair), NIRSA 2024 Region V Basketball Tournament All-Tournament Committee (Member), NIRSA 2024 Region V Conference Host Committee (Member)
- Elizabeth Croft, Assistant Director, Member Services in Campus Recreation serves as Division of Student Affairs Year End Celebration/Award Committee (Member), Colorado State University Scheduling Event Advisory Group (Member), Colorado State University Pride Resource Center Scholarship Review Committee (Member), NIRSA William N. Wasson Student Leadership and Academic Awards Committee (Member), and NIRSA 2024 Region V Conference Host Committee (Chair)
- Nick Eppley, Assistant Director, Marketing and Communication in Campus Recreation serves as Division of Student Affairs Communications Committee (Member), NIRSA Assembly (Member), and NIRSA 2024 Region V Conference Marketing Committee (Member)
- Brooks Ford, Coordinator of Member Services in Campus Recreation serves as NIRSA 2024 Region V Conference Host Committee (Member)

- Noah Freemon, Intramural Sports Coordinator in Campus Recreation serves as NIRSA 2024 Region V Basketball Tournament All-Tournament Committee (Member)
- Cody Frye, Executive Director of Campus Recreation serves as the Division of Student Affairs Athletics Student Engagement Group (Lead), Colorado State University Master Plan Committee, Colorado State University Behavioral and Mental Health Summit Group, Colorado State University Large Events Management Advisory Group, Colorado State University Public Safety Team Student Work Group, Colorado State University Spring and Fall Concerts Core Group Colorado/Wyoming Collegiate Recreation Directors Group
- TJ Hill, Assistant Director, Facilities and Aquatics in Campus Recreation serves as Division of Student Affairs Student Success Work Group (Member), NIRSA Member Network (Representative), and CORE Partners in Wellness Committee (Non-Voting Member)
- Eric Holt, IT Manager in Campus Recreation serves as Division of Student Affairs Technology Committee (Member)
- Tyson Kehler, Director, Facilities in Campus Recreation serves as Division of Student Affairs Sustainability Committee (Member), Division of Student Affairs Student Conduct Appeals Committee (Member), and Division of Student Affairs Staffing Strategies (Member)
- Cassie Moreau, Aquatics Coordinator in Campus Recreation serves as NIRSA 2024 Region V Conference Host Committee (Member)
- Logan Mozena, Facilities Coordinator in Campus Recreation serves as NIRSA 2024 Region V Conference Host Committee (Member)
- Erin Patchett, PhD, Director, Administration and Assessment in Campus Recreation serves as Division of Student Affairs Strategic Plan Drafting Work Team (Member), Division of Student Affairs Do Something Committee (Member), Division of Student Affairs Student Involvement Data Beta Group (Member), NIRSA Nominations and Appointments Committee (Chair), NIRSA President-Designee on the Board of Directors
- Taylor Sidore, Assistant Director, Fitness in Campus Recreation serves as NIRSA 2024 Region V Conference Host Committee (Member)
- Nick Wasmundt, Marketing Coordinator in Campus Recreation serves as NIRSA 2024 Region V Conference Marketing Committee (Member)
- Ali Raza: Mark S. Denke Leadership Service Award Winner
- Ali Raza: Asian Pacific American Cultural Center Staff Award Winner
- Rachel Kiemele: recipient of the Division of Student Affairs Bridges Award
- Jacque Summers – Outstanding Mid-Level Professional Award from the Association of Inter-Mountain Housing Officers (AIMHO)
- National Association of College & University Residence Halls (NACURH) OTM Advisor of the Month November Winner - Amanda Dermer
- National Association of College & University Residence Halls (NACURH) OTM Advisor of the Month February Winner - Alli Measer
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Advisor of the Month September Winner - Ashley Reese
- Intermountain Affiliate of College & University Residence Halls (IACURH) OTM Advisor of the Month November Winner - Amanda Dermer
- HDS Residential Dining Services Remarkable Service Award Recipients: Emerlita Bautista – Durrell, Lori Seabolt – Foundry, Jason Kearns – CPK, Cory Kurth – CBORD, Slane Haas – Braiden, Stephanie Tien – Bakeshop
- Carolyn Bell - Recipient of the CSU Distinguished Administrative Professional Award

- HDS-F Employee of the Year 2023: Cristina Huerta
- HDS-F Invisible Hero of the Year 2023: Veronica Torres
- HDS-F Team of the Year 2023: Projects Team
- HDS Employees of the Month: Chris Daubert, Liz Downing, Austin Spaude, Hong Fu, Eloisa Ruiz, Sam Cluett, Katie Dunphy, John Masters, and Jim Thake.
- HDS Employees of the Quarter: Yuri Espinoza, Craig Kuhlman, and Vanessa Torres