2023–2024 ANNUAL REPORT

Introduction

The Division of Student Life is a dynamic and diverse student-centered unit that encompasses more than 200 professional staff across 14 areas of the university. We serve 20,000+ students from 100+ different countries and all 50 states, a community that represents a beautiful mosaic of ideas, experiences, cultures, and aspirations. In alignment with the University’s mission, the Division of Student Life seeks to enrich the Baylor experience through life-changing programs and services resulting in an integrated education known for virtuous leadership and service, Christian faith and community, and the holistic development of students. It is an exciting journey with no one student’s experiences being exactly like another’s. Therefore, our approach varies as we provide advice, counsel, encouragement, spiritual guidance, and a comprehensive set of services, programs, and experiences that help students learn, grow, and develop to their fullest potential.

2023–2024

This year marked a significant step toward enhancing the Baylor experience, underscoring our commitment to nurturing a thriving community where every student can flourish. Some of our efforts included successful transitions for our new mascots (Indy and Belle), the renovation and re-opening of Collins Hall, and launching a new Leadership Certificate focused on the virtues and leadership for the common good. We expanded Mental Health First Aid training and introduced resilience courses toward further supporting student care and well-being. Events like the inaugural Sic ‘Em Slam, interfaith chapel experiences, and civil discourse training deepened our intercultural engagement and unity. In addition to forming partnerships on campus, in our community, and nationally—resulting in our hosting of the National Day of Prayer—we have also enhanced our faith-based activities and service learning initiatives.

We again held to our four Divisional priorities, outlined below.

Divisional Priorities and Accomplishments:

1) Enhance the Residential Campus

- Successfully transitioned our new Baylor mascots, Indy and Belle, to campus and into their new roles while celebrating and relocating Lady to a newly updated, off-campus retirement facility.
- Completed our fifth residence hall renovation, Collins Hall, and reopened it in the fall receiving positive responses throughout the year by residents and alumni.
- Started construction on the sixth residence hall renovation project, Alexander/Memorial Halls, while completing plans for the seventh, Allen/Dawson Halls, which construction began this summer.
- Hosted a full slate of cherished Baylor traditions throughout the year showcasing the University and creating memories of a lifetime for tens of thousands of students, faculty, staff, alumni, and guests.
- Launched a pilot of the Leadership Certificate Program grounded in the Leadership for the Common Good model and associated virtues. Working to scale the program to expose more students this coming year.

2) Strengthen Health and Well-Being of Students & Staff

- Trained 168 faculty, staff, and students in Mental Health First Aid resulting in 26% of the departments on campus having at least one person who has gone through this training.
- Provided health-related services (Counseling Services and Health Services) to 9,189 students this year for a total of over 27,000 appointments while also assisting 2,277 students through the Care Team and 665 through the BARC.
2023-2024 Divisional Priorities and Accomplishments, Continued:

- Launched a new resilience course that resulted in 84% of the students who completed the class indicating the course helped them become more resilient.
- Partnered with Human Resources to design and implement strategies to improve staff recruitment, retention, and sense of mental and spiritual well-being.

3) Increase the Care, Connection, and Community for an Increasingly Diverse Student Population

- Implemented Phase II of the Intercultural Engagement model by training 1,175 student leaders on its core concepts and developing an instrument, the Intercultural Readiness survey, to establish a baseline for future assessment.
- Effectively facilitated requests for expressive activities focused on violence in the Middle East and other issues of concern providing students with an avenue to voice their opinions in a safe and respectful way.
- Planned and implemented a civil discourse series (Bridgebuilding) to help students develop the skills needed to communicate effectively across differences and build mutual understanding around shared values and aspirations.
- Piloted an interfaith chapel experience for students of various faiths to explore spiritual themes and practices in the context of Baylor’s diverse Christian community.

4) Expand High-Impact Faith and Character Formative Experiences

- Provided 50-plus chapel offerings in both fall and spring semesters with over 80% of participants indicating chapel contributed positively to their spiritual formation.
- Hosted the National Collegiate Day of Prayer which brought together church leaders from across the community, was attended by 2,200 people in Waco Hall, and was simulcasted to 4,200 college campuses around the world.
- Realigned Spiritual Life staffing to bolster pastoral care serves for students resulting in resident chaplains conducting 2,568 pastoral conversations, 1,704 program sessions, and 252 crisis responses.
- Sent 23 Global Missions teams comprised of 267 students and 60 faculty/staff leaders to 14 countries worldwide.

New: Operational and Business Accomplishments

- Established the Student Life Business office and implemented the initial stages of the business transformation process.
- Worked with the Vice President of Student Life (VPSL) and Senior Leadership Team to conceptualize, gain approval, and secured $385K additional funding to implement salary and career ladder changes for existing Coordinator, Assistant Director, and Associate Director roles across the Division.
- Executed a Division-wide budget planning process, securing additional operating funds of $370K for high priority needs.
- Raised student employment minimum wage for the division to $8/hour and funded a 10 percent increase in all student employment budgets while gaining additional funds for New Student Programs summer wages and Chapel wages from Division reserves.
- Secured self-funding and approval for $850K worth of capital project improvements in the McLane Student Life Center (office expansion, back patio resurfacing, and pool deck refurbishment).
Area: Student Engagement

Campus Living & Learning

New Student Programs

Student Leadership Development

Student Activities

Student Conduct Administration

Area: Student Health & Wellness

Campus Recreation

Student Care & Well-Being

Counseling Services

Health Services

Area: Spiritual Life

Chapel

Campus Ministries & Church Connections

Missions, Service, & Public Life

Pastoral Care

Area: Intercultural Engagement

Multicultural Affairs
PURPOSE

Campus Living & Learning provides safe and well-maintained residential environments where students can thrive academically and relationally within an authentic Christian community.

In 2023–2024 CL&L:
Housed 4,550 students in 15 residential communities generating approximately $37M.

Live-in Staff to Resident Ratios

<table>
<thead>
<tr>
<th>Group</th>
<th># of Staff</th>
<th># of Residents</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Leaders</td>
<td>152</td>
<td>4,550</td>
<td>1:30</td>
</tr>
<tr>
<td>Residence Hall Directors</td>
<td>19</td>
<td>4,550</td>
<td>1:240</td>
</tr>
<tr>
<td>Resident Chaplains</td>
<td>16</td>
<td>4,550</td>
<td>1:285</td>
</tr>
<tr>
<td>Faculty-in-Residence</td>
<td>15</td>
<td>4,550</td>
<td>1:300</td>
</tr>
</tbody>
</table>

In August 2023, Collins Hall opened with a new main entrance facing campus.

RESIDENTIAL COMMUNITIES

5 First-Year Communities (FYC) 6 Living-Learning Communities (LLC) 3 Residential Colleges (RC) 1 Upper-Division Community (University Parks)

First-Year Residents

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FYC</td>
<td>44%</td>
</tr>
<tr>
<td>LLC</td>
<td>37%</td>
</tr>
<tr>
<td>RC</td>
<td>15%</td>
</tr>
<tr>
<td>UP</td>
<td>4%</td>
</tr>
</tbody>
</table>

Upper-Division Residents

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FYC</td>
<td>25%</td>
</tr>
<tr>
<td>LLC</td>
<td>42%</td>
</tr>
<tr>
<td>RC</td>
<td>27%</td>
</tr>
<tr>
<td>UP</td>
<td>2%</td>
</tr>
</tbody>
</table>
ACCOMPLISHMENTS

Reopening of Collins Hall
- Largest all-female residence hall reopened in summer 2023 with 466 beds.
- Live-in staff includes two full-time professional Residence Hall Directors, two Resident Chaplains, one Faculty-in-Residence, and 16 Community Leaders.
- With the addition of a Faculty-in-Residence in Collins, there is now one live-in faculty member in every residential community.
- At Homecoming, more than 400 alumnae and guests enjoyed a reception and tours of the updated facility.
- A fall 2023 survey showed a significant increase in student satisfaction for the residents of Collins Hall: 99% of Collins residents “liked where they lived” (up from 91% in 2021) with 78% choosing “strongly agree” (up from 34% in 2021).

Alexander and Memorial Hall Renovations
- In fall 2024, the Honors Residential College will celebrate its 20th year when it returns to Alexander and Memorial Halls!

MOVING FORWARD

Remaining Renovations
- Allen and Dawson Halls (home to the LEAD Living-Learning Community) are under renovation until August 2025 and will temporarily transition to Texana and University Houses for the 2024-2025 academic year.
- Kokernot Hall renovation plans are underway for 2025-2026, which will complete the current residence hall renovation schedule.

STRATEGIC REVIEW OF CL&L

CL&L conducted listening sessions and anonymous surveys to gather feedback from more than 85 CL&L stakeholders including:
- CL&L Student Leaders
- Resident Chaplains
- Living-Learning Program Directors
- Faculty-in-Residence
- CL&L Full-Time Staff

The qualitative data that was gathered through the sessions and surveys resulted in three strategic priorities for CL&L:
1) Internal and External Communication
2) Considerations for Organizational Structure
3) Revisions to Purpose and Goals
PURPOSE

New Student Programs creates shared experiences that inspire new students to connect and thrive. We believe our foremost opportunity and obligation are to help new undergraduate students experience a sense of belonging at Baylor.

HIGH IMPACT

One of the strongest indicators of student success is retention.

Students who attend Orientation and Line Camp are substantively more likely to retain.

First- to Second-Year Retention of Attendees

<table>
<thead>
<tr>
<th>Population</th>
<th>Fall 2019 to 2020</th>
<th>Fall 2020 to 2021</th>
<th>Fall 2021 to 2022</th>
<th>Fall 2022 to 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Only Orientation</td>
<td>86.4%</td>
<td>85.2%</td>
<td>88.4%</td>
<td>87.3%</td>
</tr>
<tr>
<td>Orientation and Line Camp</td>
<td>92.9%</td>
<td>91.9%</td>
<td>92.6%</td>
<td>93.0%</td>
</tr>
<tr>
<td>Neither</td>
<td>83.3%</td>
<td>71.9%</td>
<td>84.4%</td>
<td>80.9%</td>
</tr>
<tr>
<td>Overall</td>
<td>90.7%</td>
<td>88.3%</td>
<td>90.2%</td>
<td>90.6%</td>
</tr>
</tbody>
</table>

ORIENTATION

Two-day introduction to life at Baylor for new students and their guests

- **11 summer sessions**, offered as combined sessions with Line Camp.
- A total of **3,116 first-year and transfer students** attended Orientation, and an additional **3,681 guests** were registered alongside attending students.
- 6,390 users downloaded Baylor’s Guidebook mobile app.
- 88% (2,933) of the entering Fall 2023 first-year class and 49% (153) of the entering transfer class **attended in-person** Orientation.
- Overall, **94% of entering first-year students** and **68% of transfer students** completed an Orientation experience.

NEW STUDENT PROGRAMS (NSP)

Area: Student Engagement

**BAYLOR LINE CAMP**

Four-day, three-night extended orientation program where students experience Baylor while building relationships

- A total of **2,609 first-year and transfer students** attended Baylor Line Camp.
- **76% of first-year students (2,516)** attended, the highest percentage to date.
- **25% of transfer students (78)** attended, also the highest percentage to date.
- **549 waivers** of the $125 Camp registration fee awarded (**283 for first-generation status and 266 based on financial need**).
- Specialty Camp session offered for students in an Honors Program or studying Engineering, Computer Science, or Informatics.
**WELCOME WEEK**

**Official start of the fall semester for all new first-year and transfer students**

- Four-day program built around small groups by place of living, and featuring **signature events** such as:
  - Baylor Family Picnic
  - Academic Convocation
  - Spirit Rally
  - Candlelight Worship
  - Celebration of Community & Faith
  - The Big Event
  - And more

- The Raft Mobile app helps connect students with their small groups throughout the weekend and beyond, and had an **83% user-adoption rate.**

**WELCOME WEEKEND**

**Official start of the spring semester for all new first-year and transfer students who begin at Baylor in January**

- Three-day program built around small groups that infuses elements of Orientation, Baylor Line Camp, and Welcome Week.
  - Includes signature events and a trip to Independence, TX.
  - 129 students checked in for Welcome Weekend.

**FOUNDATIONS**

A set of online modules designed to introduce entering students to essential aspects of life as a Baylor student

- A companion to Orientation, providing additional content.
- A version is available specifically for parents and other loved ones.
- 83% of first-year students entering in Fall 2023 and 69% of transfer students completed Foundations.

**FIRST-YEAR STUDENTS’ LINE CAMP PARTICIPATION**

Line Camp is a high-impact experience. Given its correlation with retention, for years our aspirational goal was to have a critical mass of at least 70% participation among our incoming class. We have exceeded that goal.

<table>
<thead>
<tr>
<th>Year</th>
<th>First-Year Participation Rate</th>
<th>Number of Students</th>
<th>2023 First-Year Student Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>7%</td>
<td>250</td>
<td>Orientation + Baylor Line Camp</td>
</tr>
<tr>
<td></td>
<td>24%</td>
<td>649</td>
<td>2,516</td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>1,526</td>
<td>Orientation Only</td>
</tr>
<tr>
<td></td>
<td>63%</td>
<td>2,128</td>
<td>417</td>
</tr>
<tr>
<td></td>
<td>69%</td>
<td>2,276</td>
<td>Virtual Orientation</td>
</tr>
<tr>
<td></td>
<td>76%</td>
<td></td>
<td>177</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>No Attendance</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>207</td>
</tr>
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<td></td>
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<td></td>
<td>207</td>
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**MOVING FORWARD**

- NSP continues to embrace and integrate key technology to engage and prepare entering students. In Summer 2024, the department will expand the Foundations online content to incorporate additional emphasis on well-being and safety.
- We are excited about opportunities to leverage the Hurd Welcome Center for programs! All activities on day two of Orientation will move to Hurd, as will a reimagined Baylor Family Welcome event to kickoff Welcome Week in August.
PURPOSE

Student leadership development at Baylor seeks to embolden students towards cultivating the habits & virtues necessary to faithfully and authentically lead for the common good.

HIGHLIGHTS

- Leadership Minor Experiential Leadership Practicum: 81 Welcome Week leaders & 6 Community Leaders.
- 1,104 participants in Leadership for the Common Good 101, across 10 different areas of the institution.
- 35% increase in participation at the Excellence in Student Leadership Awards Celebration (ESLAC), from 250 people to almost 400.
- Further integrated Leadership for the Common Good throughout ESLAC programming to include awards sorted by virtue category (humility, compassion, responsibility, integrity).
- Took 12 students to Fort Worth for LeaderShape’s Catalyst Workshop with TCU, SMU & UTA.
- Relaunched Baylor Leadership Summit (first time since 2019) in partnership with Multicultural Affairs.
- 37 staff & faculty trained in support of the Leadership for the Common Good Initiative.
- 1,000+ student attendees at the Leadership for the Common Good Dr. Pepper Hour; featuring initiative launch and opportunities to engage in student leadership positions with divisional partners.

GRANTS

The Leadership area is privileged to steward student leadership development grants on behalf of Student Life.

Leadership Grants:
- Six awards were disbursed amounting to $10,000 in grant funding—supporting 50 individual students in attending leadership conferences and competitions.

Allstate Grant:
- Student Government awarded $6,000 to five student organizations.
- Missions, Service, & Public Life utilized $10,000 for Baylor’s Community Garden.
- NPHC and UGC were awarded $12,000 to support youth leadership development initiatives in the Waco area.

SPEAKER SERIES

This year, more than 450 students, faculty, staff, and community leaders learned more about “Leadership for the Common Good” from a diverse group of nationally recognized authors, advocates, and experts. Each speaker was invited to discuss the intersection of their areas of expertise; postures of leadership to include character, virtue, and ethics; as well as human flourishing and the common good.

- Dr. James K. A. Smith, “You are What You Love: The Spiritual Power of Habit”

LEADERSHIP CERTIFICATE

This year, we successfully piloted the Certificate in Experiential Leadership with 33 students, and conferred our first certificate to a graduating senior. This cross-curricular program is open to all students and designed to weave together one’s academic course of study with substantive leadership practice. Through participation in this certificate program, students navigate through three domains of leadership learning and practice: Examination, Exploration, and Engagement.

MOVING FORWARD

- Expanding Experiential Leadership Practicum Courses through the Leadership Minor.
- Partnering with Intercultural Engagement area to further integrate the Faithful Trajectory & Leadership for the Common Good models, utilize Bridge Building Fellows, and collaborate on grants in support of our shared work.
- Further developing assessable leadership learning outcomes in collaboration with Student Life partners.
- Developing strategic partnerships with academic areas interested the Leadership for the Common Good initiative and promotion of the Certificate in Experiential Leadership.
PURPOSE

We believe strong and capable student-leaders build community, value diversity, practice stewardship, grow intellectually, and nurture their personal faith.

SIGNATURE EVENTS

All-University Sing
- 2,200+ Performers
- 158 Songs
- 100+ Volunteers
- 20 Groups
- 6 Sold Out Shows
And don’t forget Pigskin Revue (Fall), heightening the best Sing acts from the previous year.

Christmas on 5th
- 12,000+ Attendees
- (students, staff, faculty, families, & the community)
- Christmas Market, Carriage Rides, Photos with Santa, Live Nativity, Tree Lighting, Concert, and more!

Diadeloso
- 10,000+ Attendees
- (students, staff, & faculty)
- Coincided with Full Solar Eclipse
- All-campus noon meal, student performers, music, inflatables, silent disco, secret Dia lounge, food trucks, and more!

Family Weekend
- 15,000+ Family Attendees
- A weekend of activities including worship night, After Dark, a home football game, and a Baylor Club meal with faculty and the President.
- 2,000+ attended After Dark shows.

Homecoming
- 30,000+ attendees
- (alumni, family, students, & friends)
- Week-long event.
- Largest & oldest Homecoming Parade in nation.
- Campus Worship, Mass Meeting, Pep Rally, Bonfire, Pigskin, a home football game and more!

Campus Programs
- 18 Additional Large-Scale Programs
- Hosted over the academic year by either Baylor Activities Council, Student Productions, or Union Board.

STUDENT INVOLVEMENT

- 418 student organizations, including 18 new organizations.
- 75% of undergraduate students have two or more confirmed student organization memberships.
- Student organizations represent a broad spectrum of student interests such as: Academics, Service, Fraternity and Sorority Life, Spirit /Sport Clubs, Multicultural, Religious, Representative, and Special Interest.
- Demographics of involved students are highly representative of the larger student body.
- Late Night (Student Involvement Fair) was hosted at McLane Stadium for the first time.
- Research shows that students who are involved in student organizations develop a stronger sense of belonging and connection to their college environment and are more likely to graduate.

SPIRIT & TRADITIONS

Baylor Line
- More than 12,500 students ran the Baylor Line
- Provided 6,000+ gallons of water to students in addition to other cooling mechanisms.

Bear Habitat
- Welcomed two new cubs to the Habitat, Indy and Belle.
- Opened a bear retirement facility and graduated Judge Lady from the Bear Habitat.
- Hosted a “Meet the Cubs” event drawing over 6,000 total attendees.
- Reached 1M+ social media impressions.
- Provided conservation and wildlife education to more than 250,000 visitors.

BearPit and Baylor Basketball
- Opened a brand-new basketball arena.
- Hosted thousands in new student section with unique in-game experiences.
- Organized new ticketing and entrance policies to support student energy and accessibility.
FRATERNITY / SORORITY LIFE

- 3.5 cumulative GPA across members of a fraternity or sorority.
- 30% of undergraduate students are members of a fraternity or sorority.
- $500,000+ total philanthropy dollars raised.
- 20,000+ service hours completed.
- 42 orgs & 4 councils: Interfraternity Council (IFC), Panhellenic Council (PHC), National Pan-Hellenic Council (NPHC), Unified Greek Council (UGC)

STUDENT FOUNDATION

- Distributed 120 scholarships totaling approximately $320,000.
- More than 10,000 students attended All-University Thanksgiving, during which 1,300 meal swipes were donated to the Baylor Store as a part of the Share-a-Meal campaign.
- 1,737 participants in the 2024 Bearathon Half-Marathon/Sic’ Em 6k

STUDENT UNION BUILDING

- 875,000+ individuals entered the Bill Daniel Student Center (BDSC).
- 3,000+ individual entities reserved space/s in the BDSC.
- 30,000+ events hosted in BDSC and associated spaces: BDSC, Fountain Mall, the SUB Bowl, the Quadrangle, and tabling areas.
- ~$450,000 per month — total revenue from businesses within the BDSC

WACO HALL

- 73,590 individuals across 133 events attended or participated in an event at Waco Hall.
- Total Revenue: $1,681,736
- Intriguing Facts:
  - Constructed in 1930
  - Gift of the city of Waco, integral to Baylor remaining in Waco.
  - Cost $519,000 to build.

STUDENT GOVERNMENT

- Partnered with Student Leadership Development to award $6,000 in funding specifically for leadership development initiatives at Baylor and in Waco.
- Bluebonnet Battle: Developed a partnership with TCU’s Student Government, formally establishing a rivalry celebrating our shared history.
- Started a Student Body President pastor’s round table.
- Student Government Allocation Fund: Appropriated nearly the entire fund in support of capital projects, equipment purchases, and campus events.

MOVING FORWARD

- Student Tailgating will reopen in the Fall with a newly renovated and specially-dedicated Baylor Line tailgate area to serve students complimentary food and drink before game as well as a space to play games and cool down.
- Fraternity and Sorority Life has an ongoing partnership with the Piazza Center (at Penn State) to study our community, suggest action steps, and implement a virtues based curriculum aimed at character development and the reduction of hazardous behaviors.
- Renovations to Waco Hall ticketing area are complete allowing student ticketing to be moved to Waco Hall this fall. The ticketing area in the BDSC is being converted to a business incubator space with store fronts for local and student-run businesses starting this fall.
Student Conduct Administration fosters learning and development for all students through educational conversations, programs, and sanctions to promote understanding of the standards of conduct and community expectations.

**PURPOSE**

**BY THE NUMBERS**

- **597** - Student Conduct related reports processed by the Judicial Affairs staff.
- **2,707** - Conduct Record Checks for other departments, dean certification requests, and similar types of requests.
- **418** - Honor Code reports processed.
- **534** - Review, meetings, and outreach work conducted by Case Manager.
- **199** - Dean Certification requests processed.
- **574** - Admission application submissions reviewed for conduct violations.
- **86** - Transfer athlete forms reviewed and processed.

**MAJOR ACCOMPLISHMENTS**

**REVISIONS TO THE HONOR CODE**
The Director of the Office of Academic Integrity worked with the Honor Council, an Honor Code Task Force, and the Provost’s Office to bring forward revisions to the Honor Code. This process began during the 2022 academic year and the final revisions were implemented at the end of the spring 2024 semester.

**EXTENDED CASE MANAGER OUTREACH**
Outreach by the Case Manager was extended to students who filed appeals, students who were suspended or expelled, student organization members involved in investigations, and students who were experiencing difficulties completing sanctions.

**REVISED HONOR CODE LETTERS**
Revisions were made to the Honor Code letters to help remove some of the anxiety students may feel upon receiving notice of an alleged violation. The tone of the letters was softened, our desire to support the student through the process was expressed, and a list of campus resources was included.

**STUDENT ORGANIZATION VIOLATION PROCESS INVESTIGATIONS**
A major increase in Student Organization investigations took place this year with a refining of the Student Organization Conduct Process. Student Conduct assisted Student Activities with 10 student organization investigations and met with more than 120 student organization members regarding investigations.

**JUDICIAL AFFAIRS**

Judicial Affairs has oversight for all records and information related to the Honor Code and academic integrity at Baylor University and works in coordination with the chair of the Honor Council and the provost. A Baylor University student violates the Honor Code if the student engages in dishonorable conduct in connection with an academic matter.

**OFFICE OF ACADEMIC INTEGRITY**
The Office of Academic Integrity has oversight for all records and information related to the Honor Code and academic integrity at Baylor University and works in coordination with the chair of the Honor Council and the provost. A Baylor University student violates the Honor Code if the student engages in dishonorable conduct in connection with an academic matter.

**COMMITTEE REPRESENTATION**
The SCA staff continued to serve on the following committees/teams: SIM (Sexual and Interpersonal Misconduct) Case Management Team, CARE Team, Threat Assessment Group, Civil Rights Case Management Team, Clery, Aid & Enrollment Compliance Partners, and Drug Free School Community Act Institutional Risk Area Team.

**MOVING FORWARD**

Student Conduct Administration will continue our support of individual students and the Baylor community through our work in helping students, faculty, and staff navigate difficult conduct issues and provide additional outreach and care to students who may be struggling more than others.
AREA: Student Health & Wellness

Baylor University
DIVISION OF STUDENT LIFE
PURPOSE

Campus Recreation engages students and the Baylor community in experiential learning, recreational and leisure activities that equip individuals to live balanced, holistic, and healthy lifestyles.

BY THE NUMBERS

385,231 Student Life Center Visits
4,343 Intramural Participants
1,024 Club Sport Participants
1,610 Fitness Classes Taught
39 Outdoor Adventure Trips

INTRAMURALS

Intramural Sports provide students a variety of recreational opportunities engaging them in healthy competition while developing character, integrity, and sportsmanship.

24 Sports Played
2,543 Total Teams
3,960 Total Competitions
4,343 Total Participants

CLUB SPORTS

Club Sports provide students the opportunity to compete at a higher level and enjoy enhanced skill development.

35 Club Sport Teams
3 new teams introduced: Disc Golf, Kendo, and Men’s Basketball
1,024 Total Participants

FITNESS

Fitness programs support a physically healthy lifestyle through group exercise classes, personal training, consultation services, and special events.

158,064 Fitness Center Visits
22,385 Class Visits
795 Personal Training Sessions Provided
41 Peer Nutrition Clients

Step Challenge:
305 participants for one week
50,000+ steps on average
8 million total steps

OUTDOOR ADVENTURE

Outdoor Adventure provides students opportunities to engage in trips, classes, programs, and recreational activities, and to enhance students’ lives through outdoor pursuits achieving personal challenges and growing in spiritual development.

18,336 Rock Wall Visits
6,948 Marina Visits
5,133 Challenge Course Participants
39 Adventure Trips
MOVING FORWARD

One of the biggest recreational trends on college campuses is pickleball, and Baylor is no exception. In the fall of 2024, pickleball will become our 36th official Club Sport. They are already ranked nationally in their first year of competition. We will also be exploring dedicated pickleball facilities to meet growing student demand for courts.

RECREATION & CAMPS

REC CAMP
This is a summer day camp designed for kids ages 6–12 years. It is primarily for faculty and staff families. The weeks are filled with activities, learning, skills, and character development. There were 24 Baylor students who served as Rec Camp Counselors to 325 different F/S children.

CHRISTIAN LEADERSHIP INSTITUTE
This is a one week camp for students from around the globe who are going into their senior year and interested in leadership development. They are equipped with tools and strategies to make a difference on their campuses over their senior year. There were 126 students from 27 states and two countries. More than 76% of CLI campers attend Baylor University the following year.

UPWARD BOUND – BAYLOR UNIVERSITY
This is a partnership with the Educational Service Center to provide a college experience to students in Region 12 who are first-generation students that have completed various college readiness programs throughout the year. In the 7th year, this serves about 90 students.

TRANSFORMATIONAL EDUCATION

• For the second straight year, the fall-to-spring retention rate of students who participated in one of the Competitive Sports Programs was 100%. The connections to the university and their teammates was strong and gave them the opportunity to learn and grow Where Character Meets Competition.

• More than 32% of first-year students participated in the Competitive Sports Programs. This is higher than the 25% of continuing students who participated and more than double the national average at other colleges and universities (15%).

• Fitness Programs saw an increase in participation to 14% of the undergraduate population. This highlights the Mind-Body-Spirit principal of a Sound Mind in a Sound Body.
PURPOSE

The Department of Student Care & Well-Being, a multifaceted team composed of well-being initiatives, BARC, and Care Team Services exists to provide unique interventions to the diverse student body of Baylor University. These three specialized areas walk alongside students to empower well-being outside the classroom through education, connection, and care.

**Care Team**
Care Team Services is a team of case managers who connect students to resources both on and off campus and offer holistic care through creating trusting relationships.

**Well-being Initiatives**
Well-Being Initiatives promotes holistic health and balance among students at Baylor through education, awareness, and prevention in relation to the nine dimensions of wellness.

**BARC**
The Beauchamp Addiction Recovery Center (BARC) exists to foster a community of support for students affected by addiction, to encourage recovery, and to reduce stigma.

CARE TEAM SERVICES

**TOP 5 REFERRAL AREAS OF CONCERN**
*Each referral may have multiple areas of concern*

- Excessive Absences: 276
- Illness/Health Related: 478
- Anxiety, Depression, Stress: 873
- Academic Concerns: 1,114
- Other Care: 258

- Total Referrals: 2,622
- Unique Students Served: 2,277
- Average Number of Touchpoints Per Student: 2.57

Students who are a Potential Threat to Harm (themselves or others)
As the complexity of mental health concerns continues to rise across college campuses, our office partners with Baylor Police and Waco Police to keep our students and campus safe. This year we placed 39 students under the Policy on Threats or Harm to Self or Others which allowed us to get each of these students the immediate mental health support needed so that no harm was done to themselves or campus.

**STUDENT QUOTE**
In reference to her case manager

“She is always the first person to remind me that I am going to be okay. I hope I can make that kind of difference in people’s lives one day. I feel confident about what I want to do with my life, and for the first time in my four years here, I feel hopeful about it.”
2,734 people served through the delivery of direct health promotion programs and initiatives.
Topics: Dimensions of wellness, stress management, sleep health, physical wellness, and substance use prevention.

13,905 individuals reached with health education information and resources via social media.

968 members of the Baylor community engaged through outreach events (tabling).
Topics: heart health, nutrition, hydration, healthy relationships, self-care, and caffeine awareness.

270 Baylor faculty, staff, and students completed the Mental Health First Aid training.

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**WELLNESS BY THE NUMBERS**

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**MOVING FORWARD**

- **Care Team:** Strengthen our knowledge and skillset on how to best support college students with eating disorders.
- **Well-Being Initiatives:** Continue to create and provide programs and resources that promote holistic well-being.
- **BARC:** To raise awareness about the valuable resources available at the BARC for the Baylor community.
PURPOSE

Counseling Services’ purpose is to foster wholeness for every student through caring relationships, cultural humility and integrated mental health services.

BY THE NUMBERS

Served 1,782 individual students
Provided 10,144 appointments
Served 916 students with counseling interventions via Baylor Telehealth by Academic Live Care

KEY ACCOMPLISHMENTS

• APA Doctoral Internship in Health Services Psychology was reaccredited for 10 years.
• Hosted Texas Supervision Symposium, more than 120 attendees from Texas University Counseling Centers.
• Hosted a three-day regional conference for Counseling Services staff and community mental health providers supporting trauma recovery for college students.
• Hired additional part-time dietitian to support students with eating disorders.

OUTREACH PROGRAMS

Connecting Across Campus: Provided 58 Outreach programs that reached 4,864 students, including our three signature events: Mental Health Awareness Day (350 students), Hope, Peace, & Love (700 students) and Finals Fest (500 students).

Helping save lives: We provided QPR, a suicide prevention training for laypersons to 341 individuals.

Mental Health Ally Program: A network of allies across campus to reduce stigma and share resources around mental health. 376 individuals committed to spread the word that Mental Health Matters.

HIGHLIGHT ON PROGRAMS AND INITIATIVES

Resilience Initiative: Launched strengths-based resilience course with five classes in the fall semester in partnership with NSE.

Giving Back: Have an established training site for future mental health professionals—including an APA-accredited Doctoral Internship, a Doctoral Practicum in Psychology, a Master’s internship in Counseling, and an internship in Social Work.

Baylor Telehealth by Academic Live Care: Provides crisis services, telehealth counseling, and telephonic counseling to students 24/7, across the U.S. and in more than 200 countries.

MOVING FORWARD

• Developing ways to support disordered eating recovery on campus.
• Expand the number of strengths-based resilience courses to 12 for next year.
PURPOSE

Health Services is a primary care ambulatory clinic staffed with physicians, nurse practitioners, nurses, pharmacists, a physical therapist, and support staff. We provide care to students for illnesses, injuries, mental health, and chronic medical conditions.

Baylor University Health Services is accredited by the Accreditation Association for Ambulatory Health Care, Inc.

BY THE NUMBERS

17,587
Total Office Visits

6,651
Unique Patients

13,838
Prescriptions Filled

12,795
Lab Orders

HIGHLIGHTS

- Hosted six separate flu shot clinics on Waco and Dallas campuses
- 1,074 Flu Shots Administered
- 1,268 Allergy Shots Administered

Key Accomplishments

- Accreditation was secured and renewed for the next three years through the Accreditation Association for Ambulatory Health Care (AAAHC).
- Baylor Health Services hosted the Big XII & Friends Health Center Directors Meeting, facilitating conversation and building camaraderie between college health professionals in our Conference.
- A peer review study was completed to evaluate the utilization of short-term antibiotic treatment, urine cultures, and patient education in female students seen for UTIs. Goals for the study were met and changes made per current national treatment guidelines.
- A peer review study was completed to address abnormal mental health screening scores for patients in the health center. Abnormal score criteria were redefined and changes made to better serve patients who screen positive for anxiety and or depression.

MOVING FORWARD

- Increase social media presence and engagement.
- Streamline the process of Health Form submission for incoming students.
- Study healthcare inequities and increasing outreached to marginalized student populations.
PURPOSE

As an integral part of Baylor University’s Christian commitment, Chapel orients students by introducing them to, and deepening their experience in, the knowledge of Jesus Christ and God’s loving purposes in the world.

MAJOR ACCOMPLISHMENTS

- With the creation of a hybrid Chapel, there are now no purely online Chapel sections (in-person engagement is what we strive for).
- Continued growth of Chapel infrastructure: increased number of courses, diversity of courses, and enrollment seats per semester.
- Piloted the first Chapel sections designed to engage non-Christians. Feedback from pilot participants was very positive.
- Wrote a Chapel Handbook outlining our mission, protocols, quality control measures, and policies. This handbook is going through the review phase and is slated to launch to Chapel leaders this year (2024).

BY THE NUMBERS

<table>
<thead>
<tr>
<th>Chapel Courses Per Semester</th>
<th>Average # of Students in In-Person Chapels Per Semester</th>
<th>Students Say Chapel Contributed Positively to Spiritual Formation</th>
</tr>
</thead>
<tbody>
<tr>
<td>58</td>
<td>3,319</td>
<td>87%</td>
</tr>
</tbody>
</table>

CHAPEL SUMMARY

We have nine Chapel types. Under these nine types are the range of unique Chapel courses we offer. The exhaustive list is found here: [https://bit.ly/4brYChr](https://bit.ly/4brYChr)

CHAPEL ASSESSMENT

Each Chapel is assessed on four key variables (SpARC) that anchor the Chapel experience:

**Spiritual Practices:** Every Chapel must have two regular spiritual disciplines identified on the syllabus that orient the regular rhythms of the Chapel experience.

**Aesthetics:** All Chapels are required to integrate creative engagement either through the arts or sensory experiences.

**Relationships:** Every Chapel must demonstrate how it curates an environment of interpersonal connection and belonging.

**Cognitive:** Chapel content must inspire students to think about their faith and use their brains in meaningful ways.

<table>
<thead>
<tr>
<th>Chapel Section</th>
<th>Spiritual Practices (Sp)</th>
<th>Aesthetics (A)</th>
<th>Relationships (R)</th>
<th>Cognitive (C)</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Chapel Worship</td>
<td>78%</td>
<td>75%</td>
<td>57%</td>
<td>50%</td>
</tr>
<tr>
<td>Calling &amp; Career Chapels</td>
<td>71%</td>
<td>59%</td>
<td>65%</td>
<td>75%</td>
</tr>
<tr>
<td>Residential Chapels</td>
<td>84%</td>
<td>70%</td>
<td>77%</td>
<td>83%</td>
</tr>
<tr>
<td>Campus Ministry Org Chapels</td>
<td>89%</td>
<td>81%</td>
<td>78%</td>
<td>83%</td>
</tr>
<tr>
<td>Community Interest Chapels</td>
<td>85%</td>
<td>81%</td>
<td>72%</td>
<td>85%</td>
</tr>
<tr>
<td>Special Topics Chapels</td>
<td>91%</td>
<td>72%</td>
<td>77%</td>
<td>86%</td>
</tr>
<tr>
<td>Community Prayers Chapels</td>
<td>85%</td>
<td>78%</td>
<td>55%</td>
<td>47%</td>
</tr>
</tbody>
</table>

*Assessments are on a slider from 0-100.
>85 – the Chapel is exceeding expectations
65-85 – the Chapel is doing well and meeting expectations
45-65 – the Chapel needs some improvement
<45 – deeper assessment warranted, plan will be made to raise quality

MOVING FORWARD

- On schedule to fully actualize the new Chapel model by Fall 2024. This means there will be enrollment seats in ideal, in-person Chapels for any and all students who need Chapel, every semester.
- Implementation of greater quality control and assessment measures to better evaluate Chapel quality across the model.
- Launching a Virtuous Leadership Chapel that will be one of the largest, most creative, and collaborative Chapels (multiple campus partners) we have designed thus far.
PURPOSE
That every person in the Baylor family experience a clear, caring, and compelling invitation to know Jesus in greater depth through a community of discipleship.

I am surrounded by a community so intentional about seeking God, loving people, and creating a welcoming space that feels like home.
— Daria Richardson, Recipient of Baylor’s Most Outstanding Behind-the-Scenes Leader Award 2024

CORE TEAM MODEL
Our team is strengthened by 49 External Affiliate staff from leading national campus ministry organizations. These walk alongside student leaders to provide spiritual teaching and character forming experiences. The team works collaboratively to organize high impact activities such as Pathway, FM72, and the Homecoming night of worship.

CAMPUS MINISTRIES SPOTLIGHT
FACETIME WITH GOD: A community of 200+ pursuing the heart of God for personal and societal transformation. Now in their 10th year.
• Corporate teaching and worship, Chapel credit, Bible studies, and collaboration with multicultural organizations across campus.

RAICES: Launched in 2023, cultivating student faith, celebrating Latinx culture, and fostering community connections starting interpersonally and extending across the city.

BY THE NUMBERS
8,000+ Students Engaged
1,200+ Activities Hosted
41 Religious Organizations/Campus Ministries
33+ Churches/Networks supporting campus ministries
61 Churches at Church Fair

FM72
• 72 hours of prayer
• 1,600 sqft of prayer space
• 8,000+ in attendance (including online)
• 40 active contributors in planning
• 30 baptisms
• $55,000 contributed by Baylor, churches, and individuals
• Primarily student led worship every night on the stage and in the tent

COLLEGIATE DAY OF PRAYER
On February 29, 2024, Baylor University Hosted the National Collegiate Day of Prayer.
• Prayed for a move of God in our campus, our city, and across the nation.
• 2200 people in Waco Hall.
• Simulcasted to 4200 college campuses.
• Church leaders gathered monthly leading up to the event.

MOVING FORWARD
• Strengthen training opportunities for student ministry leaders.
• Expanding Graduate Student ministry opportunities.
• Increasing collaboration among campus ministries, faculty/staff advisors, and local churches.
The Office of Missions, Service, & Public Life serves as a conduit that embodies the mission of the University. The foundation of our work is supported by Matthew 25:25-27 and Mark 12:30-31. These two scripture passages are central to all we do, whether explicitly spoken or implied.

**Our WHAT: Purpose**
To shape Baylor’s faithful engagement with Waco and the world

**Our WHY: Motive**
To make a better world...together

**Our HOW: Objective**
- Love your neighbor
  - Deepen human connection
  - Cultivate self-discovery
  - Develop healthy worldview
  - Reveal interdependent impact
  - Equip servant leaders

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**Missions**
One-to-two week discipline-specific domestic and international trips led by faculty/staff to help students understand vocation as calling by applying classroom knowledge, integrated with their faith, to address real-world problems.

- Global Missions sent out 23 teams, 267 students and 60 faculty/staff leaders to 14 countries worldwide.
- More than 800 students, faculty and staff have participated in our campus composting and gardening programs, diverting 4,332 lbs of food wasted from landfill into campus composting.
- BearAid volunteers cleaned and sorted 300 pairs of shoes and packed 500 hygiene kits for refugees on the Texas border.
- Baylor Buddies logged 285 hours of mentoring to school children.

**Service**
One-time and ongoing service by Baylor students to the Waco community through partnerships with local organizations.

**Public Life**
Events designed to bring education and advocacy to issues by exploring what faith in the public square can be.

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**Steppin’ Out**
2,700+ Student Volunteers
90 Local Volunteer Sites

**$723,384**
Dollar value in volunteer hours in Waco (national)

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**BAYLOR ENGAGE**
During the 2023-2024 academic year, MSPL began a collaboration with the Office of Engaged Learning (Arts & Sciences) and the Center for Global Engagement to create a new pathway of intentional global engagement for Baylor faculty, staff, and students. We are calling this initiative Baylor Engage. Through the efforts of this group, Baylor became a member of the Community Based Global Learning Collaborative. We have joined other universities like Dartmouth, Northeastern, Elon, and Cornell to develop assessment, toolkits, research and, most importantly, engaged learning for the common good.

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**MOVING FORWARD**
- In Spring/Summer 2025, Baylor Engage will pilot our first program in Latin America. The goal is to develop a “hub” of engagement in various regions of the world.
- We will begin Phase 1 of a partnership with One More Child (Christian non-profit caring for women and children), in Barcenas, Guatemala. The goal is to provide resources and structure to a local church for community development.
- Thanks to a $10k grant, Campus Kitchen student organization is being rebuilt and reimagined to include partners from academic units and departments, focused on sustainability and food security.
**PURPOSE**

Pastoral Care is a ministry of compassion and guidance offered by someone trained in matters of faith and the soul. Our chaplains at the Bobo Spiritual Life Center and in our residence halls are available to offer the care and guidance to students, staff, and faculty at Baylor University.

**RESIDENT CHAPLAINS**

Resident Chaplains serve in every residence hall and are expanding to include embedded chaplains in academic units such as the Business School.

- **Pastoral Care** – Resident chaplains provide ongoing pastoral care and support to all students on campus.
- **Intentional Presence** – Resident chaplains help cultivate a sense of belonging and spiritual well-being for students, staff, and faculty.
- **Programs** – Resident chaplains are involved in leading programs as well as chapel services on campus, inviting students to participate in spiritual growth and development.
- **Training** – Resident chaplains receive weekly trainings from on- and off-campus partners. These trainings aid chaplains in providing quality pastoral care for all.
- **Mentorship** – Resident chaplains receive supervision and mentorship through Baylor Spiritual Life and CL&L.

**BY THE NUMBERS**

Resident Chaplains reported the following data for the Fall 2023–Spring 2024 academic year.

- 2,568 pastoral conversations
- 1,704 program sessions
- 252 crisis responses
- 9 hospital visits
- 367 referrals to other campus resources

I believe that theory and practice are mutually enriching, which is why I appreciate all the more the training sessions chaplains go through each Wednesday. The didactics this semester have been complementary to each other and have aided in my continual growth in perspective and approach to ministry and life.

—Martin Hall Resident Chaplain, Isaiah Baba

**PASTORAL SERVICES**

Baylor Spiritual Life is comprised of a team of multi-vocational and trained ministers who serve campus in ways such as:

- **Caring** for the spiritual needs of students, staff, and faculty.
- **Responding** to students in crisis with both practical and spiritual support.
- **Providing** prompt care by sending out notifications to professors and other staff/faculty regarding crisis.
- **Collaborating** with the Care Team and others to follow up with students and offer extra support and guidance.
- **Leading** gatherings on campus for students, staff, and faculty during times of loss and crisis, in addition to weekly prayer and seasonal worship services.
- **Mentoring, training, and supervising** graduate student chaplains.

**MOVING FORWARD**

Our future goal is to implement a rubric tool to help measure pastoral competencies, established by the Association of Professional Chaplains. This rubric will be used by the University Chaplain (Dean of Spiritual Life) and the Assistant Director for Pastoral Care to evaluate chaplain development and professional growth.
PURPOSE

The purpose of the Department of Multicultural Affairs is to enrich the holistic development of each student by encouraging them to celebrate their personal heritage and embrace the cultures of others. The Department of Multicultural Affairs creates opportunities that enrich the holistic development of students. We help students:

• Discover their story of self as it relates to their heritage and calling.
• Engage in the story of us as they build meaningful community.
• Value participation in the story of now as active and informed members of society.

In a diverse world, and at a university whose diversity is growing, Baylor is committed to inclusiveness, understanding and acceptance of all regardless of race or ethnicity. Consistent with diversity and inclusion, Baylor will challenge and educate all members of the University community through cultural awareness programs and by precept and example.

MOSAIC WEEK

Mosaic week kicks off the fall semester with events that foster social connection and engagement with different intercultural organizations (orgs), coalitions, and departments on campus.

Block Party
- Get over first week of classes hump
- Partnered with FSL
- 7 NPHC Orgs
- 110 Attendees

Mosaic Mixer
- 6 Showcase Performances
- Org Fair Showcase: 40 Orgs, 12 Depts, 12 Vendors
- 989 Attendees

Black Student Welcome
- 14 Organizations
- 250 Attendees

LatinX Night
- 9 Organizations
- 275 Attendees

MOSAIC Asian Night
- 12 Organizations
- 225 Attendees

MA COALITIONS

The Department of Multicultural Affairs has three multicultural coalitions, each led by a paid student intern, that coordinate collaboration and programming amongst our diverse and robust geographic and identity-based student organizations.

Black Student Coalition: African Student Association, Black Student Union, Caribbean Student Association, National Pan-Hellenic Council (NPHC), etc. (16 Orgs)

Coalition of Asian Students: Vietnamese Student Association, Indian Subcontinent Student Association, Korean Student Association, Alpha Kappa Delta Phi (sorority), etc. (16 Orgs)

Latin X Coalition: Hispanic Student Association, Latin Dance Society, LatinX Association of Science and Health, Kappa Delta Chi (sorority), etc. (7 Orgs)

TRAILBLAZERS

The Trailblazer Scholarship (a $5,000 annual award) is awarded to students who demonstrate commitment to advancing racial equality and diversity. Trailblazers engage campus through programming, education, and training.

• Program is administered by Multicultural Affairs who coordinate a team of campus partners who intentionally invest in the Trailblazers
• The inaugural (2021) “Gilbert-Walker” Cohort had 25 scholars
• The second (2022) cohort had 28 scholars
• The third (2023) cohort had 35 scholars
• 44 applicants have been selected for the fourth (2024) cohort
• More than 700 applicants applied for the 2024 cohort.
• Scholars are required to attend events/programs throughout the year, more than 50 such opportunities were offered in 2023–2024.
A popular by-demand training offered to groups, organizations, and departments across campus to educate and train on cultural humility.

1,000+ students completed the “Leave Your Mark” training, including:
- 300 student leaders
- 250+ students in New Student Experience classes

**LEAVE YOUR MARK**

**KENTE CEREMONY**

An annual multicultural graduation celebration highlighting the achievements of students. Each participant receives a special stole, presented by a meaningful faculty or staff member of their choosing, that they can wear to Commencement.

This year 217 students participated
- 82 Black Student Coalition Stoles
- 58 LatinX Coalition stoles
- 42 Coalition of Asian Students stoles
- 30 Multicultural Affairs stoles
- 5 Graduate Student stoles

**MOVING FORWARD**

- Growth of our Trailblazer offerings.
- Expansion of Education & Training wing of department through Leave Your Mark and other initiatives.
- Growth of APAHM with move to April.
- Growth of Native American Heritage Month.

Under the leadership and collaboration of Multicultural Affairs, Baylor proudly celebrates various heritage months, honoring the important contributions of different identity groups to our country, our campus, and the world.
Give to Baylor Student Life

Come Work with Us