



 **MESSIAH  
UNIVERSITY**

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**DIVISION OF  
STUDENT SUCCESS AND  
ENGAGEMENT**



**ANNUAL  
REPORT**

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**2022-2023**





# TABLE *of* CONTENTS

**A message from the  
vice provost for student  
success and engagement**  
page 4

**Department listing**  
page 5

**Dig deep | *Outcome 1***  
page 6

**Be rooted | *Outcome 2***  
page 8

**Be cultivated | *Outcome 3***  
page 10

**Branch out | *Outcome 4***  
page 12

**Be strong | *Outcome 5***  
page 14

**Bear fruit | *Outcome 6***  
page 16

**Department dashboards**  
page 18

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



It is with great pleasure that I present to you the 2022-2023 annual report for the Division of Student Success and Engagement at Messiah University in Mechanicsburg, Pennsylvania. Over the past year, our institution has witnessed remarkable achievements, significant advancements, and meaningful strides in fostering an environment where students not only excel academically but also thrive in their personal and professional pursuits. Our holistic approach to student learning recognizes the value of students being educated beyond the classroom and is evidenced in our distinctive Community of Educators model. This report serves as a testament to the dedicated efforts of our faculty, staff, and administrators,

as well as the unwavering support of our esteemed Board. Through innovative initiatives, dynamic programming, and a commitment to holistic development, we have fortified our position as a center of educational excellence that is keenly attuned to the evolving needs of our diverse student body.

The Division of Student Success and Engagement is comprised of several departments. For 2022-2023 these included the Academic Success Office, Agape Center for Local and Global Engagement, Athletics, Athletic Training, the Career and Professional Development Center, Campus Ministries, the Engle Center for Counseling and Health Services, Wellness and Recreation, Residence Life, Student Engagement, and Student Success. Our division, in partnership with others, seeks to advance the mission of Messiah University by helping students make meaningful connections through educational experiences, intentional Christian community, mentoring, and high-quality services that prepare them for Christ-like lives marked by compassion and resilience demonstrated through six Student Success and Engagement learning outcomes. These outcomes reflect the University'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 outstanding work of our student success and engagement professionals as they continue to shepherd our students towards maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in our world. As we reflect on the past year's accomplishments and our commitment to University Learning Outcomes, we set our sights on the future. We invite you to delve into this report and join us in celebrating the collective journey towards empowering our students for success.

A handwritten signature in black ink that reads "Marcelle Giovannetti". The signature is fluid and cursive.

Dr. Marcelle Giovannetti

Vice Provost for Student Success and Engagement

# DEPARTMENT LISTING



## Academic Success

Messiah.edu/academicaccessibility |     

## Agapé Center for Local and Global Engagement

messiah.edu/agape |    

## Athletics

gomessiah.com |     

## Career and Professional Development Center

messiah.edu/career |     

## Campus Ministries

messiah.edu/ministries | 

## Engle Center for Counseling and Health Services

messiah.edu/englecenter | 

## Experiential Learning & Leadership Development

messiah.edu/ELI

## Living in community

messiah.edu/livingincommunity

## Residence Life

messiah.edu/residencelife | 

## Student Engagement

messiah.edu/studentengagement | 

## Student Success

messiah.edu/studentsuccess

## Wellness & Recreation

messiah.edu/wellnessandrecreation |   

# DIG DEEP | Outcome 1

It is important 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 University students will...

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

Experience	# of students
 Internships/Practica	311
 Leadership	65
 Service Learning	54
 Off-Campus Programs	146
 Research	32
<b>TOTALS</b>	<b>608 total experiences</b>

At Messiah University, we proudly deliver high quality experiential learning in many forms, merging the curricular and co-curricular experience for students. **The Experiential Learning Initiative (ELI)** requires our students to participate in at least one ELI experience during their time at Messiah, providing every undergraduate student the opportunity to cultivate greater connection to and application of their learning to various life contexts. As a result, students will learn the practice of tangibly articulating the impact of experiential learning on their personal and professional development.

## Local Outreach: New Hope Ministries

Students who participate with the Agape Center for Local and Global Engagement experience service at local, off-campus community partners as well domestic and global locations. These experiences help students shape their identity as they better understand systemic injustices that impact entire communities and the people within them. New Hope Ministries, a local Agape community partner, offers a variety of services to community members in need, including a food pantry. Much of New Hope's efforts also go beyond food insecurity to help community members thrive holistically. A volunteer at New Hope had this to say about how systemic injustice impacts communities and individuals:

*"I feel my often-stereotyped notions of poverty and organizations that help to combat it here have been changed as a result of serving. Those that come to New Hope are far from the "image of the pauper" I had previously held. They come from all walks of life, just fallen on hard times. In addition, the level of care New Hope provides goes far beyond anything I previously expected."*



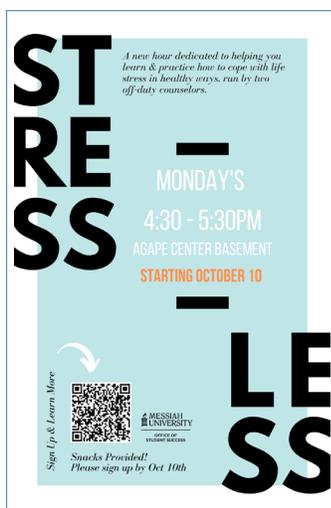
## Learning Center Meets Needs

The Learning Center within the Office of Academic Success has been incredibly active and impactful throughout the academic year, conducting over 700 tutoring sessions. This number reflects the dedication and commitment of both the tutors and the students who actively sought academic assistance. The Learning Center's mission to support students' academic success has been fulfilled through these numerous sessions, where students have received personalized guidance and support in various subjects.



By offering a wide range of tutoring services and accommodating the needs of students across different disciplines, the Learning Center has played a vital role in enhancing learning outcomes and promoting academic growth. The collaborative efforts between tutors, students, and faculty have fostered an environment where students feel empowered to seek help, strengthen their understanding, and improve their academic performance.

*"I appreciate all that you have done to get me through this time. You are a blessing to me." JK class of 2024*



## "Stress Less" Program Collaboration

Through a variety of creative programs, The Student Success office exists to empower students with the resources and care they need to be successful at Messiah, often achieved through on-campus partnerships with other division departments. The Engle Center Counseling Office likewise intentionally looks for campus partners to provide outreach, consultation, and education to the Messiah community. One such collaboration between these departments resulted in a successful program called "Stress Less."

This one hour a week, six-week program was designed for students to pause in their day to learn healthy coping skills and strengthen their personal health and wellness, all while building a sense of community with others. This program welcomed more than 5 different students at each weekly session. One first-year participant commented: *"Thank you so much for all the sessions. I learned a lot and it was a nice break in my day!"*

## AROMA Teams Up With Local Churches

A Revolution of Missional Athletes (AROMA) is the sports ministry arm of Messiah Athletics and seeks to have an impact on the teams, campus, community, and the world for the glory of God. AROMA facilitates sports ministry, training, and opportunities for anyone who wants to be involved on campus. The prime vehicles for ministry include international trips, national service trips, local outreach, and summer camps.

For three weeks in June, AROMA served with partner churches in the local community to host an AROMA All-Sports Camp, attending by 600 local campers who learned all about finding true victory in an active relationship

with Jesus Christ. While engaging in a variety of sports, 60 Messiah students and alumni served as camp coaches for basketball, ultimate football, kickball, dodge ball, track, and extreme games.

*"For the three weeks of AROMA Camp, God worked in marvelous ways. From growing relationships with athletes on different teams, to planting the seeds of Christ in kids who may have not heard of the Gospel before. AROMA camp has been such a blessing in my life. The countless number of games, smiles, and laughs will forever leave amazing memories in my walk through faith. - Conner Stauffer (Coach Stone), Men's Volleyball*



# 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 University 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

## 1:1 Career Coaching

The Messiah University Career and Professional Development Center educates, equips, and empowers students, guided by Christian values, to make intentional career decisions through programs, services, and opportunities for connection and experience. This year 2,017 career coaching appointments were completed resulting in 100% of these students agreeing or strongly agreeing that they gained information and/or resources to help them accomplish their goals, and would recommend the CPDC to a friend.

*“This experience showed me that I have the tenacity it takes to be successful even if I experience a setback. Things are not always going to be easy in my career, and I am more aware of that than ever. It can be nerve-racking to know that my path will not be linear, but I can also take comfort in that when things do not go my way.” Mikayla Broome*

*“One of the reasons I was drawn to Mesiah was because of the amazing nursing program here, but during the beginning of my freshman year, I suffered several concussions within a month. Because of this, I was unable to continue tin the nursing program due to my inability to take exams and my loss of memory. I had no clue what major to go to since nursing had been the only thing I ever wanted to do. I decided to stop in at the [CPDC] and had a meeting with Dwayne Keiffer. He was very understanding and helped me see that my desire was to work with people who are hurting and to serve others. He showed me that nursing was not the only way that I could do that and led me to Social Work. I was able to find a new path through this experience and now see that this is where God wanted me all along.” Hannah Sollenberger '25*

## Resident Life Encourages Spiritual Growth

Graduate Assistants in Campus Ministries and Residence Life collaborated along with Residence Directors to co-create a student leadership position called the “Ambassador for Residential Ministry”. At least one, if not more, of these Ambassador positions will exist in each residence hall starting in the fall of 2023 with the goal to provide opportunities for hall-based Bible studies and worship nights. The Ambassadors will also serve as a go-to person for spiritual encouragement in each hall.



## Worship Night: Incense

Student Ministries hosted “Incense,” a worship night for students in Brubaker Auditorium. A wide range of student clubs and organizations participated by hosting tables that invited students into different expressions of prayer and worship. These organizations included Acclamation, Powerhouse, Seven, Worship Community, Increase Theology Club, Multicultural Council, Sign Language Club, United Voices of Praise, Minds Matter, and Human Rights Awareness. The event included singing in a range of styles, live pottery-making, crafts, praying for persecuted Christian communities around the world, and a tent where students could receive prayer. Approximately 350 students attended.



## Semester in Rome

Through the Agape Center for Local and Global Engagement, Ellie Witmer, a student that spent a semester away in Rome, experienced first-hand a connection to the Gospel through the practice of service abroad, as well as a chance to recognize and explore the differences of faith within her Host culture.

*“I have been thinking about how, if I had been born in Morocco, a place that is so heavily Muslim, I would more than likely practice that religion. It’s such a challenging concept, and one that I have not thought about a lot before coming to study abroad, but it has set in more here. I understand that this is one of the reasons why a big part of Christianity for some people is evangelizing, to share the gospel with those who don’t know it or were born into different religions. But experiencing people’s cultures and religions firsthand makes me feel like it’s wrong to evangelize and try to uproot people’s beliefs. It’s conflicting because no doubt there is a need to share the good news. I also think of how challenging it would be to accept Christianity when you were born into such a different belief system. I really am grateful for how studying abroad has allowed me to continue to think deep about my faith.”*

It is important 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 University 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

### Cultural Intelligence and Humility

At Messiah University, through opportunities where students can engage in self-reflection after building relationships with culturally diverse people, students will identify, engage, and celebrate cultural and societal differences. The Agape Center for Local and Global Engagement offers students a variety of opportunities to recognize their unconscious biases, which in turn helps expand the student's own worldview.

One local experience for Messiah students was at The Center for Champions in downtown Harrisburg, a center that deeply emphasizes the impact of 1:1 relationship, especially on developing adolescents. Messiah volunteers are often paired with a middle school student for the entire semester which allows them consistency to focus on spiritual growth



and enrichment. This allows Messiah volunteers to build deep relationships with students who may differ in culture and experience from them.

After serving with Center for Champions for the whole 2022-2023 school year, junior Morgan Pizzuti reflected, *"Serving at the Center for Champions has allowed me to better understand the concept of Imago Dei. I have gotten to love and be loved by kids that I would've never crossed paths with had I never gone to Center for Champions."*



Similarly, through an Agape service trip to Washington, D.C., another Messiah student expressed this: *"We went on a prayer tour, to the tourist attractions and neighborhoods in Washington. Realizing the differences as we went from place to place and interacting with the people who lived in these areas helped me understand that concept of 'love thy neighbor'."*

And finally, Phalika Oum, a student that participated with a semester long study away in Baltimore Urban Studies, said this. *"Community for me looked like living in a cohort of six people from three different schools with different faith, academic, and social backgrounds. It looked like learning to live in midst of our differences and otherness and learning to embrace it fully, rather than suppress it. It showed me the beauty of diversity and different thought processes and made me aware of how differences can be beautiful and intricate. In the future, I want to live and work in intentional spaces that honor and stewards creation and cultural histories. I think that because I have seen how beautiful it is, I continue to want it more."*

## Overcoming Barriers in How Students Learn

Last year The Office of Academic Success assisted more than 336 students with registered disabilities, proctored over 3,000 exams, arranged more than 2670 coaching sessions, and scheduled over 1,000 tutoring sessions. Throughout all these student interactions, the staff helped students recognize their value and welcomed them through the community built within the walls of its office. The staff created an atmosphere where diversity goes beyond what we can be seen and heard to include what is felt and experienced, ensuring students will be appropriately assisted when they come to Academic Accessibility.

One tool developed by the office last year was a comprehensive quick reference guide to serve as a resource for students to help them enhance their study skills. This guide offered practical tips and strategies to improve study habits—from time management techniques to effective note-taking methods—all designed to aid students in maximizing their learning potential under any circumstances.

*“Office of Academic Accessibility staff, thank you for all that you do to make our academic success possible. You provide such a warm and welcoming atmosphere that feels safe for all students who walk through your doors. Thank you for caring for each and every student you meet.” Liv Scharfe*

*“Thank you for believing in and encouraging me to push forward and pursue my future.” Clay Miller*

*“I just wanted to say thank you for always supporting me and cheering me on. Your constant love and support was always there – even on days that I felt I didn’t deserve it.... thank you for always taking the time to listen.” --BC*



# 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 University 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

*"This experience has fostered my personal growth. Prior to this experience, I was not the best at responding to people via online modes of communication. I preferred in-person communication. Through this experience, I was able to recognize that online communication enables in-person communication to happen more effectively. Recognizing and beginning to apply this teaching was monumental for me. While I still do not love using my phone, I am more inclined to reach out and respond back to others using this medium."*

## Mentor Success

The Soar Peer Mentoring Program is an initiative out of the Office of Student Success to primarily support new first-time students but is for any Messiah student desiring peer mentorship.

Peer learning and support is the foundation of the program. By equipping current upper-class Messiah students to serve in the role of a mentor, the intent is that intentional friendships and impactful relationships can be formed. Ultimately, the program is designed to help students transition to college, find belonging in the Messiah community, and grow personally.

Last year mentors for the SOAR program were involved in both fall and January orientation, directly helped students through 1:1 experiences, and created and participated in various events throughout the year, gaining specific skills and competencies transferable in a future professional setting.

Comments from mentors reflected this growth:

*"... Another area of improvement for me was in ... time management and planning. Through being a SOAR mentor, I have recognized and applied the value of planning into my life. As a result, I now actively update and maintain an Outlook calendar for work, school, and social events."*



*"This is the first PROFESSIONAL leadership experience I have had. It was a new challenge for me to make friends with mentees with professional boundaries (because I'm such an open person it was interesting to navigate how to not be available at all hours especially after developing a friendship)."*

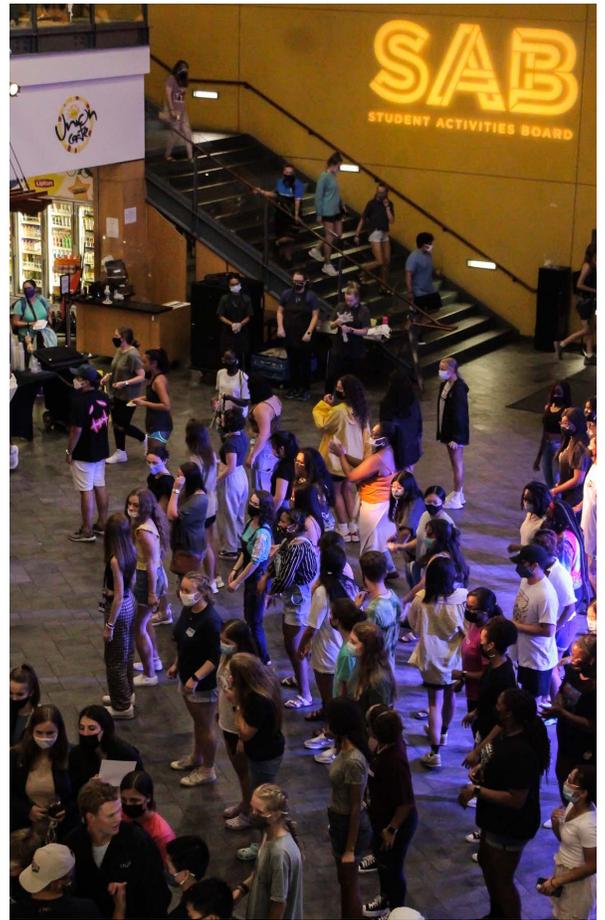
## Office of Student Engagement, Student Activities Board

The Office of Student Engagement provides support to several leadership experiences on campus and encourages student involvement. One such opportunity is the Student Activities Board which provides the student body with a variety of events and activities, including dances, concerts, coffeehouses, and films. Student dances enable students to come together and actively engage with pop culture about music and dance. They also offer an energetic atmosphere and strive to provide a spotlight for creativity. Last year SAB attempted to reach a wide range of dance demographics through intentional planning that included musical discernment, DJ selection, theme and décor. This year the SAB Student Dance Executive had this to say about how this her experience informed her leadership skills.



*"I honed my leadership, communication, organizational, and managerial skills. Many facets go into planning a dance, including coordinating with various on-campus and*

*off-campus organizations. Over time, I have learned how to communicate with each department properly and efficiently and have learned that the earlier you start these conversations, the better (your result)." Emma Trump*



## Servant Leadership through Wellness

As part of the student leader program and the Wellness and Recreation Executive Organization, students participated in Leadership development throughout the academic year supported by their advisor and led by Christy Hanson, Dean of Experiential Learning and Leadership Development. This leadership development occurred during common gatherings, team meetings, 1:1 meetings, and by working through self-paced modules. It was leveraged in planning and debriefing events, working through team conflict, and collaborating with others. Wellness and Recreation leaders weighed in on their experiences.

*"I have gained an immense amount of confidence as a leader this year. I have learned how to better listen and seek understanding. I have learned how to better address conflict and harder conversations..."*

*"I have gained several various transferable skills, but I think I've really honed in on some aspects of the general skill of leadership. I've improved on problem solving, and actively listening before I make decisions. I've improved the design and execution of meetings that I led, as well as skills to help me build trust among my team. I have also gained a new perspective on administrative work, and how it can be a way to show my team I value them and their time/contributions."*



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

### Messiah University 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

### "Thank You" Thursdays

A goal of the Student Success staff is to help students feel confident in themselves and recognize the options and resources available to them at Messiah. Last year as an effort to educate students about the many programs of this office, a 'meet the staff' event was created, called "Thank You Thursdays". This was also a collaboration with the staff of Student Financial Services so together, they met and cared for students with a hot beverage and a donut. Students enjoyed the event, with more than 120 attending and taking advantage of the hospitality. Information about services were also disseminated as many students were first-time visitors to the space and resource. One student commented: "Thank you so much! This was such a nice treat."

### Redemptive Work at Jubilee Conference

Campus Ministries traveled with a diverse group of 20 students (and a handful of educators) to Pittsburg, PA, for the Jubilee Conference, hosted by the CCO. The purpose of Jubilee is to help students grasp the narrative arc of the Bible and to locate themselves within that story, understanding their area of study/vocation as a way of participating in God's redemptive work in the world. Off-campus discipleship experiences like Jubilee are helpful in disrupting the rhythms of day-to-day life and igniting a passion in a small number of students who quickly form close bonds and bring their passion and learning back to campus.

*"I learned that before I am an engineering student or a worship leader at church or any title that I would like to give myself, I am a disciple and that is the greatest calling. The other titles flow from that, in the way God gives us gifts and skills, in that we can spread the gospel in whatever field or area."*

*Ester Moyo*

*"God showed me in the clearest way I've ever experienced how time and mentally exhausting it is to be judging people. I feel like He told me, 'That's my job,' and showed me the freedom and beauty of assuming the best of people in love. When I am tempted to give into the almost constant temptation to judge others, I am going to instead try to replace the thought with a way that I can love them."* Jared Diethrich

### Athletes in Action

Messiah University athletes amassed approximately 10,574 service hours during the 2022-23 academic year. These hours included general service involving 200 student-athletes serving locally, and service through the AROMA program (A Revolution of Missional Athletes) where nearly 200 student-athletes served locally, domestically, and

internationally. Messiah's intercollegiate athletics program emphasizes excellence on and off the field, but also 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 University.



## Becoming U

The Becoming U program was started in the fall of 2020 as an extended orientation series. Now an established part of the fall first-year and new student calendar, the series is designed to help our new students find a sense of belonging and connection to the campus community while orienting them to some of the distinctives of the Messiah undergraduate student experience. As a bonus, students receive chapel credit for

participation. Sessions are designed to connect a small group of students with their peers and Messiah educators in a casual way. Sample topics include Christian spiritual formation, healthy relationships, reconciliation and navigating difficult conversations, leadership and influence, and service. *"It has shown me that I'm not alone in my struggles as a first-year student, and we will all have different college experiences. Also, there's a lot*

*of support available to students. "[Becoming U] has helped me to understand Messiah's mission, feel more comfortable in my environment, and made the overall transition into college easier."* *"It's been a regular time where I can talk with fellow commuters and talk about resources."* *"My Becoming U facilitator has become a very important mentor in my transition to Messiah University."*

## Residence Life Assessment

Special Interest Houses are living-learning communities where groups of students live together in a house and share in a common social interest. Within these communities students will build new relationships with other students, faculty and staff while concentrating on personal passions. This year, intentional efforts were made by Residence Life staffers to assess the Special Interest House experience at Messiah. This end-of-year housing survey revealed that

100% of SIH residents made meaningful connections with another student as part of the housing experience. Also, residents indicated improved life skills like work/class balance and friendships, particularly when others were in need of support. Other skills noted as improved due to special housing opportunities included learning how to live with different types of people, how to



be a house leader and incorporate everyone in household decisions, being better stewards of the environment through sustainable house practices, and skills like cooking and grocery budgeting.

## Coaching Sessions

Student growth is the goal of each person working in the Office of Academic Accessibility (OAA) and is rooted in the belief that self-understanding and meaningful relationships contribute to personal and academic success. During one-on-one academic coaching sessions, students learn to reflect on their decisions, their goals, and their interactions with others. They are encouraged to see their value and potential as individuals created with purpose instead of deriving their identity from a comparison with others. Last year the OAA programmed a variety of events, including daily

spontaneous gatherings in the OAA suite where students were given the opportunity to listen to and share with others in the Messiah U community in a safe and respectful environment. OAA staff also found ways to promote and facilitate the creation of appropriate connections between students and campus support personnel, like those in the Engle Center (medical, counseling, nutrition), the Learning Center, and the Wellness Center for the purpose of maintaining health, academic competence, and well-being. Students were grateful for the support.

*"Thank you for everything you do for the people at Messiah. I can't think of any other group of people that are as kind, welcoming, loving, patient and honest (in a good way) than you four. I hope you know that you are all appreciated and loved."* KC class of 2025



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

### Messiah University students will...

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

## Student Ministries 4x4 Chapel Series for Leaders

A new 4x4 chapel series was designed for Student Ministries discipleship leaders, focusing on spiritual leadership and peer ministry. The series was well-received by student leaders and was noted to be a critical part of discipleship training for student leaders in the future. This will serve as the model for future spiritual leadership and peer ministry series next year.

*"... I feel like I gained a better understanding of how to thoughtfully guide people I am mentoring." Anonymous*

*"I learned a lot of practical information for facilitating small groups." Anonymous*

## Career and Professional Development Center Creates Opportunities

The Career and Professional Development Center offered 297 different student internships last year, a number that continues to grow each year. Internships are often secured by students through CDPD recruiting events such as Accounting Night, the Graduate School Fair and Luncheon, Camp Days, Ministry and Missions Fair, Tailgating for Jobs, and the fall Undergraduate Career Expo. At the fall expo itself, more than 112 recruiters and over 425 students made meaningful connections.

*"During training and watching how other staff interacted with residents, I picked up on how to talk to more respectfully to and about residents with gerontology or cognitive-related conditions. For one, I learned the importance of person-centered language to refer to individuals with disabilities. Instead of saying things like "an autistic person," "a diabetic," or "a bipolar person," I learned the value of saying "a person with ASD," "a man with diabetes," and "a resident with bipolar disorder." This better describes the person's identity as the phrases are not founded on their conditions .... My internship further developed and strengthen my commitment to this language." Lynnsi Fulks*



## Intergenerational Ministry

The Agape Center offered students a chance to participate in the Messiah Lifeways Intergenerational group last year, where students met with residents from Messiah Lifeways to share in fellowship and hear and learn from experiences different from their own. Additionally, students had the chance to assist with conducting an oral history with some of the residents in more advanced care. This experience was designed to bring companionship and intentionality between generations of college students and seniors. Senior Messiah student, Angelique Lindsay, reflected on both experiences, what it was like to learn from the Lifeways residents, as well as her experience as the leader of this team.

*"I have grown to be more nurturing and accepting in conversation. I have gained confidence in my abilities as a leader and have become [more comfortable] in initiating conversations and activities. I have learned to have a greater school-work-life-balance. My eyes have been opened to the ways God works in the lives of others, throughout their whole life. My mindset has been altered to think about life outside of college, reconciling the part of me that is a student and the part of me that has experienced things outside of school."*



## Student Leadership Institute

Messiah University seeks to develop students who are faithful, competent and compassionate influencers. The Leadership Institute for students offers high quality leadership development as a signature accompaniment to yearlong leadership roles, coordinated through the Division of Student Success and Engagement. It also integrates with the institution's Experiential Learning Initiative (ELI). Student leaders learn and practice critical behaviors and mindsets that equip them for leading on -campus and in future life contexts.

Last year the Student Leadership Institute completed five common gatherings, offered five virtual leadership development modules from a variety of options, and collaborated with campus professionals and partners to offer thoughtful, informed, creative content. Students reflected on their experiences with the Institute.

*"I was always impressed and surprised how much effort was put into events, how meaningful and well done the topics were, and how much I learned. I use so much of what we talked about in job interviews! Thank you for a great year!"*

*"The modules were very helpful. Learned a lot from each and every one. A few of them inspired me to make some big changes in my own life."*

*"GREAT MODULES!! Honestly life changing, some of them."*

*"Vulnerability of my mentors at the common gatherings, modules that had content I could download and save (the 'grit' module with the growth mindset chart, the decision-making module that had the model, etc), so many of the modules were HUGE for me developmentally, loved it!!"*

*"The greatest area of growth has been in my identification of my core values, which I feel will be a hugely important asset in my future."*

*"I have gained confidence in who I am and the ability to recognize and lean into my strengths while better understanding the strengths of others. I learned to have a WHY behind my WHAT in all I do to develop deeper purpose."*



# DEPARTMENT DASHBOARDS

## THE ACADEMIC SUCCESS CENTER

**367** students were registered with disabilities, roughly 13% of the Messiah population.

Within those students registered, there is an increasing trend of psychiatric disabilities, learning disabilities, ADHD, and visual impairments compared to the previous years

**3,000+** exams were proctored, including more than **400** final exams in May.

With the need for testing increasing (a 32% rise from last year) the OAA office collaborated with IT to implement a program that tracked real-time data on room utilization by testers, allowing for optimized usage of testing rooms that can be in short supply in busy testing seasons.

Test accommodations aim to provide equal opportunities for students to demonstrate their knowledge and abilities. They are specifically designed to level the playing field and ensure that students with disabilities have an equal chance to perform to the best of their abilities during assessments and examinations.



Over **1000** tutoring sessions were scheduled for over **21** subjects.

Over **2,670** academic coaching sessions were held with students and faculty over the last academic year.

# AGAPE CENTER FOR LOCAL & GLOBAL ENGAGEMENT

In partnership with neighbors near and far, the Agape Center educates and empowers students to serve and learn through local and global engagement. Students, faculty, and staff work with approved partners in local, national, and international settings to help address the growing need for service minded global citizens. We do this in four distinct areas, which include service outreach, service trips, credit bearing off-campus programs and our annual service day.

## LOCAL OUTREACH

**10** different Community Partners offered in 2022-2023 including Bethesda Community Center, Bethesda Mobile Mission, Bethesda Men's Mission, the Center for Champions, Salvation Army After School program, the Salvation Army Food Bank, Catholic Charities, Messiah Lifeways, Paxton Ministries, and Young Life.

**242** different students participated in a service opportunity at least one time

The Messiah community served on more than **155** different days, for a cumulative total of **3,740** hours.

## OFF-CAMPUS PROGRAM OPPORTUNITIES 2022-2023

**21** semester-long programs offered with more than **50** participants.

**6** cross-cultural courses with more than **100** participants

Additional programs offered included **2** chapel series, **2** mini-recruitment fairs, a re-entry retreats, and ExRP 010 sections were offered

## SERVICE TRIPS

**42** participants served during spring break at **5** different locations, including **3** domestic and **1** international.

**27** participants served during fall break at **4** different domestic locations.

**28** participants served during a summer service service trip in **2** international locations

**4** students did "summer of services" through the SERVE 231 course at **2** domestic and **2** international locations

## ANNUAL SERVICE DAY

**42** different service locations

**989** registered volunteers

Nearly **100** hours served



# ATHLETICS

Messiah Athletics claimed **8** Middle Atlantic Conference championships during the 2022-23 academic year, the first time Indoor Track and Field, Outdoor Track and Field, and Cross Country claimed the title in the same year.

**8** different Messiah Athletics teams competed in NCAA Championship or Postseason play (Field Hockey, Women's Soccer, Men's Soccer, Men's Cross Country, Women's Basketball, Wrestling, Men's Volleyball, and Women's Lacrosse) with Men's Volleyball making an historic run to the NCAA Final Four.

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

Messiah Athletics had **31** CoSIDA Academic All-District and **5** CoSIDA Academic All-American this year for stellar performances in competition and in the classroom.

Messiah was awarded the MAC Commonwealth Sportsmanship Award for both men AND the women for the **7<sup>th</sup>** straight year.

Messiah Athletics inducted **7** former student-athletes into the Messiah Athletics Hall of honor in February 2023

Messiah Athletics successfully implemented our “bookend” events to collectively bring student-athletes together through the Athletics Lift Off event in August and the MESPYS Awards in April

Messiah Athletics completed a second year of new development initiatives including team advancement councils and a FAN Advancement Council, helping to bring total donations in at over **\$300,000**.

“Falcon Flight School” was launched this year to provide professional presentations about numerous topics that SAAC selected such as mental health, career services, and nutrition for student-athletes.



# CAREER *and* PROFESSIONAL DEVELOPMENT CENTER

Of the 71% for whom we have verifiable data, **96%** reported being employed or in a graduate or professional program within 6 to 9 months after graduation (83% secured employment and 13% indicated graduate or professional school).

**2,017** undergraduate students completed a career coaching appointment in 2022-23. **100%** of the students who completed the post-appointment survey were satisfied and indicated they would recommend the CPDC to a friend.



**74** graduate students were seen for a total of **115** appointments, with Occupational Therapy, Counseling, and Physical Therapy programs producing the most appointments.



**297** undergraduate students completed an internship through the Internship Program in 2022-23. Students can now complete summer internships during one of three terms – early summer, full summer, and late summer. This requires more internship courses and meets the demand for more flexibility for students over the summer.

Each intern is evaluated by their supervisor through SkillSurvey at the mid-point of the semester. Messiah students rank highest in the “equity & inclusion” career competency, reflecting the way they treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect.

## The Internship Program in 2022-23 included these sites:

- ABC27/WHTM-TV
- Baltimore Orioles
- Caitlin’s Smiles
- Capital Blue Cross
- Dauphin County Criminal Investigation Division
- Hershey Entertainment & Resorts
- Hamilton & Musser PC
- Messiah Lifeways, Paxton Ministries
- Yellow Breeches Educational Center

# CAMPUS MINISTRIES



The Office of Campus Ministries creates opportunities for students to engage in meaningful Christian worship, discipleship, and spiritual formation. It's Spiritual Formation Model highlights a **“Being, Knowing, and Doing”** framework, along with this purpose statement: *“The Office of Campus Ministries exists to create opportunities for students to engage in meaningful Christian worship, discipleship, and spiritual formation.”*

## 49,328 chapel credits were earned by students in 2022-2023

Coordinated **43** employee-led small groups for chapel credit

**35** students received mentored experience in worship leadership

**50+** students served as leaders in peer ministry on campus

Provided more than **80** unique chapel services, for which students earned chapel credit.



# ENGLE CENTER

## Counseling services

**17** on-call responses

Average number of counseling sessions per client: **9.89**

**373** students served by Counseling Services for a total of 3688 total in-person counseling visits

Coordinated with *TimelyCare* to provide:

**420** Scheduled Counseling Sessions

**74** On-Demand Counseling visits through TalkNow

**71** Psychiatry Visits

- Engle Counseling increased its student engagement exponentially this year, partnering FIVE times with other departments to offer programs that engaged over 60 students, specifically strengthening their partnership with Messiah Athletics.
- Engle Counseling Director, Aubrey Kleinfeld, served as a University Partner with Milton Hershey School to provide professional development for their staff.
- The counseling team overall partnered with more than 35 on and off campus partners to provide outreach, consultation and education to the community.

5 full-time **Counselors**

4 full-time **Licensed Professional Counselors**

1 full-time **CAADC Counselor**

2 part-time **Nationally Certified Counselors**

2 MU **graduate interns** in the fall and 2 in the spring, along with 1 undergraduate intern in the fall



# ENGLE CENTER

## Health Services

*The Engle Center functions like an urgent care center, seeing a broad scope of diagnoses every day.*

### Health Services Staff

1 full-time Medical Director, DNP  
1 collaborating MD  
1 full-time Registered Nurse  
4 part-time Registered Nurses  
4 PRN nurses  
1 part-time Registered Dietician  
2 full-time front office staff (shared with counseling services)



Our Nutritionist, **McKenna Welshans**, obtained a new national certification as a Certified Specialist in Sports Dietetics (CSSD)

The health professional at the Engle Center strive to provide holistic and comprehensive care to the Messiah community. For more information, visit [messiah.edu/englecenter](http://messiah.edu/englecenter).

- Continued partnership with TimelyCare, a 24/7 no-cost telemedicine service for students, made it possible for every student to have access to health services around the clock, even when our office was not open.
- The staff participated in Service Day together with the counseling staff by spending the day working at the Mid-West food bank of Pennsylvania, a Christian non-profit foodbank out of Middletown, PA.
- COVID testing was offered for free in the office with a scheduled Nurse visit, along with Test-and-Go services for students with no appointment necessary. This was well received and utilized by the student body.
- 24% of the services provided by the student health center were to students identifying in underrepresented and international student groups.

# LIVING IN COMMUNITY

## — SHARED MISSION, — — COMMON GOOD —

Seeking to further our faith, enrich our knowledge and aspire toward lives of service, leadership and reconciliation.



Abiding by the Community Covenant and code of conduct benefits and supports our living-learning community.



# RESIDENCE LIFE

## APARTMENT RESIDENTS:

**79%** agreed or strongly agreed that they have had the opportunity to practice conflict resolution because of living in an apartment.

**59%** identified growth in the areas of stress management and coping skills through interactions with others in their apartment section, section events, and/or conversations with their RA

**65%** identified growth in the topic of self-sufficiency

**88%** noted growth in preparedness for life after college, noting improved living learning practices such as cooking, cleaning, completing chores, time management, financial management, communication, fulfilling personal responsibilities, living with roommates, and establishing personal independence as a result of living within apartment housing



# HOUSING SURVEY DATA RESULTS FROM 2022-2023

## UPPER CLASS EXPERIENCE

**73%** indicated they had learned healthy communication and respect from living with people who were different from them.

## FIRST YEAR EXPERIENCE

**67%** grew their stress management and coping skills.

**86%** felt supported through residence life and their floor dynamics.

## TRANSFER STUDENTS

**58%** responded they have grown their interpersonal skills.

**65%** have grown their college skills.

**94%** have grown in their life skills.



## SPECIAL INTEREST HOUSING STUDENT DATA

**100%** indicated their housing allowed them to have impactful conversations with someone regarding life after college, and that their life skills grew as a result. These life skills included cooking, grocery shopping, time management, money management, budgeting, cleaning and organizing, communicating and conflict resolution, self-sufficiency, and independence.

# OFFICE OF STUDENT ENGAGEMENT

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**633** students were oriented in the Fall and Spring of 2022-2023

**80** students served as orientation leaders

Supported more than **70** clubs and organizations.

**5** holiday shuttles were offered, assisting more than **45** different students with travel plans

Synergy launched facilitations, working with **160+** students in leadership and team development.

**70** clubs, organizations and offices attended the 2022 Fall Engagement Fair

**22** different commuter events were planned to support commuter students including free coffee mornings, commuter luncheons, and several large-scale events such as a fall visit to Paulus Orchard and a spring picnic.



Supported **5** different Esports Teams with competitive programming. Currently Messiah's Esports team competes with League of Legends, Overwatch, Hearthstone and Rocket League.



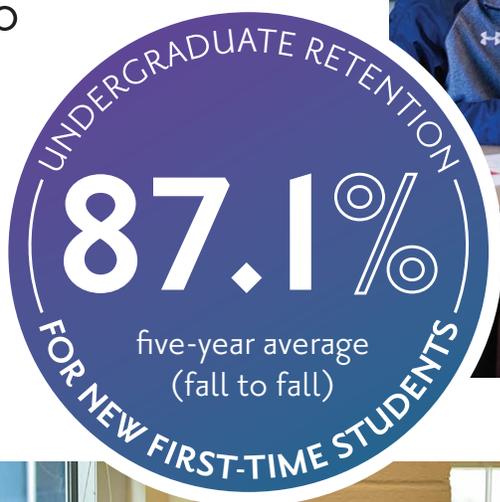
Messiah Esports coach and coordinator of MU's esports program, **Theresa Gaffney**, is one of the few female head coaches in the country for collegiate esports teams.

# OFFICE OF STUDENT SUCCESS

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## Mission Statement

The mission of the Office of Student Success is to empower students with the resources and care they need in order to be successful at Messiah.



## Intramural Sports

Nearly **1000** participants in more than **735+** games and competitions

Outdoor Volleyball

Pickleball

Flag Football

5x5 Basketball

3v3 Basketball,

Dodgeball

Wiffleball

7v7 Soccer

Fitness center is **14,000** square feet & open **95** hours a week

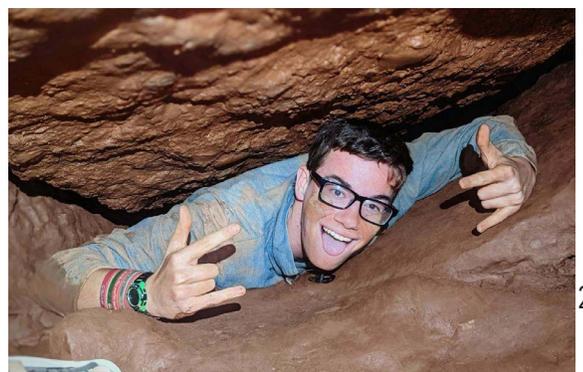
Over **100,000+** student visits throughout the year

## WELLNESS & RECREATION



Over **400** group exercise classes offered each year: Spin, Core, HIIT, Zumba, Yoga, Pilates, Functional Fitness, and more

**Outdoors Club** offers a range of on and off campus adventure trips including rock climbing, paddle sports, outdoor spin, caving, and more.









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DIVISION OF  
STUDENT SUCCESS AND  
ENGAGEMENT

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