

THE DIVISION OF  
UNIVERSITY LIFE

# IMPACT REPORT 2023 - 2024



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# A MESSAGE FROM THE VICE PROVOST

On behalf of the Division of University Life, I am pleased to present the 2023-2024 University Life Impact Report. This report illustrates our commitment to enhancing the student experience and fostering a vibrant, supportive, and inclusive community here at Penn.

As I reflect on my first year as Vice Provost for University Life, I am deeply grateful for the opportunity to work with such caring and talented colleagues who are dedicated to supporting our students on their educational journey. Through collaboration with our campus partners, and by working directly with students, University Life led numerous initiatives aimed at supporting the holistic development of our students. This includes ensuring their well-being while promoting engagement, inclusivity, and resilience across campus – all of which are firmly rooted in our division’s four guiding principles and aligned with Penn’s broader strategic priorities.

I am extremely proud of the transformative work we accomplished despite a challenging year for our university community, and many others around the world. This Impact Report highlights our team’s accomplishments and showcases the meaningful impact that our various programs, resources, and services have on the Penn community. I encourage you to explore its pages and share it with others.

As we look ahead, we remain committed to cultivating a community where students can confidently embrace their identities and pursue their aspirations. We value your continued partnership in support of this mission and your engagement with University Life. Together, we are shaping a brighter future for every student at Penn.

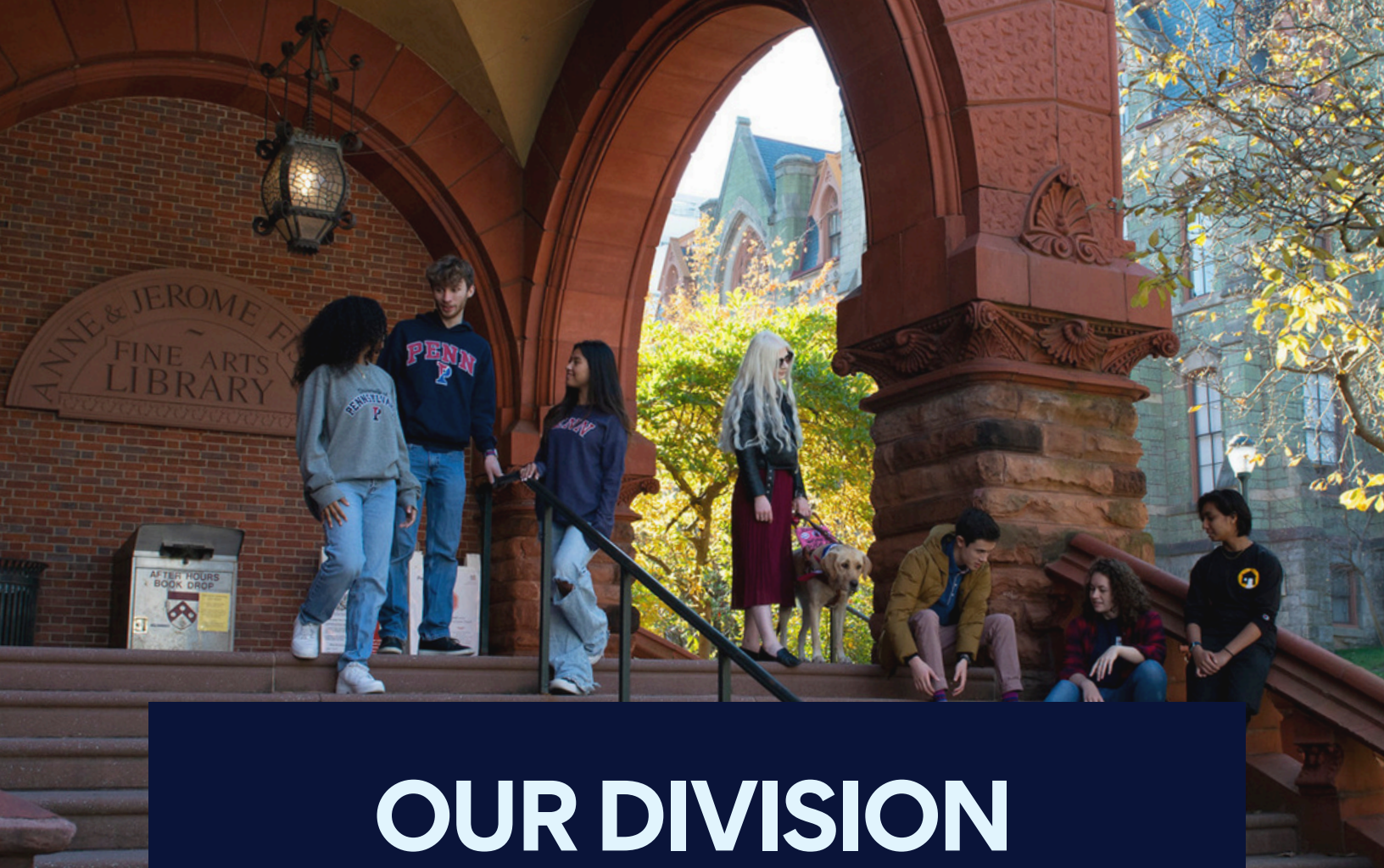


Karu Kozuma, Ed.D.  
Vice Provost for University Life



**KARU  
KOZUMA**

Vice Provost, University Life



# OUR DIVISION

## ABOUT

The departments that make up University Life collectively cultivate an inclusive campus environment where students grow intellectually, engage in meaningful experiential opportunities, and deepen intercultural understanding for a life of meaning and purpose.

- Career Services
- Community Care
- Office of Inclusion Initiatives & Social Justice Education
- Makuu: The Black Cultural Center
- Naval Reserve Training Corps
- Office of Fraternity & Sorority Life
- Office of Student Affairs
- Penn Violence Prevention
- Platt Student Performing Arts House
- Strategic Planning & Operations
- Student Intervention Services
- Space & Events
- The Albert M. Greenfield Intercultural Center
- La Casa Latina: The Center for Hispanic Excellence
- Lesbian Gay Bisexual Transgender Center
- The Pan-Asian American Community House
- The Penn Women's Center
- Weingarten Center

# FISCAL YEAR 2024 BY THE NUMBERS

**23,925+**

**STUDENTS SERVED**

**800+**

**STUDENT  
ORGANIZATIONS  
SUPPORTED**

**434+**

**PROGRAMS**  
ENCOMPASSING  
ACADEMIC SUPPORT,  
CULTURAL EVENTS,  
LEADERSHIP WORKSHOPS,  
AND COMMUNITY SERVICE  
INITIATIVES

**705**

**PROCESSED  
APPLICATIONS FOR  
EMERGENCY FUNDING**

**145**

**REGISTERED STUDENT  
EVENTS**

**8,414**

**ACCOMMODATED  
TESTS ADMINISTERED**

**151**

**FULL-TIME STAFF**

The Division's efforts have significantly contributed to the well-being, safety, and academic success of the Penn community. Our initiatives have fostered a sense of belonging, promoted cultural competence, and provided essential support services, thereby enhancing the overall student experience.



# A LIFE OF MEANING & PURPOSE

University Life fosters environments and opportunities that empower students to lead lives filled with purpose. By intentionally focusing on engagement activities and leadership development initiatives, students are prepared to face the challenges of an ever-changing world with confidence and resilience. Over the last year, University Life provided a diverse range of offerings, from career-oriented support to cultural enrichment and service learning, that broaden student perspectives.

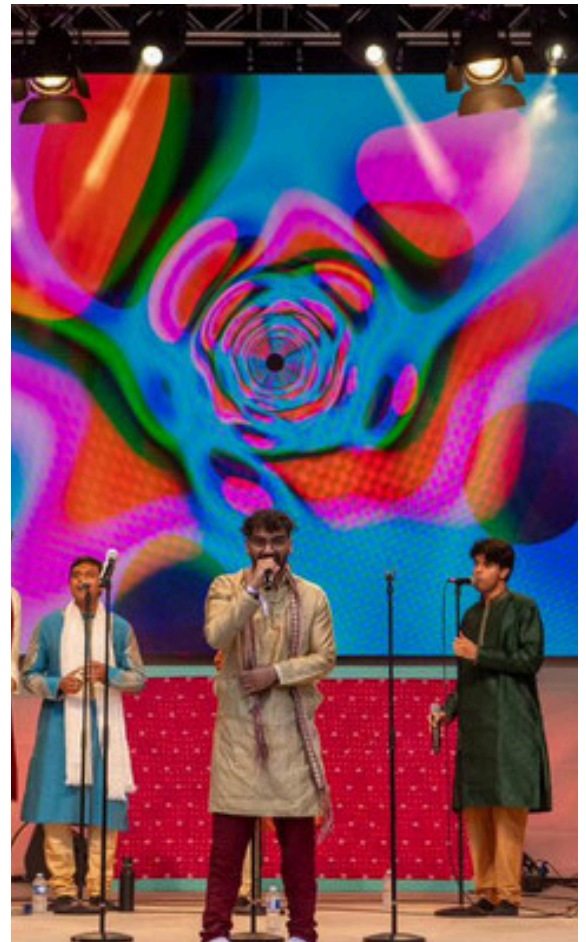
## LEADERSHIP DEVELOPMENT AND STUDENT ENGAGEMENT

This fiscal year, Career Services awarded \$541,000 to students for summer internships and research opportunities, enabling them to gain hands-on experience in their fields of interest and enriching their academic experience.

Makuu: The Black Cultural Center led 30 Robeson Cooper Scholars, who participated in weekly programming with topics covering “Black Joy & Wellness,” time management, social impact, and post-Penn planning strategies.

NROTC faculty taught seven Naval Science courses, facilitated 17 Naval programs, and conducted countless hours of advising and mentorship. These efforts resulted in the commissioning of 10 U.S. Navy and Marine Corps Officers.

Fraternity and Sorority Life (OFSL) encouraged chapters to explore personal growth and community engagement through programming, such as service days and events. Their “Service Leadership Initiative” pairs chapters with nonprofits to address social issues, fostering community responsibility among members.



# A LIFE OF MEANING & PURPOSE CONTINUED

The Office of Student Affairs (OSA) works to support over 800 student groups through programmatic guidance, educational trainings, and fiscal responsibility, which includes facilitating over \$5MM on behalf of graduate and undergraduate assemblies.

This year, in addition to creating more inclusive Senior Honor Awards that removed gender considerations, OSA successfully hosted campus traditions like Ivy Day, Hey Day, Spring Fling, U-Night, and more.

## Platt Student Performing Arts House

**1,400**

Students involved in the performing arts

**9,000**

Show attendees

**1,700+**

Tickets donated to students and community organizations



# DIVERSITY, EQUITY, INCLUSION & BELONGING

In fiscal year 2024, various initiatives were led to address bias, uplift diverse voices, and promote inclusivity.

The Office of Inclusion Initiatives and Social Justice Education (IISJE) organized over 30 workshops covering topics like community building and equity, and fostering understanding and engagement across differences. Participants found the workshops effective in creating safe spaces for dialogue and improving communication skills.

Casa Latina significantly advanced cultural awareness and inclusivity through events like the Latinx Graduation Ceremony, Latinx Heritage Month, and Dia de los Muertos. These events, organized in partnership with entities such as the Graduate Student Center and the Association of Latino Alumni, have broadened their impact, fostering a more inclusive campus environment.

The LGBT Center also contributed to increasing diversity and inclusion, notably through its Scholars-in-Residence program. This annual program featured three Philadelphia-based scholars and nine events, attracting over 300 attendees that included community-driven queer activists. Additionally, the Center's family dinners welcomed over 800 participants, enhancing community connections.



The Weingarten Center promoted accessibility through the 22nd Annual Disability Symposium and the Women in STEM Symposium, focusing on mentorship and collaborative support for students with disabilities. These initiatives, alongside ongoing efforts from all University Life departments, reflect our commitment to fostering an inclusive and respectful campus.

These are only a small handful of examples of how themes of diversity, equity, inclusion, and belonging guide our work every day.



# DIVERSITY, EQUITY, INCLUSION & BELONGING CONTINUED

**7,525**

Approximate # of students served  
in DEIB Initiatives



**2,500 +**

Participants in Cultural Resource  
Center workshops

## AMPLIFYING VOICES & EXPERIENCES

Our annual Cultural Heritage Celebration programming, such as Festival Latinx, Kwanzaa, and Lunar New Year, highlight diverse cultures while engaging hundreds of students and alumni.

The Penn Women's Center celebrated their 50th Anniversary, commemorating a half-century of empowerment, advocacy, and community through notable events and symposiums over the course of the year.

The Pan-Asian American Community House (PAACH) significantly increased support for Asian graduate and international students, who were historically underrepresented in PAACH's mission. Key initiatives included a dedicated Graduate Open House for over 300 attendees and an Asian Graduate Students Welcome Back Reception for over 250 attendees.

Makuu: The Black Cultural Center co-created space with Alumni Relations to amplify UMOJA student coalition's 25th anniversary, which serves as a launching pad for their own 25th anniversary celebrations the following fiscal year.

## WORKSHOPS & TRAININGS

The Cultural Resource Centers collectively held over 45 workshops and trainings for individual students, student groups, staff, and faculty to cultivate understanding and belonging within the Penn community.

The Greenfield Intercultural Center facilitated numerous workshops designed to enhance cultural competency at Penn. Examples include "Facilitating Leadership Identity & Building a Sense of Community," "Food, Culture, and Conversations: Hmong Egg Rolls," and "Job Hunt Guide for Young Professionals of Color at Penn GSE."

# A CULTURE OF CARE & SUPPORT



Supporting the well-being of our students has always been a central tenet of our mission. This year, we continued to strengthen our efforts to create a nurturing environment that prioritizes student care through a focus on harm reduction, peer-led support programs, crisis intervention services, and community care.

University Life remains steadfast in its commitment to fostering a culture of care and support for all students at Penn.

The Student Intervention Services (SIS) team played a pivotal role in supporting student well-being. They provided crisis intervention, case management, and consultation to support more than 750 students. The issues of concern most frequently noted were academic and health concerns, including mental and emotional health, and leaves of absence. SIS's case management work included coordinating with hospitals, assisting parents of international students, meeting regularly with students, advocating for academic allowances, and conducting wellness checks.

Additionally, through the Townsend Fund, the LGBT Center provided students with grants to help support their access needs to gender affirming care while providing confidential resources, one-on-one student support, and community advisement.

# A CULTURE OF CARE & SUPPORT CONTINUED



**2,493**

Consultations provided by Weingarten Learning Specialists for undergraduate, graduate, and professional students.

- ▶ Student Intervention Services, in collaboration with student leadership and Undergraduate Assembly funding, established a student organization for peer-led grief support.
- ▶ As part of a focus on community care, University Life institutionalized protocols to manage student risk during active weekends like St. Patrick's Day. Through support of over 450 registered social events, unregistered events decreased by 40%.
- ▶ Penn Violence Prevention provided consent-based education to 2,400 incoming first-year students through New Student Orientation Consent Circles, providing a confidential setting for students to discuss questions regarding relationship and sexual violence while sharing resources.
- ▶ The University Life Cultural Resource Centers' Wellness Fair, which included "Goats and Good Vibes," engaged over 450 students in mental health and wellness activities.

# ORGANIZATIONAL EFFECTIVENESS



## WE CREATE A COHESIVE VISION FOR BUILDING A HOLISTIC STUDENT EXPERIENCE

Through an emphasis on collaboration, resource utilization, and communication, our efforts focused on improving program effectiveness, financial management, and staff development. These efforts have been instrumental in ensuring that our services are delivered efficiently and effectively, thereby maximizing their impact for students.

- Introduction of financial training programs at the Student Organization Summit.
- Expanded Career Champions Program to familiarize staff & faculty with career resources for students.
- Implementation of the Chapter Accreditation Program to establish key performance indicators for fraternities & sororities, improving chapter operations and academic achievements.
- Enhanced de-escalation and safety training for staff involved in student events through Event Observer Training.
- Facilitated extensive repairs & upgrades to NROTC's Hollenback Center.

# OUTREACH & VISIBILITY



**79 +**

Campus Partnerships

**825**

Employers at Career Fairs

**1,900 +**

Engaged Alumni

## INCREASING COLLABORATIONS TO ENHANCE PRESENCE

University Life departments spend countless hours participating in university-wide programming to increase the visibility of our services, programs, and offerings. Examples include, but are not limited to:

NEW STUDENT ORIENTATION

QUAKER DAYS

OPEN HOUSES

HOMECOMING & ALUMNI WEEKEND

PENN SPECTRUM

COLLEGE HORIZONS

TAKE BACK THE NIGHT

CAREER FAIRS & TREKS

NROTC COLOR GUARD AT PENN MEDICINE

“WEAR YOUR LETTERS” CAMPAIGN

SCHOLARS-IN-RESIDENCE PROGRAM

BLACK HISTORY MONTH PROGRAMMING



# NEW INITIATIVES

## FROM 2023 - 2024

In fiscal year 2024, University Life launched several new initiatives aimed at fostering innovation, inclusivity, and student well-being. These programs, introduced for the first time, created new opportunities for growth, leadership, and collaboration.

### **Weingarten's Drop-in Tutoring at Houston Hall**

In Fall 2023, Weingarten piloted a new version of drop-in tutoring format in Houston Hall for all introductory Math and Chemistry courses, serving 614 unique students through 2,613 visits — an over 500% increase in drop-in tutoring utilization from the previous year.

### **Penn Violence Prevention's Inaugural Student Advisory Board**

Seeing a need to expand our reach and engage more students on campus, Penn Violence Prevention developed a student advisory board. It's inaugural board was made up of 21 undergraduate and graduate students, who reached new student demographics on campus, identified and dispelled interpersonal violence myths, and expanded marketing efforts.

### **Career Services PhD Career Exploration Fellowship**

Career Services expanded opportunities for doctoral students with this first-time fellowship, providing non-faculty career exploration opportunities through networking relationships with advanced-degree professionals.

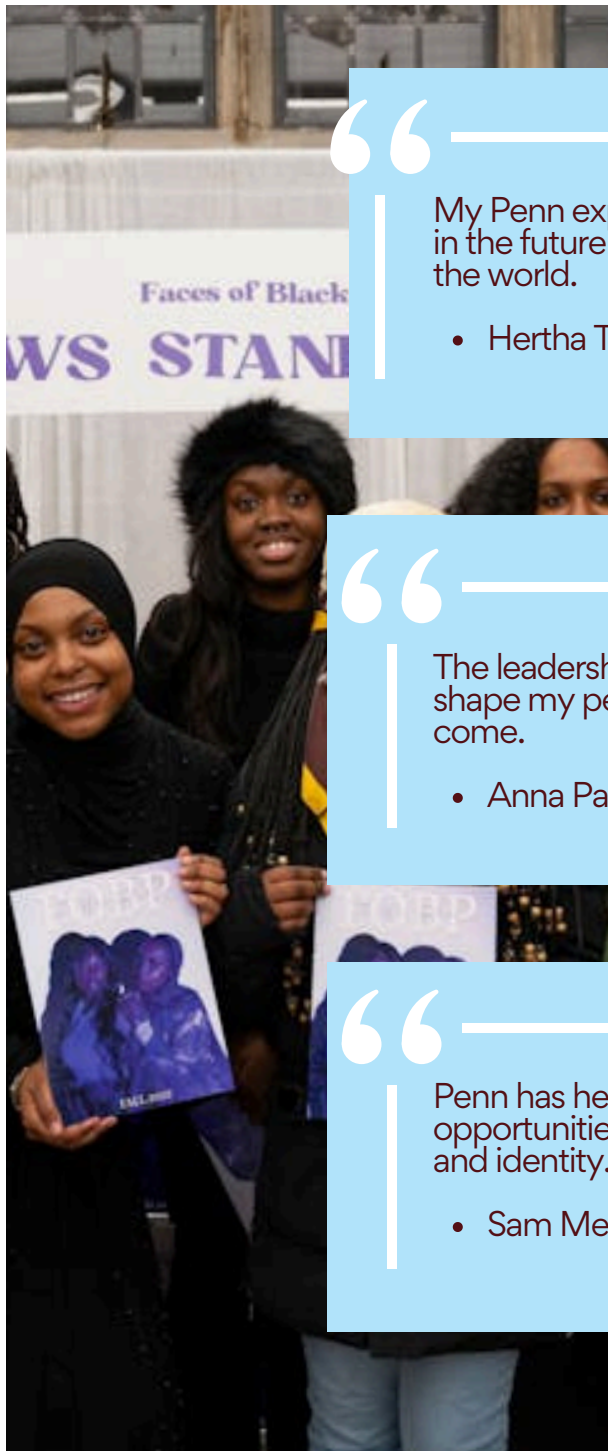
### **Robeson Cooper Scholars Residential Component**

Makuu launched a new residential component for the Robeson Cooper Scholars program, marking its first housing collaboration with Du Bois College House.

### **Community Care Institutionalized Major Event Weekend Protocol**

For the first time, Community Care institutionalized a protocol to support safe gatherings during high-risk weekends, like St. Patrick's Day and Spring Fling, formalizing risk management measures.

# STUDENT VOICES



“

My Penn experience allowed me to discover what I want to do in the future and how I want to continue making an impact in the world.

- Hertha Torre, C'24

“

The leadership and life skills I have developed on campus will shape my personal and professional experiences for years to come.

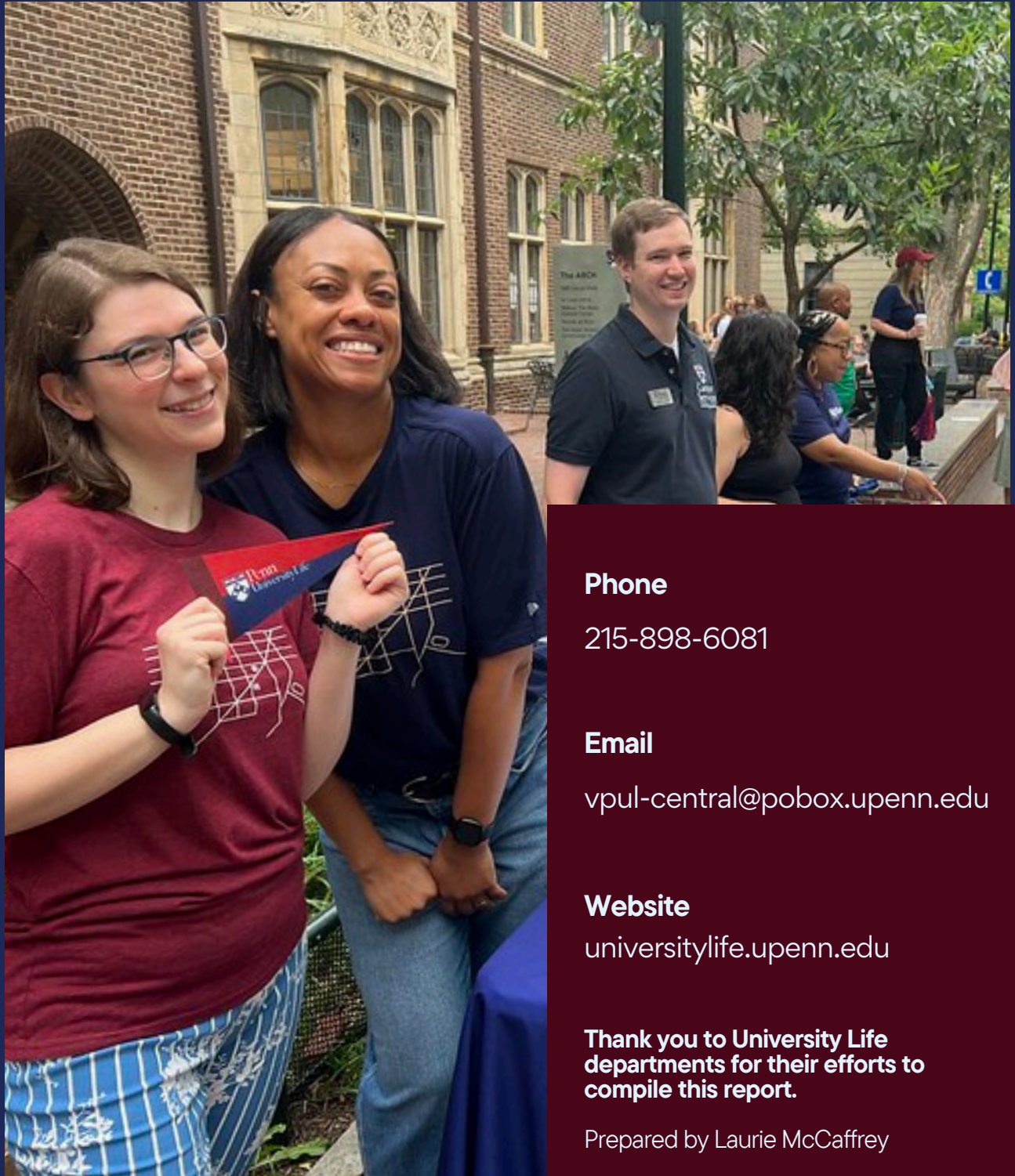
- Anna Papazoglou, C'25

“

Penn has helped shape who I am and given me countless opportunities. It will forever remain an important part of my life and identity.

- Sam Mendelsohn, W'24

# CONTACT US



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**Thank you to University Life departments for their efforts to compile this report.**

Prepared by Laurie McCaffrey



