



MESSIAH
COLLEGE®

STUDENT AFFAIRS ANNUAL REPORT

2018-2019





188 students participated in leadership training



36 first-year international students welcomed



Over **650** students attended the Career and Graduate School Expo with 140+ vendors



1,668 students and employees participated in Service Day



61 domestic multicultural students participated in multicultural orientation

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A MESSAGE *from the* VICE PROVOST *for* STUDENT SUCCESS *and* ENGAGEMENT



I am pleased to present the 2018-19 annual report for the Division of Student Affairs at Messiah College in Mechanicsburg, Pa. This will be the last annual report for the Division of Student Affairs as we have reimagined our division to one that is fully engaged in supporting student success, care and engagement. Our new name is the Division of Student Success and Engagement, and we have hired a new director for student success to ensure that a high level of attention is focused on helping our students to fully engage and to be successful during their time here at Messiah College.

One of the many things I appreciate about Messiah College is our holistic approach to student learning. The recognition and value placed on students being educated beyond the classroom – in residences, on athletic fields, during service projects, etc. – is evidenced in our distinctive community of educators' model and our commitment to college learning outcomes.

The Division of Student Success and Engagement is comprised of several departments. These include the Agape Center for Service and Learning, Athletics, Athletic Training, the Career and Professional Development Center, College Ministries, the Engle Center for Counseling and Health Services, the Fitness Center, the Intercultural Office, Residence Life, and the Student Involvement and Leadership Programs Office. As we begin the new year in the fall of 2019, the Academic Success Office will join our division as we endeavor to focus our efforts on helping students to thrive.

Our division, in partnership with others, seeks to advance the mission of Messiah College by nurturing holistic learning and development and creating a vibrant educational community. We achieve this goal through a holistic cocurriculum that is anchored in six student success and engagement learning outcomes. These outcomes reflect the College's undergraduate learning outcomes as well as standards developed by the Council for the Advancement of Standards in Higher Education (CAS). This annual report will highlight some of the educational programs designed and delivered this year to promote growth and learning. In addition, there is evidence of student learning demonstrated with each outcome. The report also includes demographic data as demonstrated by our established dashboards for each department.

I am grateful for the commitment and dedication of the student affairs professionals who strive daily to develop maturity of intellect, character and Christian faith in our students, for lives of service, leadership and reconciliation.

A handwritten signature in black ink that reads "Kris Hansen-Kieffer". The signature is written in a cursive, flowing style.

Kris Hansen-Kieffer
Vice provost for student success and engagement

DEPARTMENT LISTING



Agapé Center

messiah.edu/agape |    

Athletics and recreational sports

gomessiah.com |     

Career and Professional Development Center

messiah.edu/career |     

College Ministries

messiah.edu/ministries | 

Engle Center for Counseling and Health Services

messiah.edu/englecenter | 

Fitness Center

messiah.edu/englecenter |   

Intercultural Office

messiah.edu/intercultural |   

Living in community

messiah.edu/livingincommunity

Residence Life

messiah.edu/residencelife | 

Student Involvement and Leadership Programs

messiah.edu/SILP | 

DIG DEEP | Outcome 1

It is important that students develop the ability to adapt to changing situations, make complex decisions, solve problems and realistically evaluate their own actions and the actions of others.

Messiah College students will...

- Think critically
- Reflect thoughtfully
- Reason effectively
- Maintain intellectual flexibility



The **Experiential Learning Initiative (ELI)** at Messiah College requires our students to participate in at least one experiential learning experience during their time at Messiah. ELI is a guided process where students are challenged to learn, apply and integrate knowledge and skills in an authentic context towards meaningful careers and community engagement.

Experience	# of students	# of advisors
 Internships & practica	260 internships 54 practica	10
 Leadership	142	22
 Service learning	73	11
 Off-campus programs	84 semester-long 204 cross-cultural courses	16
 Research	9	8
TOTALS	826 total experiences	716 unique students
		67

Residential curriculum

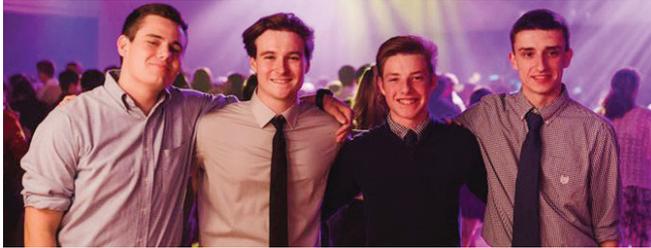
In 2017, reviewers commented that residence life needed to increase the academic climate and faculty presence in the residence halls. Our Department of Residence Life **created a program where RAs paired together and chose a faculty member to invite onto the floor to talk about topics meaningful to both students and the individual faculty members.** A total of 30 faculty members participated. Some of the topics included identity development, healthy relationships, the value of poetry, marginalized people and marriage. This program was well received by students. Here are some of their comments:

“Over J-Term, I was able to have a floor event with Dr. Paris about female empowerment and gender relations. **This event was a major success because it made my residents aware of their own strength and what it means to be a woman of influence.**”

“It was a pleasure to meet and host Professor Perrin. Although the topic of poetry can sometimes be intimidating, she presented it with ease, in a way that we could all relate to. One meaningful takeaway I gained personally from this time was that **writing poetry is another form of worship, as we are giving the beauty of God's creation back to Him.**”

E.P.I.C. journey

Messiah College embraces an E.P.I.C. approach to student conduct. This student-centered motivational interview and developmental sanctioning process assesses students alleged to have been in violation of the Code of Conduct on their **engagement, personal development, interpersonal development and community membership**.



“We know Messiah College students are human, just like students at any other college or university and, therefore, aren’t perfect. Admittedly though, it feels especially disappointing when our students make decisions that hurt themselves and others because of the higher standards to which we hold for each other. What I found while participating in the disciplinary process was something I believe truly reflects Messiah’s mission as a Christian institution in a unique way. **The facilitators approached**

the process with a spirit of humility, genuine care and reconciliation. The body language, tone and intentional questions delivered by the facilitators reflected a desire to understand and truth in love. In the conduct process, **love looked like holding students accountable for their actions – but in ways that were meaningful, personalized and educational** rather than an arbitrary slap of the wrists. I watched students move from a spirit of fear and shame to one of repentance and vulnerability. I believe they knew through the process that, while being held accountable in ways that took their voices into account, their dignity was ultimately upheld. They were cared for as broken but redeemable people of God – just like the rest of us. If my own children ever find themselves in a similar situation someday, I can only hope it will be treated in such a gracious, Christ-like manner.”

-15-year Messiah College educator on her being trained and participating in a conduct case in 2017-18



Scholar athletes

Messiah College Athletics has the following mission statement:

“As an integral part of Messiah College, the intercollegiate athletics program **emphasizes excellence in athletics and academic performance and seeks to develop athletes who strive to be scholar servants**; who demonstrate Christ-like character in sportsmanship; and who exhibit fair play and ethical conduct in harmony with the ethos of the College. Messiah College’s intercollegiate athletics program seeks to treat all student-athletes and all support personnel with respect as equal and valued persons.”

This year, Messiah Athletics had **six CoSIDA Academic All-District and three CoSIDA Academic All-Americans** for stellar performances in competition and in the classroom.

Five Messiah student-athletes were named the MAC Senior Scholar Athlete for their sport.

The senior student-athlete exit interviews revealed that 100% agreed that their leadership skills, civic engagement and character development were enhanced via participation in athletics.



MAC senior scholar athletes: Cassie Cotton, Alecia Rohrer, Shayna Landis, DJ Cole and Nick West

BE ROOTED | Outcome 2

Ultimately, students cannot fully embrace others until they have attained a level of self-understanding and a sense of who God created them to be.

Messiah College students will...

- Demonstrate a mature sense of personal attributes such as identity, self-esteem, confidence and integrity
- Mature in their relationship with God in regard to spiritual practices, reconciliation, servant leadership and embracing life as worship

Agape Center Domestic and International Service Trips

166 students and 17 employees participated in domestic and international service trips in 2018-2019. Those students who served on these trips traveled to various places including Priority Ministries in the Bronx, Washington, D.C., Bolivia and Plock, Poland. The students indicated that they developed a matured sense of self in relationship to God, resulting in intentional growth.

“Going to Bolivia taught me to look at poverty in a different way and to think about my own spiritual poverty. As it turns out, **unconditional love was part of my poverty**, but I found that in Bolivia.”

– Kate Witte '19



“Leading two service trips with two very different teams, I learned a lot about spiritual leadership. You do not always get to know or hear the impact that devotionals or service has on your team members, and, sometimes, **as a leader, you must trust that God did work on each individual’s heart.** I still pray for each of my team members and check in with them because I learned a lot about each of their personal lives and saw so much spiritual growth in them through the service trip.”

– Moriah Ramsey '20





Career coaching

The Career and Professional Development Center (CPDC) conducted 2,019 individual career coaching sessions with 935 unique students. Based on the coaching sessions, almost all of the students were able to identify a next step that would move them closer to their goal. **The CPDC has developed a framework for a new student career coach program** and has recruited seven student leaders for next year. Their space has been redesigned to create a warm, energizing space for the coaches to meet with the students.

“I wanted to thank you again for your help in **preparing me for my interview** and wanted to give you an update. I was **offered the position today and accepted it!** I appreciate the tips and advice you gave me at our meeting. Thanks.”

“It was so helpful! **I feel much more confident** turning in my resume to apply for jobs now.”



Minds Matter

Minds Matter is a student group that **promotes positive mental health and mental health awareness** through educational events, de-stressing activities and online media. The group uses conversation and events to reduce negative stereotypes, equip students with information and resources, increase awareness of mental illness, show Christ-like compassion and inspire hope for healing. The Minds Matter group collaborated on a number of initiatives with campus partners including a five week Chapel Series on mental health, De-Stress Fest Game Night, Wellness Fair and several others.



Women of Influence

The Women of Influence program had a very successful second year. It was established to **connect women students with engaged and confident mentors to have a profound impact on the development of their future leadership skills and growth.** Seventeen students were matched with mentors, which is up from 11 student participants last year. Mentors are drawn from alumni, parents and community members. Two formal mentor/mentee events, along with an outreach event with the nonprofit group Caitlin's Smiles, occurred during the year. Committee members are already working on next year's programming, anticipating a mentor appreciation outing in the schedule of events and actions.

BE CULTIVATED | Outcome 3

It is important that students be prepared to live, learn, lead and serve in an increasingly multicultural and global society. In doing so, students must learn to appreciate other voices, places and experiences.

Messiah College students will...

- ♦ Seek diverse communities and understand their value for the common good
- ♦ Embrace a willingness to reconcile with God and others
- ♦ Welcome diverse perspectives

160 international, missionary and third culture students representing 45 countries were enrolled in 2018–2019. The largest number of students represented the countries of **Malaysia, China** and **Thailand**. We graduated 39 students and welcomed 36 new first year international students.

Service Day

Because the work of the Agape Center focuses broadly on the common good—the welfare, dignity, and human flourishing of our local and global community—the center worked to **enhance their curriculum to reframe service with a focus on dignity**. They want to “move the needle” of students’ understanding of service-learning from a savior mentality of giving to celebrating the dignity of the whole person. The Agape Center incorporated themes of dignity, power and privilege, relationship building and shalom in their leadership curriculum, service trip trainings, outreach reflections and human rights awareness programming.

1,668 students and employees participated in Service Day 2019.

98.7% of students participate in at least one service experience while at Messiah, and Service Day provides the opportunity to serve with Special Olympics held on campus or to create their own service project on or off campus. Participants who served as a buddy to an athlete in Special Olympics indicated that they understand, value and appreciate human differences, employing compassion, empathy and dignity in their service.



“The most meaningful part of my service day experience was **being able to see the beauty of human life in the Special Olympics community**. Every person was treated with equal dignity and respect and was given an equal opportunity to participate in a memorable experience.”

– Anonymous, CCC Student

Multicultural student orientation

The purpose of **Multicultural Programs at Messiah College** is to support the unique needs of domestic underrepresented students to achieve personal growth and success; to provide educational programs, services and resources for the broader campus; and to create a safe and inclusive learning environment for all members of the College community. In order to provide a greater sense of connection, a Multicultural Student Orientation Program welcomed incoming first-year students from underrepresented ethnic backgrounds to campus a day earlier. This program began in fall 2017 and continued in fall 2018 due to its success.

61 students and **142** family members participated in the early move in opportunity.

Many students and family members expressed that **they found it very helpful to have an extra day to make connections and get settled in** before the rest of the incoming class arrived.



Women of Color Support Group

In order to provide a comfortable space for vulnerability and transparency, three Messiah staff members kick-started a new initiative—the Women of Color Support Group. The goal is **to allow female students of color to share their experiences related to their culture, gender and ethnicity, and find solidarity through narratives.**

Marcelle Giovannetti, an Engle Center counselor and her former colleague Candace Johnson, along with Cherisse Daniels, assistant director of multicultural student programs, planted the seeds for this support group in 2018. With Messiah being a primarily white campus, they understood the challenges of navigating a society that subliminally perceives non-white females as subpar

Messiah College Ministries

In the 2018-2019 academic year, Messiah College Ministries worked to develop further connections with the worship community and the United Voices of Praise. These efforts connected directly to Outcome 3 and sought to **increase diversity in terms of ethnicity, musical style and cultures of worship in our settings of campus worship.** Specifically, this was the first year UVP served in chapel worship leadership on a monthly basis, and their efforts to support MLK week continued, as well.



to their male counterparts, both white and non-white. Giovannetti said, “As facilitators, we model authenticity about our own journeys and seek to serve as mentors for female-identifying students of color.”

“One of my favorite sessions was when we approached the subject of interracial dating,” Daniels said. “Whatever topic we choose, this is an open, safe space where anyone can share their narratives and have their community respect and validate each other’s experiences.”

The members deeply appreciate the camaraderie among the Women of Color support group. “I love that I am able to connect with other women of color on campus and that we can be vulnerable with one another,” Symone James, a first-year business major, said. “The support has actually helped me to continue my education here as a business major.”

There were 54 student women of color who attended these sessions over the course of the year. Feedback from the students was very positive and they expressed appreciation for having a safe space and seeing women of color represented in the group facilitation. Recommendations for next year include adding a mentoring program and networking event for the group with other professionals of color and inviting guest speakers.

BRANCH OUT | Outcome 4

It is important for our students to influence the world through servant leadership that emphasizes collaboration, trust, empathy and the ethical use of power.

Messiah College students will...

- Demonstrate responsibility to community, state, nation, world and faith
- Serve through active involvement with diverse communities and real world challenges
- Develop effective leadership skills and qualities

Student athletes serve

Student-athletes at Messiah College amassed approximately **23,528 service hours during the 2018-2019 academic year**. Student-athletes served in various venues such as Special Olympics, Project Share, Bethany Village, Bethesda Mission, Daybreak Church, West Shore Christian Academy and Harrisburg Dream Center as part of local service opportunities.

Under the auspices of **AROMA (A Revolution of Missional Athletes)**, 187 student-athletes participated in international service teams to countries such as Uganda, Zambia, Kenya, Panama, Dominican Republic and Guatemala.

An international service team of student athletes traveled to Uganda in May. One of the student athletes shared these thoughts after he returned:

“My biggest takeaway from this trip was the joy, freedom and confidence that exists in Christ. We were privileged to visit some seemingly hopeless locations and have our hearts broken by stories of pain and suffering, yet every time **we were astounded by the smiles on the faces of the Ugandans as they spoke confidently and with authority about who God is and His faithfulness**. Complete reliance on Jesus is a daily reality in Uganda, and it was encouraging to see how He continually provides what is needed, when it is needed. As Americans, we have comforts and schedules that inculcate a false sense of security and self-sufficiency. In Uganda, however, **our team was reminded of our need for God and the knowledge that even in the midst of struggle and weakness, He is present and glorified**. Since returning to the U.S., I've sought to hold onto the joy that comes with the knowledge of Christ's triumph, and the promise we have in it.”

—Jonathan Groothoff '20,
men's soccer player





Leadership retreat

200 students participated in leadership training this year, which is the largest cohort to date. Student leaders represented Agape, Admissions Ambassadors, Collaboratory, Eyas, Fitness Center, Loft Leaders, Multicultural Council, Minds Matter, The Pulse, Student Activities Board, Sexuality and Gender Education Leaders, Student Ministry, Student Government and Worship Community. **Both students and educators had the opportunity to interact with one another in a way that is unique to the retreat, allowing for a common**

understanding of leadership at Messiah. Participants heard from a local pastor who spoke on calling and leadership, touching on the importance of **understanding one's unique calling and the ways that this intersects with "being a leader worth following."** Students also attended workshops that focused on varying aspects of leadership and group dynamics. One of these focused on the importance of communication in an increasingly globalized and diverse world. Student leaders dialoged about varying ways of engaging in controversial conversations that reflect the College-defined theme of Promoting the Common Good (seeking the dignity, welfare and human flourishing of all of our neighbors). This retreat successfully encouraged students to gain a better understanding of themselves, the ways their leadership can be uniquely defined by their calling and **the importance of engaging in civil dialogue in an inclusive manner that promotes the common good.**

Service opportunities change students

Students serving in weekly local outreach teams shared a deepened sense of the beauty and dignity of all people and demonstrated an increased understanding of service as a life commitment. Students who participated in domestic service trips – especially as trip leaders – demonstrated a sense of civic responsibility and commitment to service within one's community. 92% of J-term break students and 99% of spring break students who completed the post-trip assessments "agreed" or "strongly agreed" that their participation positively impacted their faith. Students expressed that they saw God's love in action in numerous ways throughout their trips, particularly in seeing God's love through other people. They reflected about what it means to love others as Christ does through the populations that they interacted with and served. Many students who were asked to describe their service trip experience in one word said that it was "humbling."



Messiah College Ministries Staycation

There are numerous small groups available on Messiah's campus for students to gather in friendship, fellowship and prayer. Many of these groups also study the Bible together. Every J-term break some of our Bible study leaders remain on campus for a 3-day intensive workshop that we call Staycation. In recent years, the group has wrestled with Jonah, Hosea and Genesis 1-3. Study time involves 1) careful inductive study of the particular text, 2) wide exploration in order to anchor the text in the context of the broader story of redemption and in the context of its own culture and setting, and 3) the creative development of good questions and activities that a group can use to explore the passage together. Student leaders love this opportunity to dig deep into God's Word, and our network of small groups benefits from their growth.

BE STRONG | Outcome 5

It is important that students learn to understand themselves and build meaningful relationships.

Messiah College students will...

- Develop dedication to personal goal setting, meaningful relationships and collaboration
- Develop a sense of ownership over learning and education achievements that can carry over into career and personal goals
- Demonstrate a desire to continue professional and personal development through lifelong discovery
- Be aware of the constantly changing worlds in which we live and the necessity for self-directed adaptation to new opportunities and demands
- Become agents of reconciliation

Interpersonal violence prevention

In response to the NCAA mandate for compliance in the areas of student-athlete and athletic personnel education and resourcing, the Messiah College Athletics Department joined with interpersonal violence prevention and response efforts on campus. Over the course of the 2018-2019 academic year, 10 educational sessions were led by staff to instruct student-athletes.

In addition, **all coaching and athletic staff have been trained on identifying and responding to reports of interpersonal and sexual violence.** This training includes mandatory reporting, campus security authority and trauma-informed education. Coaching and athletic staff was also provided with resources to post in office spaces and resource guides to facilitate supporting and responding to students.



International Gala

With more than more than 600 attendees, the rebranded International Gala provided an opportunity for international, missionary kids and third culture students to express and celebrate their culture in collaboration with domestic students, as well as **educate the wider campus community about the cultures represented at Messiah College**. Significant changes were made to allow more of the college community to participate in this event as prior locations had minimized the numbers that could attend this very popular event.



Men of Color Kickback

On April 10, the Intercultural Office held its first Men of Color Kickback, which involved educators from across campus. The purpose of this event was to **create a safe space for men of color on Messiah's campus to come together and foster a sense of community**. During the event, students shared personal stories about the difficulties they encounter being men of color. Students who attended indicated that it **contributed positively to their sense of belonging at Messiah** and wanted the initiative to continue and develop. There were 32 students in attendance.

Career and Professional Development Center

The Career and Professional Development Center provides students with services and support aimed at increasing their skills in resume preparation, interviewing, networking and internships.

Through various programs such as the Career Expo, Into the City, Into the City Mini, career panels and networking events, students are able to **make connections with employers and alums that often lead to internship and employment**.



Seth Williams '19 landed a full-time position with Geisinger Holy Spirit Hospital after meeting them at the Career & Graduate School Expo.



Jordan Parenti '12 hosted students at his workplace, Visit Philly, during an Into the City career immersion program.



Trust Milyango '20 interned with Philadelphia's mayor internship program. Milyango obtained her position through connections she made during the Career & Professional Development Center's Into the City career immersion program.

BEAR FRUIT | Outcome 6

Ultimately, students will be able to live lives that are purposeful, satisfying and effective as they follow God's calling.

Messiah College students will...

- ♦ Communicate effectively
- ♦ Manage personal affairs
- ♦ Be economically self-sufficient
- ♦ Maintain personal health and wellness
- ♦ Prioritize leisure pursuits
- ♦ Live a purposeful life

Multicultural Career Panel and Networking Event

A Multicultural Career Panel and Networking Event was hosted by the Multicultural Council & the Career & Professional Development Center. The event invited a diverse group of alumni to come to Messiah and share about the transition from college to the workplace. They shared their wisdom on unique challenges that graduates might encounter and how they have navigated the transition. The panel was followed by an opportunity to network with some major local organizations.

“Thank you MCC and the Career Center for **empowering us with representation from people who are succeeding in their walk of life**, even with different systems that oppress us. Seeing these alumni allowed me to be hopeful for the future. I saw people who were in my exact shoes but continued to make changes and provide new perspectives in their fields. Thank you for this safe space. Wow, I'm blown away. This is more of what we need. Collaborations like last night gave me so much LIFE!”



Students choose healthy habits at Fitness Center

The fitness center saw over **114,000 visits** with over 75% of the student body going at least once. **224 students took part in our group exercise program** and experienced the benefits of consistently working out, trying something new and spending time in community.

"I started attending the group fitness classes to explore new exercise classes and to **hold myself accountable to be physically active throughout the week**. I loved the variety of classes offered and how **each class could be easily tailored by individuals to push themselves individually** while also having the social aspect of exercising with others!"

– Sydney De Poto '20
applied health science



"I've learned the crucial value of self-care through my participation in these various group exercise classes. It has allowed me to **keep fitness as part of my regular routine**, without having to schedule my own time to go to the gym. I prefer working out with other people in a class, where we can create an **environment that is motivating and encouraging** to one another and where we can keep each other accountable."

– Brenda Anak Ganeng '20
biology



New direction for Student Affairs

As a result of a task group on student success, the Division of Student Affairs has been restructured and renamed to the **Division of Student Success and Engagement**. This structure was established to achieve the following goals which support student success:

- Exhibit persistence toward steady academic progress
- Realize achievement of desired learning outcomes
- Demonstrate high retention and graduation rates
- Express a sense of safety and belonging
- Experience healthy relationships and meaningful community engagement
- Show tangible spiritual growth and identity development
- Move toward attaining postgraduate goals

There are three important pillars comprising the division: **Academic Success, Co-curricular and Curricular Connections and Engagement, Care and Support**.

We will continue to identify predictors (characteristics, student groups and themes) of attrition and communicate these factors to key stakeholders and provide them with adequate information about best practices so that they might develop strategies to address these predictors within their area of influence.

Residence Life helps prepare students for life after college

The College life hacks programs continue to be a **big success for preparing students for college life and life after college**.

Residence Life hosted four sessions that students could attend. These sessions were offered twice. Sessions offered were **car maintenance, finding a place to rent and budgeting that included loan**

repayment. The "Car Talk" session helped students realize that they needed to read their owner's manual. The participants noted a rise in personal confidence regarding the topic. The "Budgeting Life Hack" session helped students realize that their expenses should be divided into percentages of their income. In addition, participants learned specific tools for budgeting. Many expressed they wanted more time to go deeper with the material. In addition, participants wanted more information on credit cards and their rates.

DEPARTMENT DASHBOARDS

The Agapé Center for Service and Learning develops, administers resources and coordinates programs of service learning, community service and missions. Students, faculty and staff work with community-based partners in local, national and international settings to **address community needs, provide holistic learning opportunities for students and encourage students toward an ethic of discipleship, service and civic engagement.**



98.7% of students participate in at least one service experience while at Messiah

166 students and 17 employees served on Agapé service trips to **16** national and international locations.



“For me, **service has always been a great way to connect with others** and begin to see them through God’s eyes. I truly believe that if we began to see God inside of each and every person that we meet, then it would change the way we treat them.”

– Caleb Sisson '18

322 students served with local community partners through outreach teams

622 students engaged in HRA programming about social justice and faith



1,668 students and employees served in local “plunge days” of service

92 students completed a service-learning ELI course in local “plunge days” of service.

“The college lifestyle does not lend itself to extended time of pause and reflection. The two hours I spent with my Paxton resident each week were a wonderful time of learning, laughter, pause, reflection and joy. God has shown me so much through this friendship.”

– Luke Redcay '18



ATHLETICS, CLUB SPORTS AND REC SPORTS



A total of **10** programs qualified for NCAA Championships with **field hockey, women's soccer, men's soccer, and women's basketball** advancing to at least the Sweet 16.



Esther Seeland (800-meter) and **Benjamin Schott** (3000-meter steeplechase) claimed individual National Championships at the Outdoor Track and Field Championships for the **29th** and **30th** national titles in Messiah history.



Nick West (men's soccer) and **DJ Cole** (women's soccer) were both named the National Player of the Year, marking the fourth time the Falcons swept the National Player of the Year for both men's and women's soccer.



Messiah College Athletics claimed **8** Conference Championships during the 2018-2019 academic year with 18 programs participating in the conference postseason.

Messiah College finished **26th** in the final standings of the Learfield Sports Directors' Cup, leading Pennsylvania for the 19th-straight year.



CAREER *and* PROFESSIONAL DEVELOPMENT CENTER



2,019 career coaching appointments

608 employers involved in campus recruiting events



Class of 2018 First Destination Survey Data
83% employed, **17%** in graduate programs
(74% knowledge rate)

248 students completed credit-bearing internships



826 department-based practica, clinicals, field experiences and student teaching experiences completed

135 alumni and parents gave back through involvement in CPDC

Sample companies represented through experiential programs:

National Park Service	Milton Hershey School
Deloitte	Central PA Youth Ballet
NOAA	WebFX
Dell	Penn Waste
GoCorps	Eurofins Labs
Soccer Shots	Commonwealth of PA
Candoris	



COLLEGE MINISTRIES

More than **50** worship services are offered each semester.

500 to 2,100 students attend each service

We desire for students to articulate a **GROWING KNOWLEDGE OF GOD AND SELF.**



500+ students take advantage of the **20-22 educator-led mini-series** offered to foster Christian growth each semester



We desire for students to display **COMPASSION FOR OTHERS** and collaborate with the kingdom in view.

We collaborate with a wide range of campus departments and organizations for Tuesday evening chapels.

Various ministries and organizations partner with us for chapels and for special events like Missions Awareness.

ENGLE CENTER

Health Services

Health services staff

- ◆ 1 full-time **registered nurse practitioner**
- ◆ 1 full-time and 4 part-time **registered nurses**
- ◆ 1 part-time **registered dietitian**



Monthly Engle Cafés and Wellness Wagon events promote healthy lifestyles and connect students to Engle Center services.

4,236 total visits

84% of students were seen by health services



182 travel clinic visits

201 nutrition visits

- ◆ **63%** of students were seen by a nurse practitioner
- ◆ Majority of visits were for prevention: **colds** and **TB testing**
- ◆ Most frequent illnesses are **upper respiratory infections** and **mental health concerns**



ENGLE CENTER

Counseling services

SPECIALTY AREAS:

alcohol and other drug treatment and education, outreach to underrepresented populations, sexual addiction treatment and men's character development

Counseling services staff

- ◆ 3 full-time **licensed professional counselors**
- ◆ 2 full-time **professional counselors**
- ◆ 3 part-time **counseling interns**

- ◆ **2,630** total visits
- ◆ **404** students were seen (**15%** of the student body)
- ◆ Average number of counseling sessions: **6.5**
- ◆ Most frequent concerns: **anxiety** and **depression**

“I love the Engle Center and the counseling services they provide to us students. **I don't know where I would be without my counselor.** Thank you for all everyone does there. **You are appreciated!**”

– Anonymous survey response

INTERCULTURAL OFFICE

International student programs

160 international, missionary and third culture students

122 F-1 visa students

26 missionary/third culture students

39 graduates from the class of 2017

Top countries of student citizenship:

Malaysia (44)
China (10)
Ethiopia (6)
Korea (6)

Total countries represented: 45

Multicultural programs

13.7% under-represented students on campus

Multicultural Council

40+ educational programs offered

5 multicultural student clubs and organizations

7 ELI-eligible student leaders and

47 Multicultural Council members

Multicultural scholarship programs

41 Martin Scholars

130 Amigo/Flowers Scholars (58 first-year R.H. Flowers Scholars and 72 upperclass Amigo Scholars)

23 mentors





Off-campus programs

38 semester-long programs

38 short-term experiences

16 cross-cultural courses

4 discipline-specific
cross-cultural courses

15 service experiences
(Agapé, AROMA, Collaboratory)

3 individual student experiences
(internships, student teaching,
field experiences)

Top 3 semester-long study abroad programs: LCC International University - Lithuania, Uganda Studies Program, Oxford Study Abroad Programme



46% of the graduating class
participated in at least one off-
campus program

108 students on semester-long,
off-campus programs



629 students on short-term experiences:

- ♦ 263 students on cross-cultural courses
- ♦ 15 different countries, 56 majors represented, 21 faculty leaders
- ♦ 263 students on service experiences (Agapé, AROMA, Collaboratory)

RESIDENCE LIFE

Upperclass experience

The upperclass experience encourages further growth in relationships, identity and spiritual development, intercultural competencies, and practical life skills to equip students to flourish throughout their college experience and prepare for their transition from college.

95% of upperclass students named **having a meaningful relationship with two or more people on their floor** this past year

75% of upperclass students agreed or strongly agreed that **they built deeper relationships with their peers because of living in the residence hall**

64% of upperclass students agreed or strongly agreed that **their commitment to diversity and reconciliation has grown by living in a residence hall**

First-year experience

The first-year experience encourages a healthy transition to college characterized by **deep relationship** and learning through **strategic programs** and **intentional relationships**.

94% of first-year students had a **meaningful relationship with two or more people on their floor** this past year

87% of first-year students agreed or strongly agreed that **their commitment to diversity and reconciliation has grown by living in a residence hall**



STUDENT INVOLVEMENT and LEADERSHIP PROGRAMS

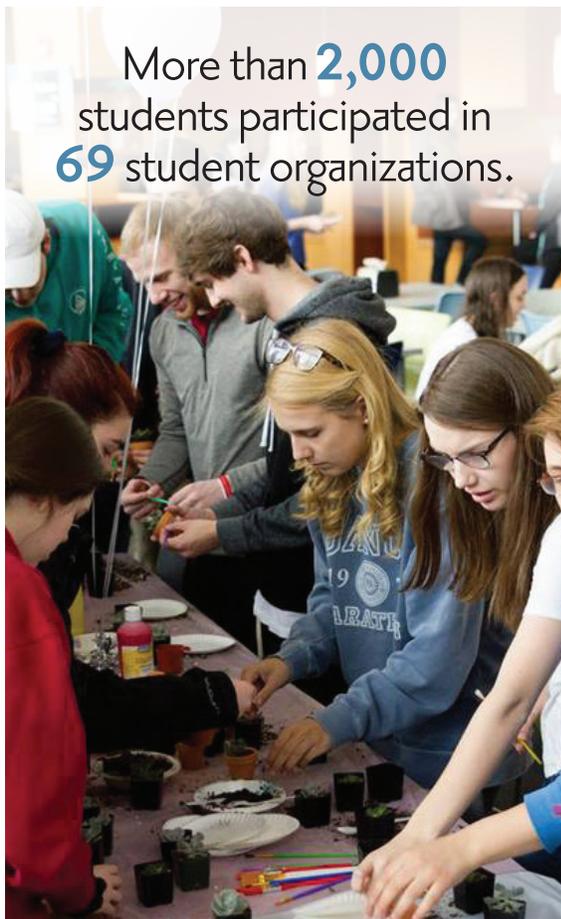
SGA leaders provide leadership for the student body; promote spiritual growth; provide opportunities for students to serve others; support and recognize quality services and activities; and represent students to other constituencies.



188 student participated in leadership training



More than 800 students oriented in fall and spring with 100 students serving as orientation leaders



More than 2,000 students participated in 69 student organizations.

Established new commuter student liaison position



The Loft facilitated 64 groups that included more than 1,800 participants.

More than 320 students used the holiday shuttle service.

SAB desires that the student body be exposed to a variety of artistic experiences and activities that help students to actively engage modern culture.

FITNESS CENTER



The Falcon Fitness Center is an impressive 14,000+ square-foot fitness facility open to all students and employees with the goal of providing a range of fitness and wellness opportunities for individuals of all levels.

Group exercise

- ♦ **15** unique group exercise classes held **200+** times each semester for students and employees

"I started attending the group fitness classes to explore new exercise classes and to hold myself accountable to be physically active during the week. I loved the variety of classes offered and how each class could be easily tailored by individuals to push themselves while also having the social aspect of exercising with others!"

– Sydney De Poto '20



Strength and conditioning

- ♦ Athletes completed over **12,000 resistance training workouts** implemented by the fitness center.

Wellness at Messiah

The Wellness Advisory Committee consists of curricular and co-curricular employees along with student leaders who are passionate and educated about all aspects of wellness. This team plans and implements health and wellness events for the entire college community.

- ♦ Fitness center open **99 hours a week**
- ♦ More than **114,000 visits** throughout the year
- ♦ **2,050 students** went at least once (75%)
- ♦ **93% of first-year students** visited the fitness center at least once.

THE ACADEMIC SUCCESS CENTER

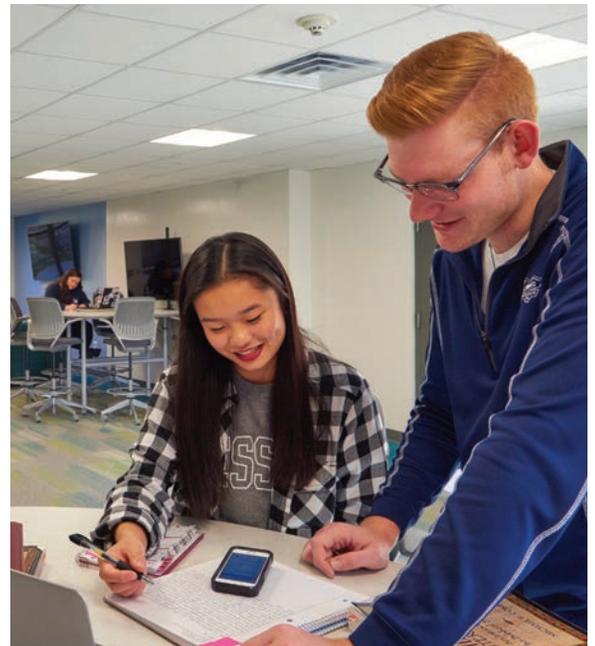
As a result of our task force on student success, the **Academic Success Center** has joined the rest of the departments in Student Success and Engagement to serve our students with a focus on academic success and retention. The Academic Success Center provides access to services designed to help students meet their personal and academic goals.

Services provided include **academic coaching, academic and writing tutoring, supplemental instruction** and **services for students with disabilities**.

Academic coaching

Organizational coaching is a popular accommodation at Messiah College. While offering accountability and encouragement, a trained coach works collaboratively with the student on:

- ♦ Creating schedules and plans
- ♦ Setting goals
- ♦ Overcoming procrastination
- ♦ Setting structures for organization of time and materials
- ♦ Managing time
- ♦ Maintaining priorities



A team approach

The student and the coach work as a team to identify areas where the student is struggling and to develop strategies to succeed. It is a very student-driven process. The student's need should direct the discussion and the strategies that will be implemented for improved performance. The student's motivation to succeed is essential to the process.

The role of coach

The coach can act as a "sounding board" to focus the student's thoughts to work toward solutions that will help the student overcome obstacles. The coach provides the necessary structure, accountability and support that can help the student with ADHD succeed. The coach typically meets with the student on a weekly basis for 20-30 minutes to talk through the past week and the week(s) ahead.

THEMES *for* 2019–2020

The Division of Student Success and Engagement will focus on three themes for this year. A summary of each theme follows:

Healthy rhythms

You can have it all... just not all at once. In a society where busyness is seen as a badge of honor, we must emulate and teach a “disciplined pursuit of less.”

We must debunk the myth that balance is achievable and instead, seek to establish a healthy rhythm.

Establishing a healthy rhythm goes beyond self-care.

It is a way of life and involves making intentional choices on a daily basis that recognizes the “best yes” for a particular season.

Author Greg McKeown describes the “disciplined pursuit of less” as “essentialism.” He writes: “Essentialism is a method for making the tough trade-off between lots of good things and a few really great things. It’s about learning how to do less but better so you can achieve the highest possible return on every precious moment of your life.”

This year, challenge the assumption that “more is better” and instead walk alongside students in practicing Sabbath, developing appropriate boundaries and protecting one’s “yes.”

Own it

In this day and age, where blame passing and entitlement are common tenets of society, Messiah College wants their students to take hold of their responsibilities whole-heartedly. Instead of opting in and out of something dependent on whims and desires, we want our students to agree to something with an unwavering commitment. Through the theme “own it,” educators hope that their students own their commitments from start to finish, that they take hold of their own learning in powerful ways.

Embracing hope

Our campus reflects our society. These are times of anxiety, fear and discouragement for many. We need to hold tightly to our sources of hope and help our students find their hope as well. Messiah’s mission is future-focused and must be supported by robust Biblical hope.

“Biblical hope not only desires something good for the future — it expects it to happen. And it not only expects it to happen — it is confident that it will happen. There is a moral certainty that the good we expect and desire will be done.” John Piper
What does this look like?

- Modeling hope for our students
- Programming featuring stories of hope
- Fostering human connections and community strengthens hope
- Programming featuring what hope is in each of our areas
- “May the God of **hope** fill you with all **joy** and **peace** as you **trust** in him, so that you may overflow with **hope** by the power of the Holy Spirit. -Romans 15:13 (NIV)

Assessment

Our assessment focus will be on Outcome 3 this year. Outcome 3 states that students will understand, value and appreciate human differences, develop cultural competency, and understand and pursue reconciliation. A rubric to assess this has been developed and we will be using student focus groups to assess how well we are meeting this outcome across all of the student affairs entities.





OFFICE OF STUDENT AFFAIRS

One College Avenue Suite 4513
Mechanicsburg PA 17055