

# OFFICE OF LEADERSHIP & ENGAGEMENT

END OF YEAR REPORT

2023-2024

**NAU** NORTHERN ARIZONA  
UNIVERSITY

Student Affairs



# ABOUT US

The Leadership & Engagement office at Northern Arizona University brings together student organizations, student leaders, fraternity & sorority life, and engagement events and programs to support and deepen the holistic student experience. Involvement and engagement allow students to enrich their academic and social experience at NAU. We are THE HUB for students interested in connection, leadership, involvement, and service.

Grounded in our commitment to the values of belonging, equity and access, wellbeing, leadership, and service we engage and support our students as they build a community within their student organizations and develop as leaders.

The Leadership & Engagement staff are committed to supporting and developing high-impact experiences that complement Lumberjack academic endeavors.



# OUR VALUES

## Belonging

We foster experiences and environments that create paths for every student to feel a strong sense of belonging and recognized as a valuable member of the Lumberjack community.

## Equity & Access

We advocate to reduce systemic barriers and create equitable access to opportunities for all students. We strive to create pathways to student engagement that are intentional and empowering.

## Wellbeing

We approach each student interaction holistically with a focus on people achieving their full potential where they live, learn, work, and play. [Live Well NAU](#)

## Leadership

We are champions of accessibility for all to identify as leaders. We advocate for inclusive leadership, cross cultural competence, and guiding students to make positive differences in society.

## Service

We contribute to the greater good and are focused on giving back. We inspire stewardship of people, resources, and our community.



# LEADERSHIP

- EDGE Leadership Program
- Black Leadership Summit
- Presidential Leadership Fellows
- Hispanic Latine Leadership Program
- Gold Axe Awards





# EDGE LEADERSHIP PROGRAM

- **82 participants**
  - 28 first-generation students
  - 64 in-state, 18 out-of-state
- **Participant testimonials**
  - “I highly recommend the EDGE program for all students at NAU. If I didn’t do this program, I wouldn’t have been so comfortable on campus.”
  - “I feel more connected with others from the program and have made friendships with them outside of the program.”
  - “The program has given me a head-start with leadership skills and knowing my way around campus and because of this I can help other new students or family members make their way around campus.”
  - “EDGE taught me the importance of inclusivity, and how it is a complex process that takes working towards. It was a very judgment free environment, best for learning and making connections. I learned about all the resources and organizations around campus. I feel I can help myself and my peers using what I know about campus resources. I know about the importance of getting involved on campus and all the ways to do so. “
- **Program highlights**
  - Leadership Challenge Rotation had many students engaged, interacting with one another, connecting with facilitators, and wanting sessions to last a little longer
  - Participants highly praised the EDGE Leaders for their commitment to serve and help create a smoother transition to NAU
  - Participants enjoyed all leadership concepts, including Student Diversity Training and group activities, helping them reflect on their overall leadership style and build community





# BLACK LEADERSHIP SUMMIT

- **64 participants**
  - 43 students
  - 19 NAU Faculty/Staff
  - 2 Non-NAU Affiliates
- **Keynote Speaker:** Ebone Bell
- **Program highlights:**
  - The keynote speaker did a great job connecting with students, faculty, and staff. They had the opportunity to mingle with everyone and take pictures
  - Guest presenters' sessions were extremely informative and engaging. Some, if not all, had an activity that got everyone moving and interacting with each other
  - Positive experience with space and catering

The Office of Inclusion, the Office of Leadership and Engagement, and the Black Student Union present

## NAU Black Leadership Summit

**Saturday, February 3**  
11am – 5pm Du Bois Ballroom

Join us to explore more about true leadership and celebrate Black joy during our breakout guest speaker series, where speakers will dive into their leadership style and journey. Free food will be available.

Please contact [inclusion@nau.edu](mailto:inclusion@nau.edu) for more information.

Register at: [nau.edu/BLSReg](http://nau.edu/BLSReg)





# PRESIDENTIAL LEADERSHIP FELLOWS

- A semester-long cohort program designed for sophomores/juniors
- **13 participants** (5 identify as first-generation students)
- **Program highlights:**
  - Students in PLF were able to interact with President Cruz Rivera as well as other members of the President's cabinet, where they learned diverse leadership strategies
  - Members of PLF were able to share their personal experiences in leadership and gain new ideas from one another (positive effect on the small cohort model)
  - These student leaders gave back to the Flagstaff community during PLF by sending Holiday cards to The Peaks, a Senior Living Community, and sorting clothes for the Flagstaff Homeless Shelter
  - Students were highly active with the leadership lessons and activities, energetically applying the concepts to situations outside of the leadership training
  - The program successfully covered all 5 leadership concepts: inspire a shared vision, encouraging the heart, modeling the way, challenging the process, and enabling others to act



# HISPANIC LATINE LEADERSHIP PROGRAM

- Pre-survey indicated a rating of 7.6 in a 1-10 scale of confidence in student leadership skills. Post-event survey had 8.8 rating.
- **Student testimonial**
  - “It enabled me to develop friendships with other Hispanic/Latine student leaders across campus and gave me the knowledge that I had that support system when I needed it.”
- **Fall 2023 participants – 110** (staff, faculty, and students)
  - **Program highlights**
    - HLLP has a wide variety of presenters facilitating different topics related to leadership, engagement, and academic
    - Guest speakers President Cruz Rivera and Dr. Rima Brusi did a great job connecting with the audience and talking about their leadership experience and “**cultura**”
- **Spring 2024 participants – 68** (staff, faculty, and students)
  - **Program highlights**
    - Presentations were conducted for students by students on topics impacting current and emerging leaders on campus
    - Communities beyond the Hispanic/Latine identity were represented via presentations including "Representing the Unrepresented: Increasing Visibility for Underrepresented Communities" and "Embracing Intersectionality: Navigating Cultural and LGBTQ+ Identities in Higher Education"
    - The conference has now occurred three times in the past 18 months and has seen students return for a second event and in some cases students have attended all three
    - Feedback given from students at this session has included that students "feel seen", they "are appreciative of the opportunity to connect with their community while developing their skills"





# GOLD AXE AWARDS

- **Fall 2023** – 39 applicants, 21 recipients
  - 7 recipients identify as first-generation students
- **Spring 2024** – 368 applicants, 45 recipients
  - 18 recipients identify as first-generation students
- **Committee info**
  - 24 committee members representing various NAU departments, including statewide/online
- **NAU Review spotlights**
  - Fall 2023 - <https://news.nau.edu/gold-axe-2023/>
  - Spring 2024- <https://news.nau.edu/gold-axe-may-24/>



# ENGAGEMENT

- Student Clubs & Organizations
- Fraternity & Sorority Life
- Get Involved Program
- Homecoming





# STUDENT CLUBS & ORGANIZATIONS

- **Events/Meetings**
  - Reviewed/approved 7,734 club events/meetings (7,079 in 2022-2023)
- **28 newly registered clubs**
- **336 active clubs/chapters as of 04/01/2024**
- **Student Organization Training Summit**
  - President Training – 8/7 & 8/9/2023
  - Advisor Training – 8/8/2023
- **6 meetings with advisors/presidents to discuss key topics including:**
  - Homecoming, service hours, funding, cultural appropriation, careers, wellness, mental health, club management, and more
- **Student Organization Service Day**
  - 225+ student participants cleaning up areas of community
  - Featured in [NAU Review](#)





# STUDENT CLUBS & ORGANIZATIONS

## Club highlights

- Esports attended national gaming competition
- Model UN attended conference in Madrid and received multiple individual awards and honorable mentions
- NAU Rocket Club featured in NAU Review for designing and building drones, and competing in First Nation's competition
- Skate Club hosted skate nights with many community partnerships

## Lumberjack Club Storage

- Launched a free storage resource for clubs in collaboration with ASNAU

## High Pines Awards

- Recognized 20 clubs/individuals at the annual awards for student organizations in collaboration with ASNAU

## Room Reservation Fund

- A new resource for clubs to access financial support for rooms on campus supported by ASNAU and STAC
  - \$40,389.05 spent this year



# LUMBERJACK CLUB FAIRS

## Club participation

- August 25 – 112 organizations
- August 27 – 109 organizations
- September 12 – 116 organizations
- January 17 – 76 organizations
- January 25 – 77 organizations

## First Year Involvement Night

- Collaborated with FYE and SUN entertainment; first time hosting event focused on first year engagement in clubs
- Total participants: **1,137+**

**New collaboration with NAU Athletics on 1/25 – 449 student attendees**



# STUDENT ORG CONDUCT

For a comprehensive list of organizations under investigation, or who have recently been found responsible for violations of the Student Code of Conduct, please visit:

[Student Organization Conduct & Accountability](#)





# FRATERNITY & SORORITY LIFE

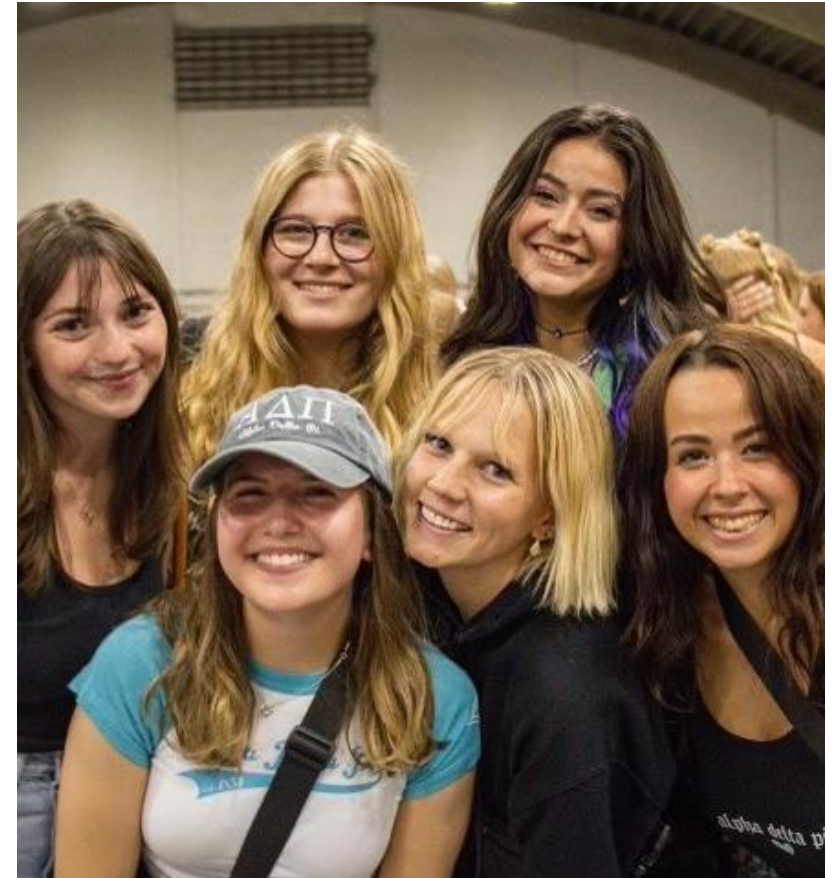
- **25 active chapters**
- **Two chapters to be added in Fall 2024**
  - IFC Chapter: Alpha Tau Omega
  - UGC chapter and Asian-founded sorority: Alpha Phi Gamma
- **2,834** chapter events/meetings
- **\$315,782** raised for local and national philanthropies
- **19,697** community service hours completed
- **Fall 2023 GPAs**
  - Sorority average – 3.33 (All NAU women 3.37)
  - Fraternity average – 2.89 (All NAU men 3.13)
  - All Greek average – 3.11 (All NAU 3.28)





# FRATERNITY & SORORITY LIFE

- **President's Meetings**
  - Focused on hazing prevention, alcohol and drug dialogues, philanthropy, and risk management.
- **Event Highlights**
  - Game Night
    - Partnership with Health Promotion to educate on safer drinking habits and sexual assault prevention
    - 97 participants in Fall, 80 participants in Spring
  - Order of Omega Awards Banquet – 100 participants
  - CPC Career Development Workshop – 50 participants
  - UGC Spring into Action service project – 15 participants
  - Meet The Greeks – 300+ participants
- **Greek Leadership Summit**
  - 144 attendees
  - Partners included Career Development, Health Promotion, Center for Inclusive Excellence and Access



# FRATERNITY & SORORITY LIFE

## ▪ Recruitment

- 430 male identifying students participated in IFC recruitment process
- 550 female identifying students participated in CPC recruitment process
- 21 participated in UGC intake process

## ▪ Chapter Highlights

- Pi Kappa Alpha (PIKE) Fraternity hosted a breast cancer walk in October to bring awareness and support to women's health and early screening and support Leadership and Engagement Assistant Director Marissa Griffin going through breast cancer. More than \$10,000 was raised.
- Sigma Chi Fraternity raised over \$73,755 for Huntsman Cancer Foundation and placed in the top 5 for fundraising out of 244 active Sigma Chi chapters in the country.
- Alpha Phi Sorority won the Outstanding Member Education and Programming award at their national convention out of 175 other chapters all around the country.
- Chi Omega Sorority was featured in their national magazine that goes out to all members and alumni nationwide which is around 411,000 women highlighting their engagement efforts, campus support, and sisterhood.
- Kappa Delta Chi Sorority Inc. has 21 members- the biggest class in 10 years.
- Gamma Alpha Omega Sorority Inc. was able to travel to a regional conference and connect with members at a larger support system.
- Omega Delta Phi Fraternity, Inc. re-established on campus after a year





# FRATERNITY & SORORITY LIFE

- **Standard of Excellence**
  - 22 chapters completed the program which utilizing the Live Well Program to encourage wellness in each chapter/individual.
  - Some trainings/programs included: NARCAN training, hiking, academic study sessions, community cleanups, resume building, and financial workshops
- **FSL Highlights**
  - CPC selected by NPC to receive free marketing on social media to support recruitment
  - Eight FSL students chosen for Gold Axe Awards
  - **Order of Omega returns**
    - Greek Honor Society re-established after a 3-year hiatus
  - **DYAD Report**
    - Report is creating bridges with administration and FSL community
  - **Dan Fail – NIC representative consultation**
    - Evaluated and provided recommendations to IFC community
  - **Screen U**
    - 21 chapters completed the alcohol harm reduction training
  - **Burritos with the Dean**
    - Allowed chapter presidents to build connections to Dean of Students
  - **Wear your Letters Wednesday**
    - Kicked off a program where Greek students are encouraged to wear their chapter letters each week in comradery



# GET INVOLVED PROGRAM

- Supported by an Elevating Excellence Grant, the Get Involved Program supported a full-time Program Manager and 10-12 Get Involved Ambassadors in connecting students to clubs, planning a leadership program, and supporting our cultural clubs. The Program Manager also served as the scholarly advisor to Dream students.
- **Ambassador Testimonial:**
  - “I’ve been able to use my experience of being involved on campus to help fellow students find different clubs and organizations that make them feel at home just as I do in my clubs and orgs. I believe that helping students find a community on campus gives them a reason to stay and want to do good in class and in the community.”

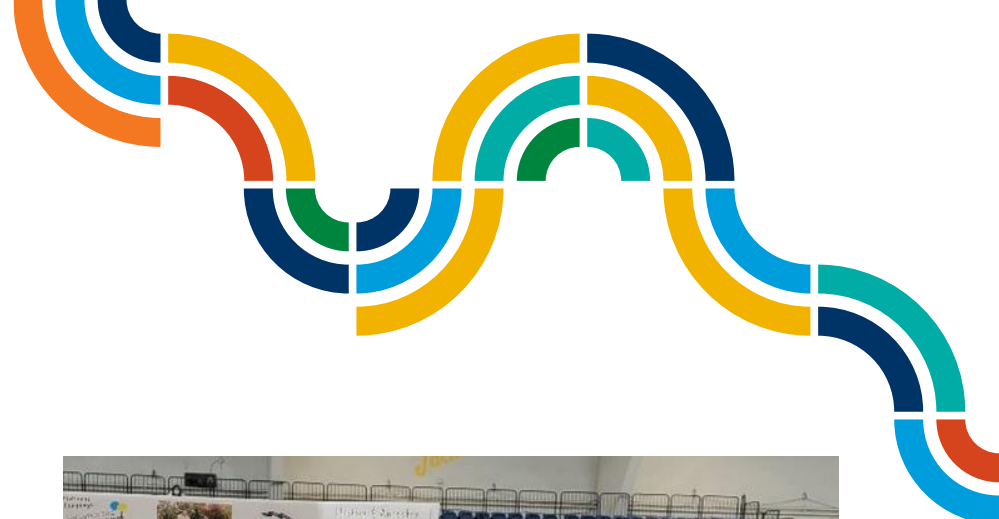


# GET INVOLVED PROGRAM

- Que Pasa events: **679** total attendees
- Celebracion de NAU: **269** attendees
- Get Involved Nights: **283** total attendees
- Support for **8** Dream.US scholars
- Ambassadors tabled at more than **50** campus events
- **1,700+** snacks provided to students during finals week in partnership with Louie's Cupboard
- Featured in the [NAU Review](#)







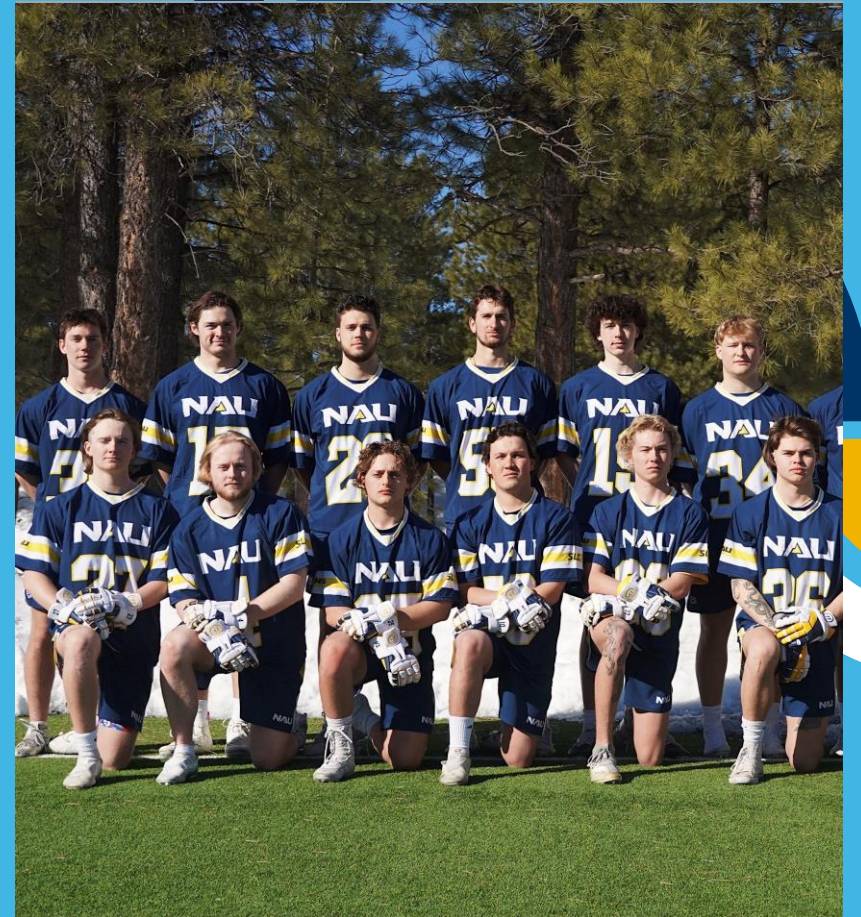
# BEFORE VS. AFTER EE GRANT

Population	Before Involvement %	After Involvement %	Percentage Point Increase
Hispanic Latine	18%	29%	11%
Black/African American	15%	24%	9%
Asian	25%	24%	-1%
American Indian/Alaska Native	14%	27%	13%
Native Hawaiian/Oth Pac Isl	17%	25%	8%
Two or more	22%	31%	9%
White	22%	34%	12%





**Goal**  
**INCREASE INVOLVEMENT**  
**FROM 22/23 INVOLVEMENT TO**  
**23/24; WITH AN EMPHASIS**  
**ON LATINE STUDENTS**



# Involved Students @ Mountain Campus

**7,566**  
of Spring 2024 Enrolled  
students have been involved



**Up 8.9%**  
**from last**  
**year**

Academic Level	% of Involved Students
Freshman	25%
Sophomore	36%
Junior	33%
Senior	33%
Graduate	19%

IPEDS Ethnicity	Spring 22	Spring 23	Spring 24
American Indian/Alaska Native	2.1%	2.3%	2.5%
Asian	3.0%	2.9%	3.1%
Black/African American	2.3%	1.9%	2.0%
Hispanic/Latino	22.7%	22.1%	21.3%
International	1.5%	2.6%	2.9%
Native Hawaiian/Oth Pac Island	0.2%	0.2%	0.1%
Not Specified	0.9%	0.8%	1.2%
Two or More	5.9%	5.5%	5.9%
White	61.3%	61.7%	61.1%

Sex	Involved
Female	63.0%
Male	37.0%





# Goal

**STUDENT INVOLVED IN AT LEAST  
ONE ORGANIZATION HAVE A FALL  
2023 SEMESTER GPA HIGHER  
THAN THE NAU MOUNTAIN  
CAMPUS AVERAGE GPA**





# FALL 2023 FTF COHORT



**3.18**

**Involved Students  
Fall GPA**

**VS**

**3.01**

**Entire Cohort  
Fall GPA**



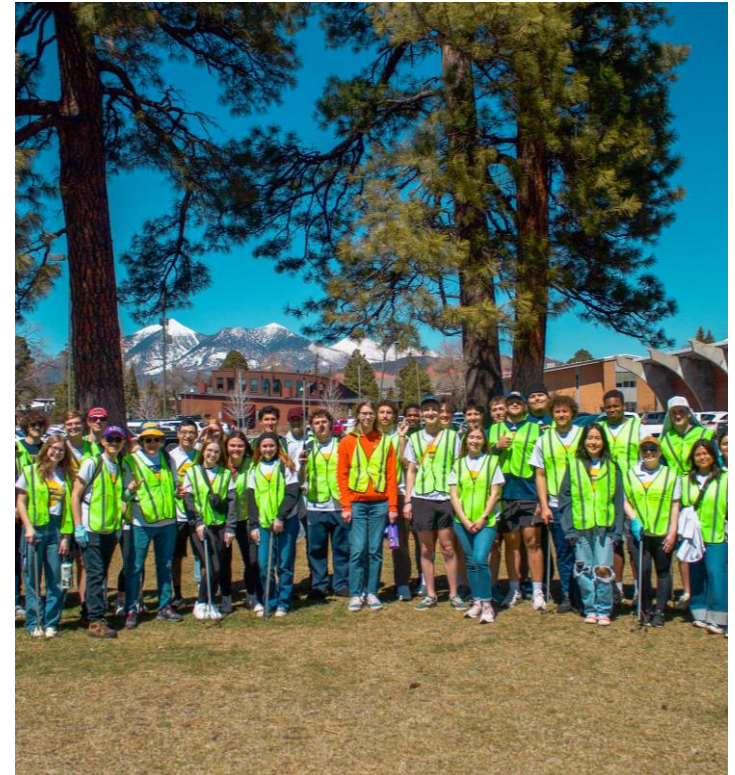
**94.8%**

**Involved Students  
Fall to Spring  
Retention**

**VS**

**91%**

**Entire Cohort  
Fall to Spring  
Retention**





# Goal

**STUDENTS IN A CLUB OR  
LEADERSHIP PROGRAM HAVE  
HIGHER PERSISTENCE  
COMPARED TO NON-  
PARTICIPANTS**





# 4-YEAR GRADUATION RATE

**62.0%**

Involved Students  
Fall 2018 FTF

VS

**43.7%**

Entire Cohort  
Fall 2018 FTF



**18.3**

Percentage Point  
Difference

**64.7%**

Involved Students  
Fall 2019 FTF

VS

**43.0%**

Entire Cohort  
Fall 2019 FTF



**21.7**

Percentage Point  
Difference

## 4-YEAR GRADUATION RATE, OUT OF STATE STUDENTS

**59.4%**

Involved Students  
Fall 2018 FTF

VS

**40.8%**

Entire Cohort  
Fall 2018 FTF



**18.6**

Percentage Point  
Difference

**60.1%**

Involved Students  
Fall 2019 FTF

VS

**38.7%**

Entire Cohort  
Fall 2019 FTF



**21.4**

Percentage Point  
Difference

## 4-YEAR GRADUATION RATE, HISPANIC/LATINO (IPEDS)

**59.8%**

Involved Students  
Fall 2018 FTF

VS

**39.8%**

Entire Cohort  
Fall 2018 FTF



**20.0**

Percentage Point  
Difference

**63.3%**

Involved Students  
Fall 2019 FTF

VS

**38.7%**

Entire Cohort  
Fall 2019 FTF



**24.9**

Percentage Point  
Difference





# Goal

**STUDENTS IN A CLUB OR  
LEADERSHIP PROGRAM  
HAVE HIGHER SENSE  
OF BELONGING COMPARED TO  
NON-PARTICIPANTS**



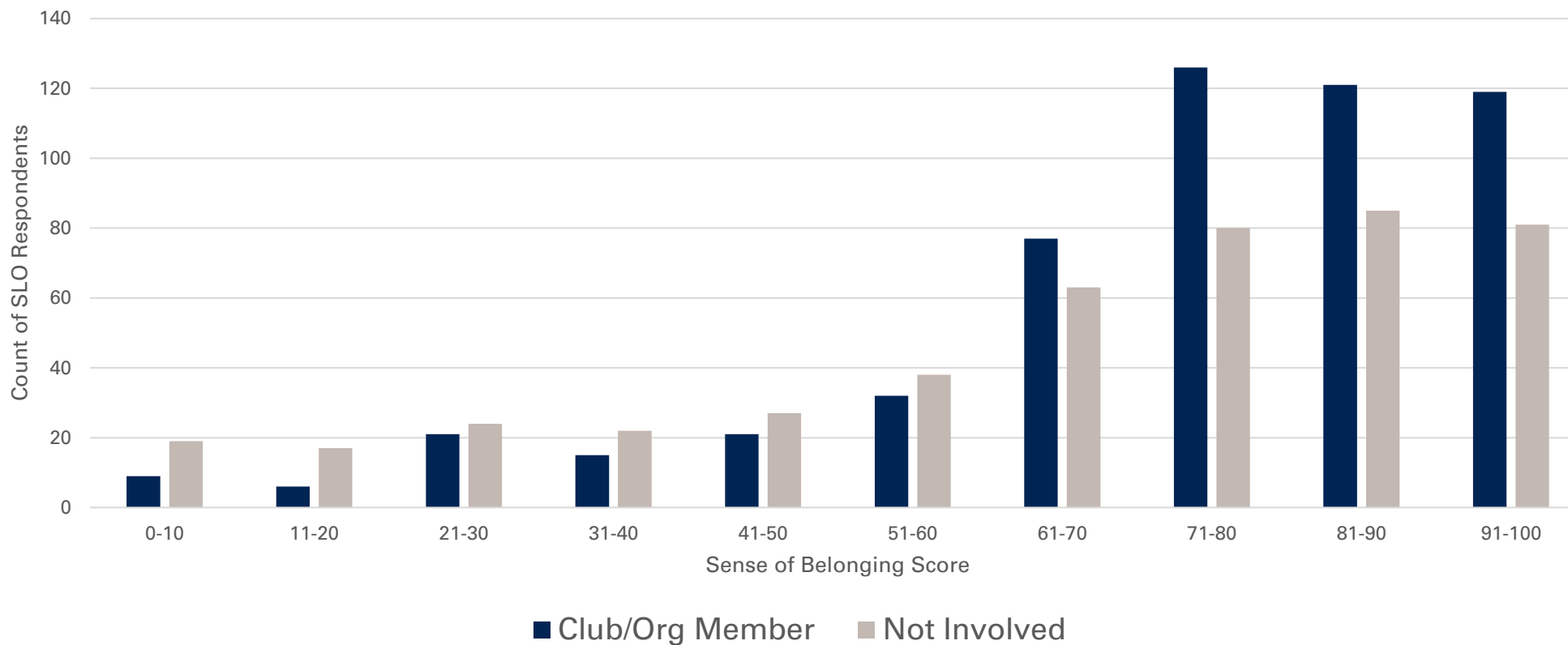


STUDENTS INVOLVED IN CLUBS + ORGS  
HAD AN AVERAGE SENSE OF  
BELONGING OF **74/100**

**Higher** THAN NON-INVOLVED  
STUDENTS, 67/100



# SENSE OF BELONGING





# HOMECOMING: FLANNELS & FLAPJACKS

- 579 student check-ins
- 2,250 pancakes served
- Partnered with SUN, Health Promotion, Campus Recreation and American Campus Communities
- Event is an alternative activity offered during the downtown non-NAU activities



# LUMBERJACK LOUNGE

- 104 total events hosted
- 15 Fall partnerships, 23 Spring partnerships
- Average student visitors per week - 128

## Theme Thursdays

- Designed to connect students to various departments, Theme Thursdays were a fun way for staff share resources during strategic times of the semester, while dressing up based on the theme.





# GET INVOLVED LOUNGE

On 4/26/24 we cut the ribbon to kick off a new era of involvement. With a dedicated space, clubs can see themselves in the NAU physical space. In partnership with the NAU Alumni Board and Foundation Board, we celebrated involvement and look forward to future programs and student utilization of the space.





# LESSONS LEARNED

## Staff Dynamics

With 2 staff members out in the Fall, we learned the importance of cross-training, trust, and teamwork.

## Individual Consults

Understanding that managing a club can include many challenges/hurdles, becoming available for online/in-person consultations have benefitted clubs/orgs/chapters on how to run their communities and get their questions answered

## Advisors are Critical

Awareness of a need to have club advisors be more engaged with their communities to assist in different situations (e.g., recruitment, misconduct, resource awareness)

## Sharing Our Story

There are numerous stories to share in our area, and we need to take the time to ensure the university is aware of the incredible impacts of clubs, Greek chapters and leadership programs.



# OTHER ACCOMPLISHMENTS

## Room Reservations Fund

Finances continue to be the number one hurdle of clubs. In collaboration with ASNAU and STAC, we launched a \$50,000 fund to support clubs in paying for room reservations.

## Launch Club Storage

In collaboration with ASNAU, we are meeting a need expressed by many clubs: storing their club materials.

## Showcase of Strategies

The L&E team won two awards during this event where we showed the how involvement helps students navigate NAU life.

## NAU Review

Multiple features in NAU Review on gold axe, Greek life, and involvement.



# CAMPUS COLLABORATIONS

Our partnerships are essential to our story. Here is who we worked with this year:

- Health Promotion
- Unions and Student Activities
- Office of Inclusion
- Indigenous Student Services
- Alumni Engagement
- NAU Foundation
- First Generation Student Programs
- Campus Recreation
- Transfer & Online Connections
- Career Development
- ASNAU
- Athletics
- First Year Experience
- Campus Living
- Strategic Initiatives and Operations
- University Events
- Enrollment Management
- Student Rights & Responsibilities
- University Advising
- Honors
- SUN Entertainment
- University Marketing
- Individual clubs
- Financial Aid
- And more!





# COMING SOON

Identify Leadership & Engagement strategic initiatives aligned with Student Affairs and NAU priorities.

Identify and implement assessment tools to capture outcome data for programs.

Hiring a Coordinator, Sr. to support student organization development and ASNAU activities.

Implementation of new initiatives to align with RAISE #9 efforts and support student connection to involvement.

Launch and management of the Get Involved Lounge.

Reimagined Lumberjack Club Fair.

New Member Education for new Greek students.





