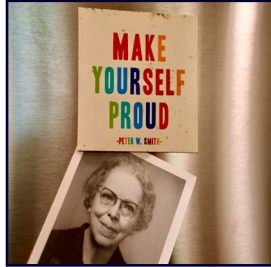




Student Life

Annual Report 2024-2025





5521
visits to SHAC

155
nominations for Cultural Org Awards

1654
unique students engaged in Career Center programming



2598
visits to the SWA Dogs

Welcome!

I am excited to share the 2024-2025 Division of Student Life annual report.

Student Life provides co-curricular experiences that serve as a cornerstone of the student journey at Carleton. In partnership with faculty, families, alumni, and other administrative offices, we are committed to providing a transformative and comprehensive learning experience that enables all students to achieve their educational, professional, and personal goals.

Our programs, services, and initiatives are more than just events; they are the threads that weave our community together and enhance student learning outside the classroom. In a world that is constantly changing, they provide continuity and foster belonging, connecting generations of Carls and reinforcing the value of a liberal arts education. These student co-curricular experiences serve as the foundation upon which all students build relationships, explore interests, engage in experiential learning, and cultivate practical skills.

This year brought new energy, challenges, and innovation as we continue to navigate the evolving landscape of higher education. This report highlights our learning, opportunities for growth, and our varied ways of supporting students.

With gratitude for your support of the Division and our work on behalf of Carls,

Carolyn H. Livingston, Ph.D.

Vice President for Student Life and Dean of Students



Mission, Vision & Values

Mission

The Division of Student Life provides resources, programs, and services that support the holistic development of our students. We create opportunities that enrich learning and promote self-advocacy while emphasizing both community and individual well-being.

Vision

We strive to cultivate a community in which all individuals thrive as their authentic selves with integrity, inquiry, and mutual respect.

Values

- Pursuit of diversity, equity, respect, and inclusivity
- Openness to growth, challenge, exploration, and learning
- Integrity in actions and communications
- Creativity and innovation to respond nimbly to an ever-changing environment
- Integration of joy and self-discovery

Contents

Welcome.....	1
Mission Statement.....	2
Senior Staff.....	3
Program & Initiative Highlights.....	4
Office Highlights.....	16
Presentations, Publications & Grants.....	38

Student Life Offices

Dean of Students

Academic
Support Center

Career Center

Dacie Moses House

Gender &
Sexuality Center

Health
Promotion

Intercultural Life

International
Student Life

Residential Life

Student Activities

Student Health &
Counseling

TRIO/Student
Support Services

Division of Student Life Senior Staff



Cathy Carlson
Associate Dean
Junior & Senior Class Dean



Sindy Fleming
Associate Dean
Sophomore Class Dean



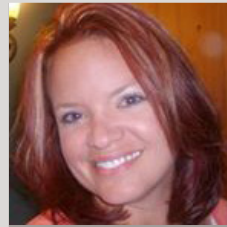
Trey Williams
Associate Dean
First-Year Class Dean



Amy Sillanpa
Assistant Dean
Director of Community
Standards



Judith Pannell
Senior Director



Tammy Anderson
Senior Assistant to
the Vice President &
Dean of Students



Diana Lunow
Senior Administrative
Assistant to the Associate
& Assistant Deans

Program & Initiative Highlights

MOHE Grant

In 2023, the Dean of Students Office received a grant from the Minnesota Office of Higher Education (MOHE), which provided funds to offset the cost of immediate student housing needs.

The program's primary goal is to assist Pell-eligible, low-income, international, DACA, and undocumented students with demonstrated financial need with housing during college breaks. MOHE funds were distributed to 91 students during the 2024-2025 academic year.

Funds were also used to support the Carleton Cupboard during winter and spring breaks, when dining halls were closed. During the 2024-2025 academic year, the Cupboard supported a record number of students. Over winter and spring breaks, 202 students utilized its resources. Specifically, during winter break, 78 students accessed the Cupboard between November 26, 2024, and January 3, 2025. During spring break, 105 students used the Cupboard, making a total of 400 trips.

Financial support for the Carleton Cupboard is provided by the Carleton Student

Association, Bon Appetit, alumni, families, and, as of March 2024, the MOHE-funded grant. Ninety percent of the allocated funds were used to purchase food for students. Shelf-stable items were bought in bulk from October through December, while multiple trips to the grocery store were made each week for perishable items once the Cupboard opened. The remaining 10 percent of the funds were used for supplies associated with student cooking, including additional cooking kits, cutting boards and knives, plastic wrap and foil for leftovers, dish soap, paper plates, and a new display rack for fresh fruit.



91

students received
MOHE funds for break
housing assistance

Emergency Funding

During the 2024-2025 academic year, the Dean of Students Office granted \$94,646.32 to more than 106 students. The majority of funds for the 2024-2025 academic year were granted towards Student Account Balances (37%), General Use (24.4%), and Travel (15.2%).

The Student Account Balances category indicates cases where students had a remaining balance on their account that was hindering their ability to enroll in classes for the next term. In particular, this use is for students who have student account balances below approximately \$1,000 towards the end of the Fall and Winter terms.

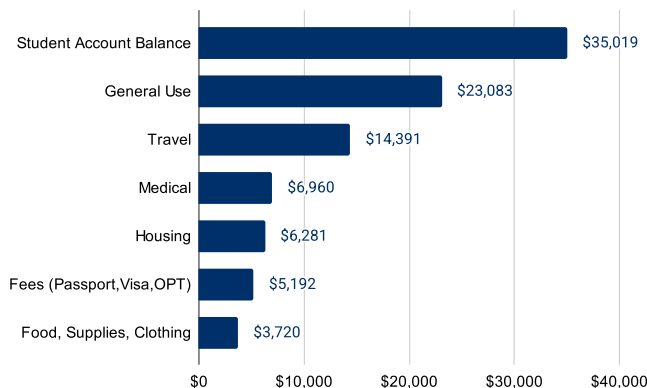
\$94.6k
emergency funds
granted to
106
students

The General Use category covers the general needs of students impacted by world events or lost wages.

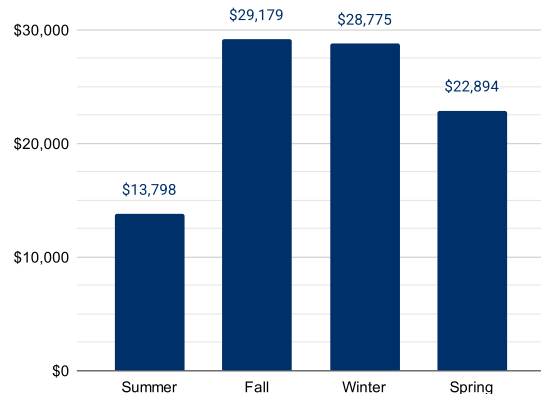
The Travel category includes flights, baggage fees, gasoline, and transportation to/from airports for those who needed to travel due to personal or family emergencies and interviews.

*"Hello from a fellow Carl!
Thank you for alleviating my financial worries. I am very grateful for how your care has helped me and others navigate the privileges of going to a liberal arts institution."
-Student Recipient*

Emergency Funding Amounts by Category & Grant



Total Amount per Term



Student Financial Literacy Series

Four years ago, exit surveys revealed a key concern among graduating students: a lack of confidence in financial literacy as they prepared to enter the workforce. This insight sparked vital conversations between the Dean of Students Office, the Provost Office, and TRIO/Student Support Services, leading to the launch of the Student Financial Literacy Series. Piloted in the 2022-23 academic year, the program's immediate success was a testament to its necessity.

During the 2023-24 academic year, the series grew to cover essential topics such as building credit, budgeting, investing, and renting. This expansion was made possible by a successful partnership with HomeTown Credit Union, who provided six 60-minute workshops on financial education. The positive student response was overwhelming.

An average of 45 students attended each session. In post-session surveys, an impressive 98% of students agreed or strongly agreed they would recommend the workshop to others, and 100% felt the information was immediately useful.

Building on this momentum, the series expanded during the 2024-25 academic year to include a total of eleven workshops. This was made possible through partnerships with HomeTown

98%
of students
agreed they would
recommend the
workshop to peers



Students at the Credit & Debit 101 Workshop in October 2024.

Credit Union and various campus offices, including the Career Center, the Investment Office, Student Health and Counseling, and Financial Aid. In addition to the existing workshops, the 2024-25 series covered critical topics such as taxes, understanding health insurance, and salary negotiation.



Students at the Budgeting 101 Workshop in September 2024.

Posse Program

This year marks a truly special milestone for Carleton College: the 25th anniversary of its partnership with The Posse Foundation! For a quarter-century, the Posse Program has been a cornerstone of the College's commitment to leadership and academic excellence, profoundly shaping the campus and the lives of countless extraordinary students.

The College's first cohort of Posse Scholars, selected in December 2000, set the standard for what was to come. Since then, each incoming Posse cohort has brought unparalleled talent, unique perspectives, and vibrant energy to the community, enriching the academic and social fabric of Carleton. While the College originally selected students from Chicago, Illinois, it shifted its gaze to Houston, Texas, over the past 12 years, boosting the College's geographic representation from the South.

Once on campus, Posse Scholars receive comprehensive support, including ongoing mentoring and a strong peer network, ensuring they not only succeed academically but also flourish personally. This intentional support system allows them to fully engage with Carleton's challenging curriculum and vibrant co-curricular activities. They become leaders in student government, athletic teams, organizations, and community service initiatives, consistently demonstrating the power of collective action. Their presence challenges, inspires, and makes the College a stronger, more dynamic institution.

At the beginning of spring term, Posse Scholars attend a weekend-long PossePlus Retreat. The retreat is held at the YMCA Camp St. Croix and scholars are encouraged to invite non-Posse



Dean Livingston with Posse Scholars at the PossePlus Retreat, April 2025.

faculty, staff, and students as guests. The goal is to discuss an important campus issue identified by Posse Scholars from a global, regional, and local perspective.

After graduation, Posse scholars go on to make significant contributions in every field imaginable—from medicine and law to education, technology, and public service. They embody the Carleton ideal of thoughtful, engaged citizenship, carrying forward the values instilled during their time here. Their success stories are not just individual triumphs; they are a testament to the power of opportunity and the transformative potential of a Carleton education, amplified by the unique Posse model.

2024-2025 Posse Faculty Mentors:

- Seniors: Clara Hardy, Professor of Classics
- Juniors: Joe Chihade, Professor of Chemistry
- Sophomores: Liz Raleigh, Associate Professor of Sociology
- First-Years: Palmar Alvarez-Blanco, Professor of Spanish

Peer Leader Program



Carleton's Peer Leader program is central to student development, leadership, and fostering campus belonging. In the 2024-2025 academic year, the program engaged 199 student employees across 12 campus offices, significantly impacting the student experience.

These Carls serve as vital ambassadors in connecting peers to College resources. Peer leaders develop crucial skills in a collaborative environment by leading fundamental campus programs and services, which builds a cohesive and supportive community.

199
Peer Leader
student
employees

The program's broad appeal is clear from 254 unique applicants for the 2024-2025 academic year. A notable 109 returning peer leaders were rehired, indicating participant longevity and positive experiences. These student leaders receive intentional coaching and engage in ongoing self-reflection, developing into strong leaders prepared for post-graduation success.

The success of the Peer Leader Program is



largely attributed to the dedicated Peer Leader Committee, a collaborative group comprising supervisors from each of the 12 participating campus offices. This committee meets bi-weekly to meticulously plan upcoming trainings, streamline hiring processes, and organize collaborative events. To



ensure equitable distribution of responsibilities and maximize efficiency, the committee operates on a working group model. These sub-committees, each with 3-4 members, focus on specific, critical areas: Fall Training, Winter Conference, Recruitment, Hiring & Spring Celebration/Recognition and Fall Events, and Assessment & Communications.

The Peer Leader Committee's annual professional development focused on Mia Nosanow's *The College Student's Guide to Mental Health*, a foundational text for staff trainings. The committee enhanced learning by hosting Mia Nosanow for a fireside chat during the Winter Conference, offering direct engagement on mental health topics. Beyond training, the committee's unified recruitment and application process, supported by the Career Center, successfully streamlined new peer leader onboarding.

In addition to internal development, the Peer Leader Committee engaged the wider campus community through outreach. A successful Fall Fest in October 2024 welcomed all campus members with Fall-themed treats, activities,

games, and crafts. Such initiatives are vital for marketing the Peer Leader program, increasing its visibility, and encouraging broader campus participation. This year, the program also established a new training model, equipping leaders to promote an inclusive environment for all students and fostering meaningful relationships through program facilitation and approachable contact points, significantly contributing to a sense of belonging.



Peer Leader Stats	2024-2025	2023-2024	2022-2023
Applicants	254	259	185
Returners Hired	109	90	82
Total Peer Leader Staff	199	189	168
Career Center	18	17	15
Chaplains Office	14	10	12
Office of Accessibility Resources	8	5	3
Gender and Sexuality Center	3	8	0
Office of Health Promotion	16	12	11
Office of Intercultural Life	10	10	5
Office of International Student Life	14	10	10
Residential Life	81	79	79
Student Activities Office & Programming Board	10	17	15
Sexual Misconduct Prevention	4	4	4
Sustainability	13	6	8
TRIO / Student Support Services	8	6	6

CARE Team

College can present a variety of challenges to students whose lives may already be compounded by family or relationship stress, mental health, physical challenges, and global events. The CARE Team, a group of multi-faceted staff members coordinated by the Dean of Students Office, meets weekly during the academic term to identify and assist students who are experiencing difficulty. This approach allows the college to intervene early before a situation escalates.

Purpose

The CARE Team's mission is to connect students with the support and resources they need to be healthier and more productive members of the campus community. While Carleton offers a range of services designed to promote student development and success, many students who are at risk or in crisis are unaware of the support available to them both on and off campus. The goal is to provide a caring, proactive, and coordinated response that addresses the entire student, not just academic performance.

CARE Cases

In 2024-2025, the CARE team responded to 148 cases. The majority of CARE Team cases originate from Community Concern Forms (CCF) or Incident Reports. The CCFs are submitted by fellow students, faculty, staff, families, and/or community members. The incident reports are filed by security on regular patrol or responding to calls. Additionally, the CARE Team discusses any students of concern that have been brought to their attention via other methods such as the return from medical leave process.

148
cases reviewed
by the CARE
Team

Team Members

The CARE team includes representatives from Security Services, Student Health and Counseling, Residential Life, Community Standards, Title IX Coordinator, and Dean of Students

offices. The weekly meeting amongst these offices' representatives results in coordinated cross-campus response for students experiencing difficulty outside of academics.

2024-2025 Team Members include:

- Cathy Carlson, Associate Dean of Students – chair
- Elliott Courchaine, Security Sergeant
- Sindy Fleming, Associate Dean of Students
- Kari Hohn, Interim Title IX Coordinator
- Kevin Lattu, Clinical Case Manager
- Carolyn Livingston, VP for Student Life and Dean of Students
- Marit Lysne, Director of Student Health and Counseling
- Andrea Robinson, Director of Residential Life
- Amy Sillanpa, Assistant Dean and Director of Community Standards
- Trey Williams, Associate Dean of Students

Students & Class Dean Appointments	Appointments	Students
Cathy Carlson <i>Junior & Senior Class Dean</i>	192	130
Sindy Fleming <i>Sophomore Class Dean</i>	296	178
Trey Williams <i>First-Year Class Dean</i>	349	134
Grand Total	837	408

Dacie Moses House

110 Union Street | 507.222.7667 | daciemoses@carleton.edu | go.carleton.edu/dacie



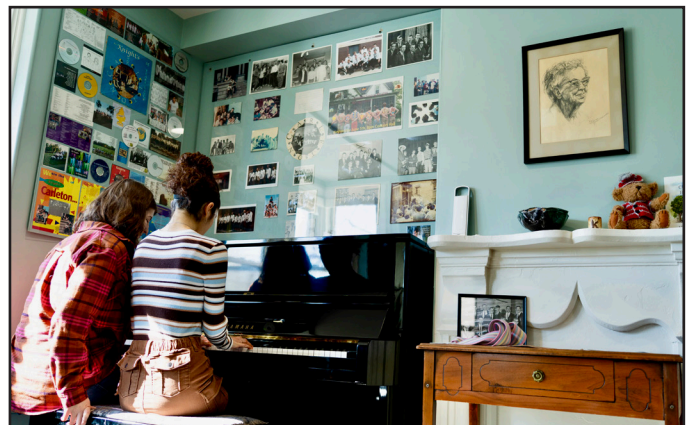
Dacie Moses House Renovation

Among the many facilities projects on campus, the renovation of Dacie Moses House has been closely watched. This historic 1870 building, once home to its namesake Carleton staff member, has served as a community respite, resource, and anchor for over seven decades. Due to wear and tear, the “cookie house” on the west side of campus underwent major renovations beginning in the summer of 2023.

Completed in winter 2025, the renovations preserved and updated the house’s spirit and key features, including the porch, living room, and music room, while also incorporating much-needed updates such as air conditioning, a larger kitchen, basement renovations, and improvements to electrical, plumbing, and the foundation. The house was also made accessible, and its overall footprint was increased. The house reopened to the community in February and continues to serve as a gathering space for students, staff, faculty, and community members.

Dacie Moses 136th Birthday Celebration

On February 9, 2025, Student Life hosted Dacie’s 136th birthday celebration. More than 200 students, faculty, staff, and community members attended the birthday brunch in Anderson Atrium. The afternoon was filled with fun, food, and performances by the Knights and Knightingales to honor Dacie’s memory. Dacie Moses, a long-time employee at Carleton, was known for her incredible warmth and hospitality. She welcomed countless students into her home with delicious cookies, unforgettable Sunday brunches, and the friendliest conversations. Her spirit of generosity continues to thrive, and her house remains a cherished gathering place for the Carleton community. Following the celebration, weekly brunches resumed in Dacie’s house, and the guest room opened this summer.



Dacie Moses’ 136th Birthday Brunch

New Student Week

Once again, the Student Activities Office (SAO) planned and facilitated a highly successful New Student Week for the Class of 2028. This monumental effort was the result of meticulously planning and extensive collaboration.

The SAO team leveraged its experience and campus partnerships to balance cherished campus traditions with a focus on student transition, development, and safety. The team's leadership facilitated the seamless integration of new programming and a redesign of the overall schedule and student leader training.

For Fall 2024, New Student Week welcomed over 527 new students and their families, made possible by the support of 82 new student week leaders, 190 peer leaders, and approximately 130 campus partners. Signature programs included the #CarlTalk series, which addressed crucial topics such as community building, wellness, and a new academic preparedness presentation, which was added in response to student feedback.



Despite challenges like extensive campus construction and unseasonably warm weather, the program went according to plan, providing a smooth and welcoming experience for the incoming class. The success of New Student Week 2024 highlights the power of collaboration and serves as a strong foundation for future initiatives.

527
new students
for the Class
of 2028



Collaboration with Parents & Families



Family Weekend

Over the past three years, the Division of Student Life has expanded its presence during Family Weekend. Held each fall during midterm break, Family Weekend provides opportunities for families of Carleton students to explore campus life through both virtual and in-person options. Over this period, the Division has hosted a diverse array of events, including Q&A sessions with President Byerly, career panels, game-nights, and lively family trivia - all to help families connect with the vibrant world their student calls home.

This partnership between the Division of Student Life, the Director of Parent and Family Giving, and Campus Events welcomes over 200 parents and families to campus each year. Participants consistently express their appreciation for the experience, often noting the impressive activities, the beauty of the campus, and the wide variety of engaging options.



Webinars

During the 2024-2025 academic year, Student Life and Parent and Family Giving hosted a webinar series focused on student mental health. Based on Carleton alumna Mia Nosanow's book, *The College Student's Guide to Mental Health*, the series was designed to empower Carleton parents and families to effectively support their college student's mental health and wellbeing.

Nosanow's book provides practical tools to manage college stressors, including exercises, resources, and relatable real-life stories for both students and their families. The webinar series comprised two sessions, featuring an engaging discussion among the author, content specialists from Student Life, representatives from the Parent Advisory Council, and members of the Board of Trustees. All families of Carleton students, plus Carleton faculty and staff, were invited to attend.

In collaboration with the Offices of the Provost and Admissions, Student Life also hosted nine webinars for parents and families of each class year. This included two sessions for incoming first-year families and seven for the parents and families of returning students. The webinars covered crucial topics such as adjusting to campus, major declaration, internships, and preparing for comps.



Core Student Survey

The 2025 Carleton College Core Survey was administered for the first time to all students who were enrolled from January 13 - February 21, 2025. Of the 733 responses received, 721 respondents completed the survey. This 10-statement, confidential Likert survey sought valuable feedback from current students on their experiences at Carleton. The survey asked Carls to share their thoughts on classes, professors, peers, student well-being, discrimination, friendships, belonging, and dialogue, among others.

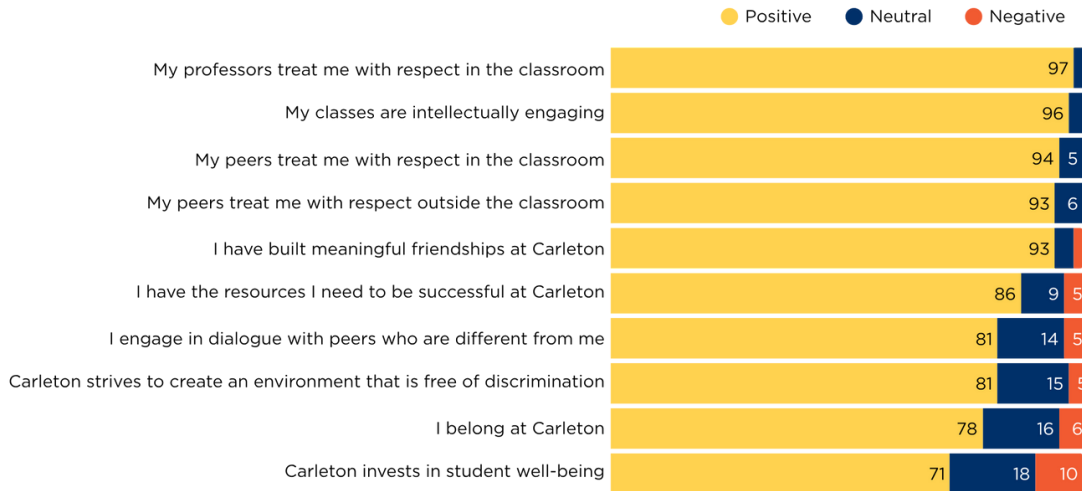
The results paint a picture of a student body that feels strongly connected and supported within the College community. The overwhelming majority of respondents, nearly 78%, affirm a sense of belonging, suggesting a generally inclusive and welcoming campus environment.

721
students
completed the
survey

Furthermore, the data highlights the strength of interpersonal relationships, with over 93% of students reporting meaningful friendships. This high percentage indicates a robust social fabric and a sense of community among peers.

Complementing this, respect is a consistent element of student interactions, both inside and outside the classroom, with over 92% of respondents agreeing that they are treated respectfully by their peers.

These figures suggest that Carleton fosters an environment where students feel a strong sense of belonging, form meaningful friendships, and experience respectful interactions, contributing to a positive overall student experience. This survey will be re-administered each winter term.



Community Concern Form Assessment

The Community Concern Form (CCF) provides a structured and confidential way to bring important issues to the attention of college staff so they can be addressed appropriately. Concerns regarding students are handled by the Division of Student Life, while the Office of the Provost addresses issues concerning faculty, and Human Resources manages those related to staff. Any concerns that are sexual in nature are directed to the Title IX Office.

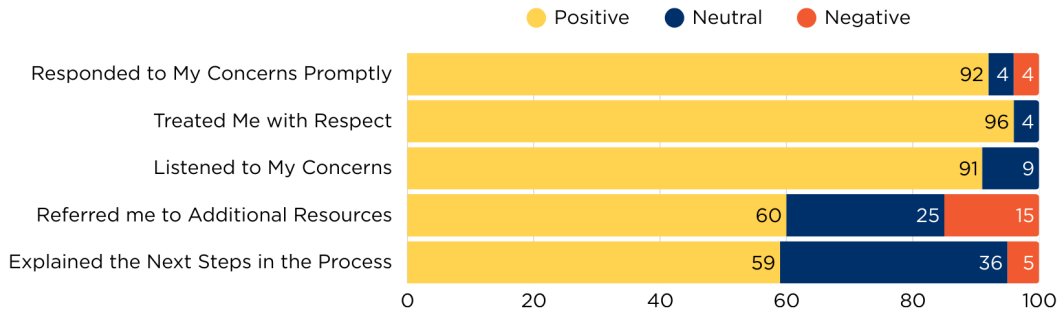
The CCF process is handled similarly to other student educational records under FERPA. Every effort is made to protect privacy, but occasionally the nature of the situation or the community's existing awareness makes complete privacy difficult or impossible. While the reporter is not required to provide contact information, doing so is highly encouraged as it may allow for a more effective response.

The Dean of Students Office assessed the CCF process as it relates to general concerns regarding students. During the 2024-2025 academic year, there were 169 CCFs submitted where a student

was the person of concern for non-Title IX reasons. Of the individuals who submitted these forms, 69% did not require any follow-up, while 30% requested follow-up. Students were the most frequent reporters, accounting for 52% of submissions of concern for other students. After excluding parents and anonymous reporters, there were 105 individual reporters for the year.

At the end of each term, the Dean of Students Office gathered feedback about the process. Of the 105 reporters, 25 rated the effectiveness of the response they received. Notably, respondents completely or considerably agreed that they received a prompt response, were treated with respect, and felt the responder listened to their concerns. Survey respondents also agreed that the next steps in the process were explained and that they were referred to resources.

169
non-Title IX
community concern
forms regarding
students



Office Highlights

Dean of Students Office

Severance Hall Suite 110 | 507.222.4075 | dosoffice@carleton.edu | go.carleton.edu/dos

The 2025 “Northfield to Selma” Civil Rights spring break trip offered a profound and transformative experience for 22 Carleton students. Since 2017, this biennial journey of experiential learning has connected students with the powerful history of the Civil Rights Movement and inspired thoughtful engagement with contemporary social justice issues.

Led by Dean Carolyn Livingston, the trip aims to foster a deeper understanding of American history and culture by linking past struggles to present-day efforts for civil rights. The extensive itinerary immersed students in pivotal moments and locations across the Mid-west and South.

Highlights included:

- **Cincinnati, OH:** National Underground Railroad Freedom Center



3,660
miles driven

- **Washington D.C.:** Frederick Douglass House, the Smithsonian National Museum of African American History and Culture, the United States Holocaust Memorial Museum, and the National Mall
- **Greensboro, NC:** International Civil Rights Center & Museum.
- **Atlanta, GA:** Martin Luther King Jr. National Historic Park and the Jimmy Carter Presidential Library & Museum.
- **Montgomery, AL:** Rosa Parks Museum, Gee’s Bend Quilting Collective, The Legacy Museum, National Memorial for Peace & Justice, Freedom Monument Sculpture Park, and the Southern Poverty Law Center: Civil Rights Memorial Center.
- **Birmingham, AL:** 16th Street Baptist Church and Birmingham Civil Rights Institute.
- **Selma, AL:** National Voting Rights Museum & Edmund Pettus Bridge
- **Memphis, TN:** National Civil Rights Museum at

the Lorraine Motel and the Stax Museum of American Soul Music.

This year, the program was honored with an invitation to Richmond, Virginia, extended by Pamela Royall, a distinguished Carleton alum from the class of 1980 and a current member of the Board of Trustees for both Carleton and Virginia Union University (VUU).

The group's visit to Richmond, Virginia, began with a tour of the Shockoe Institute, hosted by President and CEO Marland Buckner and Chief Operating Officer Todd B. Waldo. Following the Shockoe Institute tour, Bill Martin, Director of The Valentine Museum, joined the group. He boarded the bus to provide a highlight tour of Richmond's significant historical sites. The tour culminated at Virginia Union University, where students were hosted by President Hakim J. Lucas, Ph.D., and joined by VUU students, faculty, staff, and special guests for dinner. The pre-dinner program included a visit to the L. Douglas Wilder Collection. In a particularly memorable moment, the group had the distinct honor of meeting Governor L. Douglas Wilder, the first African American elected governor in U.S. history, who delighted the group with his sharp wit and intellect. This direct



1st

**African American Governor
elected in US History,
Governor L. Douglas Wilder**

interaction with a living legend of American politics and civil rights added another layer of depth to the group's understanding of the progress and ongoing challenges in the fight for equality.

Student reflections from the journey underscored its profound impact. As Bre Moore '25 wrote, the trip prompted her to reflect on her own family's history, realizing that her great-grandparents were sharecroppers. This personal connection brought home the idea that "the work is truly never done." Similarly, Niko Sams '28 described a shift in perspective on civic engagement, realizing that "witnessing the sacrifices made by those who paved the way for my participation instilled a sense of responsibility and a deep respect for the power of collective action."

The 2025 Northfield to Selma journey, a vital part of the educational experience for these 22 students, continues to inspire a deeper understanding of history and a commitment to mindful participation in the ongoing movement for a more just society.

19 museums & historic sites



Academic Support Center (ASC)

Gould Library 420 | 507.222.4027 | go.carleton.edu/asc

The 2024-2025 academic year was one of significant transition for the Academic Support Center (ASC). The ASC has emerged with greater coherence, a more streamlined internal structure, and a renewed focus on outreach to the campus community. The center's efforts were capped by a celebration of Russ Petricka, who retired after 50 years at Carleton.



Programmatic Achievements and Strategic Growth

Internally, the ASC has focused on standardizing student employee professional development and revamping hiring processes to increase transparency and equity. A successful change included the introduction of group interviews for writing consultant and prefect applicants, a process developed in close collaboration with academic departments.

This past year, the Writing Center also unveiled a new look. Staff added a communal-writing table to encourage collaborative projects, making it clear that students are welcome to use the space for work, not just for appointments. Staff also created a wall poster with consultant faces, names, and majors to help visitors make informed choices and recognize their consultants. A large whiteboard was added to a previously empty wall, allowing students and consultants to stand, draw, and use other creative modes of work during appointments.

The ASC also piloted new programs to better serve



students. The Accountability Groups program, launched in Winter 2025, trained 6 new leaders and served 48 students in its first year. The director developed training for a subset of current writing consultants to lead these weekly small groups, and the ASC used feedback from the winter term to adjust the size, composition, and scheduling system of the groups for the spring.

The Term-Long Program, which pairs students with a writing consultant for an entire term, saw a significant increase in participants, arranging partners for 44 students, up from 32 the previous year. An end-of-term evaluation found that an impressive 93% of participants agreed the program benefited them.

The ASC significantly increased its visibility through outreach efforts, including presentations at the Peer Leader Winter Conference and multiple



44

students engaged in “Term-Long” writing consultant program

Learning and Teaching Center (LTC) events. A key achievement was the launch of *In Other Words*, a student-led literary arts magazine featuring work in languages other than English.

Prefect Program

The Prefect Program trains experienced students to facilitate optional group study sessions in select courses. Prefects have taken the course themselves, done well in it, and been approved by the instructor. They hold sessions two to three times per week, and also provide individual assistance to students who request additional help.

The program expanded its reach by hiring 51 prefects to serve 76 classes across eight departments. To support this growth, the ASC hired three year-round lead prefects who were instrumental in revamping and leading New Prefect Training, running mentor groups, supporting professional development, and managing the new hiring and group interview process for applicants.



Prefect Lead Team during New Prefect Training, January 2025

Departmental Data and Student Impact

Academic Skills Coaching saw 65 total appointments, with a significant 58% of those coming from the class of 2028. The top reasons for seeking help were time management (82%) and improving study skills (74%).

The Writing Center supported student success through 1,097 appointments and trained 14 new writing consultants. It also expanded its Writing Assistants program, providing support for 54 different courses.

1,097
appointments in
the Writing Center



The Math Skills Center (MSC) provided an impressive 68 hours of active tutoring per week and saw 520 student visits in the fall term alone. A new Linear Algebra course contributed to a particularly high number of visits, with approximately 35%

of all fall term attendance coming from that discipline. The data also revealed a trend of highest attendance on Mondays, with 110 total visits for the fall term.

68
hours per week
of active tutoring
in Math

Strategic Restructuring

The Career Center embarked on a strategic shift to leverage the college's strengths while remaining responsive to students' evolving needs and the broader economy. The center has fully transitioned to a two-team organizational model, featuring internally-focused professional career coaches and externally-focused project managers and employer relations specialists. The professional development for staff included informational interviews with Carleton Careers Alumni Board members, identifying or hiring coaches for each industry area, developing coach expectations, and adding career center resources (Vault Career Insider).



Above: Career Center Staff



Left: Laura Hartpence, Director of the Career Center, joined Carleton in August 2024

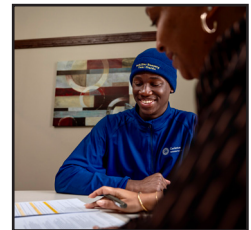
Career Center

Johnson House | 507.222.4293 | careercenter@carleton.edu | go.carleton.edu/career

During the 2024-2025 academic year, the Career Center embarked on a comprehensive reimagining of career education. This strategic shift aims to create an integrated and contemporary model that leverages the college's strengths while remaining responsive to students' evolving needs and the broader economy. Culminating in the publication of its new strategic direction and four-year career development plan in May 2025, the Career Center's core mission is to ensure every Carl benefits from comprehensive support to develop the knowledge, skills, and confidence necessary for their chosen career path.

Career Coaching & Skill Building

The Career Center invested heavily in enhancing its core coaching and skill-building services. Professional staff delivered a slate of skills-based workshops, benefiting nearly 1,000 students. Student Career Assistants also contributed, leading additional



workshops. A Success-Ready Resume program was piloted, establishing performance standards for student resumes. This pilot saw 38 seniors earn the "Success-Ready Résumé"

82%

of the student body engaged in Career Center programming

label, significantly improving application quality. An Interview Prep Lab was also piloted, engaging 110 students and involving alumni volunteers for mock interviews. Overall, the Career Center completed over 2,100 coaching appointments with students and alumni, with top appointment types including resume/CV review and internships. First-year and sophomore students combined completed nearly 800 appointments. Post-coaching surveys consistently showed high satisfaction, with an overall Net Promoter Score of 9.21 out of 10.

Alumni Engagement

Alumni engagement is a cornerstone of the Career Center's efforts to provide real-world insights. The annual Carleton Career Summit was a key event, bringing 52 alumni back to campus and engaging 106 students in workshops, panels, and networking. The Summit featured 10 industry-specific alumni panels and a networking reception.

The CarlsChat program connected 118 students interested in a specific job or industry with alumni and parents experienced in the field for half-hour informational interviews, offering valuable networking practice and occupational research.



110
unique alumni
participated in
242
coaching meetings
or events



Applied Experiences

The Career Center emphasized hands-on learning through robust applied experience programs. The center significantly expanded its employer network, securing 44 new employer partners and seeing 75 return to recruit at Carleton. The Externship

Program resulted in 277 student completions (249 Carleton-sponsored, 28 self-designed), marking the highest number post-COVID. Notably, the Multicultural Alumni Network funded 29 students. Overall, 98 students received over \$43,000 in financial support for externships. The Funded Summer Internship Program was highly impactful, providing nearly \$880,000 in financial support to 253 students (average award: \$3,467). These students presented their experiences at the fall Undergraduate Research and Internship Symposium and the Career Summit's poster session.

277
students
completed
externships

First Destination Survey

For the Class of 2024 First Destination Survey, the Career Center received an 80% response rate, with 68% of graduates employed, 17% in graduate or professional school, 15% traveling/caregiving/other, and 1% still seeking jobs.

Gender & Sexuality Center (GSC)

Eugster House | 507.222.4888 | gsc@carleton.edu | go.carleton.edu/gender-sexuality-center

The past academic year was a period of remarkable growth and vibrant activity for Carleton's Gender & Sexuality Center (GSC). With new leadership, a transformed space, and expanded programming, the GSC significantly enhanced queer and trans visibility and community on campus.



New Leadership & Revitalized Space

The GSC experienced a significant leadership transition with Jonathan Gonzales stepping in as Director in July, followed by Kalena Thwaites joining as Assistant Director in November. Gonzales immediately transformed Eugster House into the GSC's new home, a central hub that hosted its inaugural program in August: an ice cream social for the Division of Student Life. This new space quickly became the heart of the GSC's operations, facilitating a wide array of programs throughout the year.

Expanding Programs and Fostering Community

Throughout the year, the GSC engaged students with diverse and impactful programming. During New Student Week, they participated in Passport to Campus and hosted the annual Rainbow Reception. Fall term brought a variety of Tea Times, including a collaboration with the QTBIPOC Club and a unique event focused on painting the Progress Pride Door, which was later used for the National Coming Out Day (NCOD) program. LGBTQIA+ History

15.86%
increase in Instagram
followers from
September to June

Month featured the NCOD Service and a lively Halloween Night Drag Trivia and costume contest hosted by Mrs. Moxie. Amidst post-election uncertainty, the GSC prioritized student support through Trans Empowerment Week, emphasizing community, validation, and support.

Winter Term saw the return of consistent weekly Tea Times, building

on their previous success. Director Gonzales and students attended the Creating Change Conference, which paved the way for future collaborations with Twin Cities organizations. Sexploration offered a creative outlet with a zine-making workshop led by graphic novelist Archie Bongiovanni.

Spring term saw a reimaged Pride Week as "Gaypril" that created a sustained celebration of Queer and Trans Joy, including a moving Trans Day of Visibility service. A significant



highlight was the visit from Jason Rodriguez of Pose, who led a vogue workshop and Q&A. This culminated in Carleton's first Mini Ball, a vibrant event transforming a Weitz meeting room into a dynamic ballroom in partnership with Vogue Down MPLS, Jason Rodriguez, and Jose Telfar. This initiative significantly introduced and expanded the presence of vogue and ballroom culture on campus.

8

**collaborative
Tea Times
with student
organizations**

Jason Rodriguez Vogue Workshop

To explore queer vogue and ballroom history, the GSC welcomed Jason Rodriguez of Pose fame to campus for a “Gaypril” event. He led over 40 students in a New Way Vogue workshop, sharing insights into the ballroom scene’s origins and teaching foundational elements like arm control, runway, face, and performance. One student shared, “I loved how [Jason] was very welcoming to all of us, treating us as old friends. He also challenged us, made it seem like a fun competition but at the same time made us feel powerful and confident.”



Jason Rodriguez and students strike a pose at the Vogue Workshop, April 2025



Celebrating Seniors

The academic year culminated with a rebranded and expanded event honoring graduating seniors. Held at the Great Hall, the event welcomed all students, staff, faculty, alumni, and families to honor the graduating class. The program included

refreshments and remarks from seniors, staff, faculty, and alumni. Each senior received a stole to wear during commencement.

This celebration saw a remarkable 292% increase in senior participation, growing from 14 to 54 attendees. The jump in participation was largely driven by Campus Announcements, word-of-mouth, the GSC Newsletter, and hosting the celebration during Senior Week.

292%
increase in senior
participation

The Senior Celebration Assessment (37 responses, 62% from seniors) reported that all seniors were satisfied, with 74% “extremely satisfied” overall and 83% “extremely satisfied” with being celebrated.

Requestable “Kahoot” Workshops

In response to low attendance at traditional in-person workshops, the Office of Health Promotion (OHP) successfully transitioned to an interactive Kahoot platform for its “Programs-to-Go.” These self-facilitated quizzes, developed by Student Wellness Advocates (SWAs), can be led by any student leader, staff, or a SWA facilitator can be requested.

During the 2024-2025 year, SWAs created Kahoots on the following topics: Digital Wellbeing, Sleep, Procrastination and Time Management, Sexual Health, Cannabis Laws and Harm Reduction, Alcohol and Less Risky Drinking, Stress Management & Self Care, On-Campus Resources at Carleton, and Office of Health Promotion Resources.

This flexible and engaging format garnered 33 requests, with OHP providing supplemental resource kits for these self-facilitated sessions. The shift to Kahoots has proven effective, allowing for broader dissemination of health information across campus.



Let’s Talk About Digital Wellbeing, Kahoot workshop facilitated by SWAs, Winter 2025.

Office of Health Promotion (OHP)

Sayles-Hill 160 | 507.222.5246 | healthpromotion@carleton.edu | go.carleton.edu/ohp

The 2024-2025 academic year saw an increase in staff for the Office of Health Promotion (OHP). Grace Espinoza, Sexual Violence Prevention Coordinator, and the four student Sexual Misconduct Prevention Educators joined OHP. This expansion brought OHP’s dedicated Peer Leader team to 19, including 15 Student Wellness Advocates (SWAs).

OHP conducted the Well-Being Perceptions Survey this year with all Carleton students and received responses from 707 students (35% of the student body). Key insights on wellbeing, mental health, physical health, sleep, alcohol/drug use, and consent norms were collected

707

student responses for the latest Well-Being Perceptions Survey

and will be used for ongoing strategic wellbeing initiatives.

Mental Health and Mindfulness

OHP provided extensive mental health support through various initiatives. Mental Health First Aid (MHFA) trainings certified 27 students, faculty, and staff in responding to mental health crisis situations. Shorter trainings on helping skills were also offered to Residential Advisors and Academic Advisors. Additionally, OHP collaborated with other offices to provide programming for both the BIPOC Mental Health

Collective and the Queer Mental Health Collective.

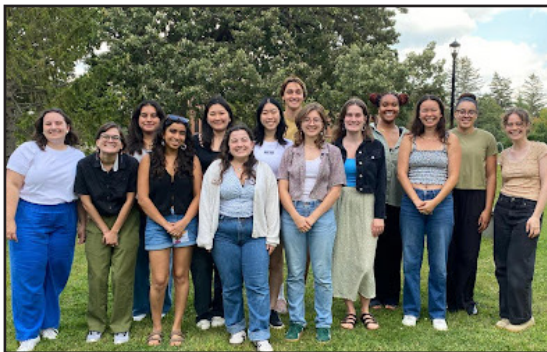
Interest in mindfulness programming for students is evident in the recurring demand for OHP's mindfulness PE course (PE334 - Beyond Happy: Mindfulness Practices & the

Science of Well-Being), which has been over-registered, and with a waitlist, for the past 2 years. Conversely, Mindfulness 101 and 201 had inconsistent engagement this year despite lots of advertising and marketing. Feedback from students indicated commitment challenges outside of credit-bearing classes. In response, OHP added a new credit-bearing PE course (PE170: Mindfulness - Bridging Your Mental & Physical Health) for a re-packaging of the Mindfulness 101 and 102 offerings.

A beloved and highly accessible program, SWA Dogs brought companion animals to campus for stress reduction, logging 110 sessions and nearly 2,600 student visits throughout the year. SWA Dogs are one of OHP's most popular programs and serve as a key entry-point to students familiarizing themselves with the office's resources.

Substance Norms, Sleep Support, & Junk Mail

The Cues program effectively educated first-year students on actual alcohol and cannabis norms. Through 15 sessions in Fall 2024, 481 students (94% of the Class of 2028) participated, with 67.5% reporting increased knowledge of substance use norms. This data-driven approach aims to reduce high-risk behaviors by correcting misperceptions.



67.5%
of first-years reported
increased knowledge of
substance use norms on
campus from the Cues program

Sleep Coaching, led by trained SWAs, provided personalized support to 36 students in 19 sessions, helping them identify patterns and strategies for improved sleep.

OHP's Junk Mail Program continued to be a highly utilized, free, and private delivery ser-

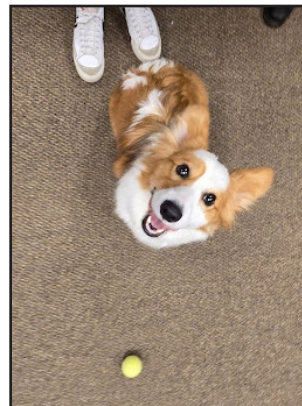
vice for safer sex supplies. The program fulfilled 442 orders, distributing over 2,300 items. Additionally, the Carleton Student Association (CSA) initiated and fully-funded the addition of nearly 5,500 menstrual supplies to the junk mail program.

442
junk mail
orders

Sexual Violence Prevention

OHP conducted mandated Alcohol, Incapacitation, & Consent trainings for over 400 varsity athletes and 26 club sport athletes. The Culture of Respect harassment prevention training was delivered in five sessions, focusing on group values and promoting healthy team atmospheres. The nationally recognized Green Dot bystander intervention program trained 42 students, equipping them with intervention skills. New this year, the Healthy Relationships Series provided a three-part exploration of relationship dynamics. Additionally, a Sexual Violence Prevention Overview was piloted for club-sport

athletes to engage them in broader prevention efforts.



Office of Intercultural Life (OIL)

Sayles-Hill 201 | 507.222.7488 | oil@carleton.edu | go.carleton.edu/oil

The Office of Intercultural Life (OIL) navigated a year of significant activity and evolution in 2024-2025, continuing its vital mission of fostering student development and celebrating cultural backgrounds. The year began with a vibrant mentorship welcome session for the OIL Peer Leaders (OPLs), which successfully connected 54 participants from the Class of 2028 with peer mentors. This program is instrumental in helping new students transition and build a sense of belonging. Furthermore, the Cultural Programming Board enhanced collaboration and connectivity between cultural student organizations and OIL's broader goals.

Campus Collaborations

OIL expresses deep gratitude to its enduring partners and enthusiastically anticipates new collaborations, including those formed with TRIO (a Mystery Trip and Poetry Night), the Center for Community & Civic Engagement (CarlsVote), and Student Health & Counseling (the BIPOC Mental Health Collective). OIL also organized enriching off-campus cultural immersion trips, such as “The FAWK HMONG (+Friends) Super Show” and “DRUMLine Live,” showcasing diverse voices and traditions beyond campus.



OIL Talks

OIL also hosted several insightful OIL Talks throughout the year. For Hispanic Heritage Month, “Exploring Civic Engagement in Community” featured discussions with activists, educators, and policymakers. AAPI Heritage Month brought “Preserving Cultural Identity Through Dance and Storytelling” with Carleton Faculty member Cheryl Lin and the Wattanak Dance Troupe. Black History Month’s “Black Resiliency: Moving Forward No Matter The Obstacle” featured a World-Cafe discussion with Carleton’s esteemed Black Faculty and Staff. Finally, Native American Heritage Month’s “The Nashke Games That Save Our Ways” engaged students and staff through interactive Ojibwe history, language, and culture.

Convocations & Exhibitions

Throughout the year, OIL hosted four distinguished Convocation speakers who celebrated Hispanic, Native American, Black History, and Asian American Pacific Islander Heritage Months. These celebrations extended to Gallery Walks in Upper Sayles, a partnership with academic departments showcasing the rich talents and complexities of various cultures through visual mediums. For example, the Asian American and Pacific Islander Heritage Month gallery, “Weaving Identity Through Art,” showcased student art pieces celebrating AAPI identities through various mediums.

The Native American Heritage Month Gallery explored “Treaty Maps of Minnesota.” The Black History Month Exhibition, “Black At Carleton,” high-

8%

increase in Instagram viewership of followers

Cultural Org Awards

The year culminated with the 3rd Annual Cultural Org Awards, which included a new venue, partnership, and record-breaking nominations (155) and attendance, reflecting the growing vibrance of cultural life at Carleton.

Held for the first time at the Grand Event Center in Northfield, the event offered guests a plated meal and Fun Photo Booth, an alumni-owned business that provided a popular 360-degree booth to capture the evening. Deya Ortiz was recognized with the Distinguished Faculty and Staff Award for her outstanding contributions. The night concluded with a touching senior recognition ceremony led by Dean Livingston, who was joined on stage by Vice President Zavala and President Byerly to personally thank the graduating class.



lighted African American faculty, staff, students, and organizations from the 60s-70s, displaying framed photographs and articles.

New Cultural Housing & Gathering Spaces

74%
of students living
in Cultural Houses
had a high sense of
community

OIL also played a crucial role in the successful opening of new Cultural Housing spaces, collaborating with Residential Life and various student organizations.

The construction of Carleton's Multicultural Center and Neil House were both completed in Fall 2024 and their doors opened in Winter 2025. They offer living spaces, communal programming areas, and kitchens.



Office of International Student Life (ISL)

Sayles-Hill 061 | 507.222.4013 | ecody@carleton.edu | go.carleton.edu/international

The Office of International Student Life (ISL) dedicated 2024-2025 to robustly supporting the international student body. They worked to navigate a complex global political climate while also building a stronger sense of community and belonging on campus.

Welcoming New Students and Fostering Belonging

Carleton hosts 260 international students representing over 60 countries. ISL played a crucial role in welcoming new international students and ensuring their smooth transition and integration into the Carleton community. The office welcomed 65 new international students at International Student Orientation, with a notable 35 new Chinese students in the Class of 2029, making it the largest class of Chinese students. ISL created documentation for 58 incoming Class of 2029 students and 67 Summer Liberal Arts Institute (SLAI) students.

Holistic Student Support and Navigation

ISL played a crucial role in providing comprehensive support, particularly concerning immigration and well-being. Throughout the year, ISL facilitated over 600 1:1 appointments with students, providing personalized guidance and support.

The office diligently tracked executive orders and news, offering timely updates and guidance to help students make informed decisions about their status and future steps. This proactive approach



was vital as the current immigration landscape led to an uptick in international students remaining on campus during winter and spring breaks.

Beyond immigration, ISL focused heavily on employment support. The team processed over 40 Curricular Practical Training applications for internships and 39 Post-Completion Optional Practical Training (OPT) applications, along with 9 STEM OPT applications. They also secured funding for low-income students to participate

in OPT or internship experiences and helped 204 students prepare taxes. ISL also worked with 6 different departments to process documentation for visiting faculty and staff.

A significant health-related initiative involved enforcing the Wellfleet insurance requirement for all international students and redesigning the Student Health and Counseling (SHAC) session at International Student Orientation. This proactive measure has been key in helping international students navigate the U.S. healthcare system - making it easier for them to access necessary care without substantial financial burden.

Enriching Programs and Community Engagement

The year was marked by high engagement in ISL's diverse programming, often extending to domestic students through strategic collaborations.

ISL collaborated with the Office of Intercultural Life

>600
1:1 appointments
with students

23

graduating
international students
attended a graduate
program in the U.S.

Fostering Belonging

ISL cultivated a strong internal team, retaining 10 returning ISL Peer Leaders and Programming Assistants for 2025-26, contributing to a dedicated team of 16 international peer leaders throughout the year.

With the increase in the number of international students remaining on campus during breaks, ISL developed new programming to foster a greater sense of belonging and community. ISL organized a variety of engaging activities and cultural events, including cooking workshops. These programs successfully connected international students with their domestic peers. This effort was made possible through strong collaborations with a wide range of campus partners, including Residential Life, the Recreation Center, Student Activities, Off-Campus Studies, TRIO, and the Gender and Sexuality Center.



(OIL) and TRIO to co-host two insightful “Let’s Talk” sessions on code-switching and race/racism in the U.S. ISL also launched “In Other Words...,” a new multilingual zine, a student-led collaboration with the Language and Writing Centers. This publication celebrates linguistic diversity through student poetry, stories, and art in native languages with English translations.

The signature International Festival continued to be a highlight, sharing global culture with the Carleton campus through food, performances from over 40 groups, and unique elements like three different bands and homemade brigadeiros from Brazil.

25%
increase in event
attendance

ISL hosted two impactful “Breaking Bread” sessions, bringing together international students, staff, and faculty to share food, music, and cultural experiences, fostering natural connections.

Further expanding cultural horizons, ISL organized enriching off-campus cultural immersion trips, including “The FAWK HMONG (+Friends) Super Show” and “DRUMLine Live,” showcasing diverse voices and traditions beyond campus.



Lilac Hill Residences

Lilac Hill residences opened in Fall 2024 near the Recreation Center on the north side of campus. These buildings are designed as net-zero energy buildings, incorporating passive house standards, rooftop solar panels, and thick exterior walls. This expansion reflects Carleton's goal to diversify housing options, create more equitable and high-quality living and learning environments, establish community spaces, and move towards a goal of 20% townhouse/house-style living.

There are six buildings on Lilac Hill: Farm, Aster, Birch, Trillium, Hickory, and Stork. Stork House, named after Professor Harvey Stork who proposed the creation of the Carleton Arboretum, contains a professional staff apartment and office. The other residential buildings, named after plants in the Arboretum, have multiple residences which feature private entrances, kitchens, dining-rooms, living-rooms, and laundry.



Residential Life

Severance Hall G10 | 507.222.4072 | reslife@carleton.edu | go.carleton.edu/reslife

As a liberal arts college, an important and exciting part of being a Carleton student comes directly from residing with other students in the residence halls and houses. Residential Life at Carleton is the heart of campus life, and 96% of students live in college housing. Students spend more time in their residential space than anywhere else on campus.

Residential Life strives to provide a safe and supportive residential environment which complements and extends the educational experience of students. Living at Carleton is a challenging and rewarding experience—an experience of intellectual,

emotional, and social growth. By living in a residence hall or house, students learn a great deal about themselves and how to work and live with others. The 2024-2025 academic year saw great programming and community in the residential spaces, supporting an average of 1,868 students per term in residence.

Campus-wide Programming

Residential Life programming included 379 RA programs, 114 RA coordinated programs, 802 community meetings, and 250 student storage appointments.

87.6%
said living on campus
contributed to their sense
of belonging at Carleton

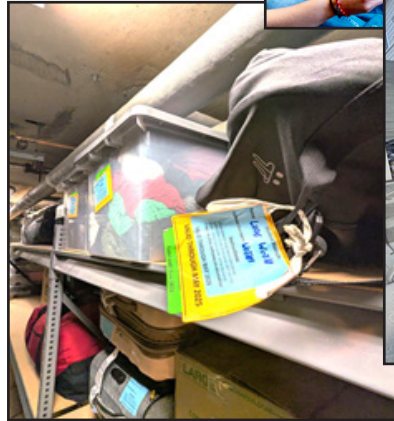
Student Activities asked various campus partners to host 3-4 week long programming on Thursday nights on campus. Residential Life spearheaded this initiative and began the first-ever RESidency at the CAVE. The RESidency lasted three weeks with a new all-campus event each Thursday in the Cave.

802 community meetings



Student Storage

This year, a self-logging storage process was piloted in Watson Hall as part Spring Term Closing. Historically, students needed to check-out of storage with a staff member to verify and log the location of items being stored. The new process allows more students in the facility at any given time, and they store and log their own items using an easy-to-understand QR code form.



Break Housing Policy Update

In a move to create a more efficient and equitable experience for students and staff, the College announced a new policy for break housing. Some changes took effect as early as Spring 2025. The new policy introduced several key changes:

- Spring Break: Students remaining in campus housing over spring break will no longer be charged for their stay. This change aims to reduce financial barriers for students needing to stay on campus during this period.
- Summer and Winter Breaks: Students will remain responsible for housing costs. However, specific groups, such as participants in the Summer Liberal Arts Institute, varsity athletes, and Reunion workers, are subject to exceptions.
- Pre-Season and Early Arrivals: Departments will assume responsibility for covering housing

fees for eligible students during early arrival periods and for pre-season athletes.

- Break Housing Review Committee: Recognizing the ongoing demand, the College established a new Break Housing Review Committee. This committee will oversee the review and approval of break housing requests and determine eligibility rules, ensuring a consistent and fair process.

By implementing these changes, the College aims to streamline the break housing process, reduce the number of chargeable breaks, and alleviate costs for low-income students. This strategic shift will ensure that students have access to necessary housing while simultaneously optimizing campus operations.

Student Activities Office (SAO)

Sayles-Hill 051 | 507.222.4462 | sao@carleton.edu | go.carleton.edu/activities

The 2024-2025 academic year was significant for the Student Activities Office (SAO). Collectively, the Student Activities team accomplished many of its goals throughout the year, while successfully supporting over 225 active student organizations. Through a variety of student-led programming, SAO focused on student development in a variety of key areas, including communication and leadership skills, budget management, event planning, risk management, and preparing for life after graduation, to name but a few. Notable highlights from the 2024-2025 academic year include the Carleton Cupboard, the KRLX Anniversary, and the Winter Wardrobe.

225
active student-led
organizations

Carleton Cupboard

The Carleton Cupboard is a food shelf addressing student food insecurity during academic breaks. Its aim is to support student wellbeing and academic success when dining halls are closed.

In the 2024-2025 academic year, the Cupboard assisted a record 202 students. During winter break, 78 students utilized it, with 90% of funds used for food and 10% for cooking supplies. Spring break saw 105 students make 400 trips. Student Life

spent \$35,907 on the Cupboard, which consistently met its success measures, demonstrating its value to Carleton students.

\$35,907
spent on food and
cooking supplies for the
Carleton Cupboard



Winter Wardrobe

The Student Activities Office was excited to once again offer the Winter Wardrobe, which operated 24 hours a day from October 14 through October 16. The Wardrobe provides Carleton students with gently used winter clothing and accessories free of charge. Recognizing that not all students are adequately prepared for Minnesota's winters, the College established the Wardrobe primarily to support students with the greatest financial need, though it is open to the entire student body. Funding and supplies for the Wardrobe are generated through generous donations from parents, families, alumni, and community members. During the fall term, the campus community contributed over 600 donated items which were provided to students in need.

KRLX Anniversary

This year, KRLX, Carleton College's student-run, non-commercial FM campus radio station, celebrated its 77th anniversary on April 14, 2025. Broadcasting to the greater Northfield area, the station featured over 200 student DJs live on-air throughout the year, accumulating 4,162 hours of airtime.

KRLX broadcasts on 88.1 FM and streams live on KRLX.com 24/7 for approximately eight weeks each term. Additionally, student volunteers assist alumni during Reunion, offering in-studio experiences and broadcasting live via an online streaming service.



Student Performances

Other notable highlights for SAO this past year include a number of student performances and an increase in events in the Cave, the student-led music venue located in the basement of Evans.

During the 2024-2025 academic year, 14 student organizations hosted events in the Cave, 40 student performances were held in Nourse Little Theater, and 240 reservations were made for the Goodhue band room.

SAO hosted the second annual CaveFest, a day-long music festival featuring food trucks and multiple professional musical performances throughout the day. In total, 48 professional, contracted musical artists performed in the Cave throughout the year.



17
bands competed
in Battle of the
Bands

An all-time high of 17 student bands competed at the annual Battle of the Bands in the Cave, with the top two bands opening for professional acts at the 44th annual Sprongert.

The Class of 1974 Center

The construction of The Class of 1974 Center has been in full swing this year. This new building, opening fall 2025, is made possible by a generous financial gift from the Class of 1974.

The Center boasts features that will directly enhance SHAC's capabilities. It will double the number of exam rooms and provide 12 dedicated, sound-proof spaces for counseling, including areas for alternative therapies and telehealth. With improved accessibility, including multiple entrances, and a design as a proper clinic-like environment, this facility will enable SHAC to deliver more efficient, private, and comprehensive care. This historic investment ensures that Carleton students will receive the robust health and counseling support essential for their academic and personal success.



Student Health & Counseling (SHAC)

Davis Hall, Ground Floor | 507.222.4080 | shac@carleton.edu | go.carleton.edu/shac

The 2024-2025 academic year was a period of significant growth for Student Health and Counseling (SHAC). The staff provided integrated confidential medical, counseling, case management, psychiatric, and nutrition services through 5,521 student visits, supporting 1,285 individual students, which represents 60% of the student body. Medical and Psychiatry services accounted for 3,290 visits, serving 55% of students, while Counseling and Clinical Case Management provided 2,183 visits to 21% of students. Notable highlights during the 2024-2025 academic year included infectious disease prevention and response, a new Clinical Case Manager, and the continued success of Time-

lyCare and our mental health collectives.

Infectious Disease

In June 2023, Maggie Prunty was hired as the first Infectious Disease Lead and Health Practitioner to spearhead prevention and response

initiatives, evolving beyond COVID-19 to address all future infectious disease concerns.

During the 2024-2025 academic year, Carleton distributed 4,500 self-



60%

**of the student body
utilized SHAC services**

administrable COVID-19 tests and administered 941 COVID-19 and influenza vaccinations. Isolation housing was provided as needed, and monthly preventative vaccination clinics offered convenient access for students. Communication to campus partners was enhanced through an Infectious Disease webpage and updates to the Safety Committee and President’s Cabinet. Additionally, an Infectious Disease Guidebook and relevant Student Health and Counseling policies were finalized.

Clinical Case Management

Kevin Lattu, the new Clinical Case Manager, started in August 2024. This role allows SHAC to sustain its integrated services amidst increased mental health demands while also providing counseling. Case management accounted for 296 SHAC visits for 140 individual students; 64 of these visits represented either ongoing individual therapy, bridge therapy, or same-day brief counseling. Beyond direct care, the clinical case manager provided training to students in coordination with other offices including TRIO (‘Navigating Insurance’) and OHP (‘Mental Health First Aid’).

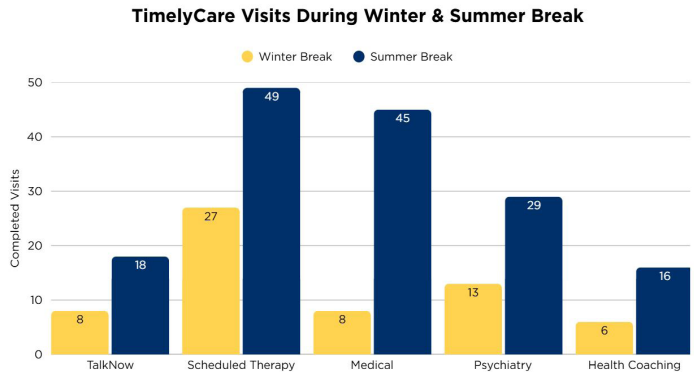
TimelyCare

Launched in spring 2024, TimelyCare is a secure and HIPAA-compliant virtual care platform. It provides students with free, 24/7 access to a comprehensive suite of virtual medical and mental health services from anywhere, without billing insurance, and offers a diverse network of providers. This service ensures convenient and timely access to care for all Carleton students, even those studying or traveling abroad. In its first full year, students completed 583 TimelyCare visits.

583
TimelyCare
visits

One tremendous benefit of Carleton’s partnership with TimelyCare is the ability for Carls to have rapid access to convenient, no-

cost, and confidential healthcare during academic breaks. As awareness of TimelyCare services has grown, so has utilization of the various TimelyCare services. The chart below illustrates the number of completed sessions during Winter Break (11/25/24-1/3/25) and Summer Break (6/2/25-8/15/25) across all of the TimelyCare modalities.



Mental Health Collective and BIPOC Collective

During the 2024-2025 academic year, SHAC staff significantly expanded their reach through collaborative outreach and programs with various campus partners. Two key initiatives were the BIPOC and Queer Mental Health Collectives.

The BIPOC Mental Health Collective, a partnership with the Office of Intercultural Life, held nine monthly sessions for 10-35 students, focusing on restorative practices and topics like culture shock and microaggressions. Simultaneously, the Queer Mental Health Collective, involving SHAC, the Office of Health Promotion, and the Gender & Sexuality Center, provided a safe, monthly space for LGBTQIA+ students. These sessions fostered community, supported mental health, and addressed the impacts of queer/transphobia, demonstrating improved attendance throughout the year.

TRIO/Student Support Services (TRIO)

216 College Street | 507.222.4017 | trio@carleton.edu | go.carleton.edu/trio

TRIO at Carleton College experienced a year of significant growth and impact in 2024-2025, expanding its reach and strengthening its commitment to holistic student development. With the addition of two new staff members, TRIO now serves 171 students, an increase of 31 from the previous year, with plans to support 180 by next fall. This expansion has enhanced the program's capacity to provide individualized support and deepen its influence across campus.

Holistic Student Development

Advising remained a cornerstone of TRIO's work, with staff holding 1,077 individual meetings to support academic progress, career planning, and overall college experience. These efforts were deeply collaborative, involving partnerships with campus entities like the Academic Support Center, Career Center, and the Dean of Students Office, ensuring students accessed comprehensive services. The program's commitment to holistic development was also evident in its diverse events, designed to cultivate success, belonging, and personal growth.

Throughout the year, TRIO organized 22 social/cultural events and 27 academic/financial literacy workshops. A highlight was the First-Generation Student, Faculty, & Staff Dinner in November, co-hosted with the 1Gen student organization, which drew over 120 attendees to celebrate National First-Generation Day and foster community.

171
TRIO students

Experiential Learning and Advocacy

TRIO provided enriching off-campus experiences that broadened students' perspectives and skills. In September, eight peer leaders and a student assistant attended the Educational Opportunity Association (EOA) Student Leadership Conference in Kansas City, MO. They engaged with inspiring speakers and workshops, while developing essential leadership and communication abilities that empowered them to become more effective campus leaders.



1077
1:1 advising
meetings with
students

Over Spring Break, five students participated in the Council for Opportunity in Education's (COE) Legislative Seminar in Washington, D.C. This trip offered powerful advocacy opportunities, as students met with congressional offices on Capitol Hill to highlight the impact of TRIO programs. Beyond advocacy, the trip included cultural immersion at institutions like the National Museum of African American History and Culture and a performance at the Kennedy Center, deepening students' understanding of civic engagement and cultural awareness. A graduate school visit to NYU and a cultural tour of NYC in August further supported career exploration and introduced students to diverse experiences.



Post-Carleton Exploration

This year, TRIO focused on supporting students in planning for life after Carleton. Staff provided workshops on navigating the graduate school application process, and offered workshops on the Strong Interest Inventory, and salary negotiation in partnership with the Career Center. Additional sessions covered how to identify and apply for fellowship opportunities. TRIO staff also worked one-on-one with students to explore internships, clarify career goals, and develop plans for graduate school or job searches. Ten students also participated in the graduate school trip to NYC and tour of the University of Minnesota Twin Cities Molecular Pharmacology & Therapeutics program. These efforts helped students feel more confident and prepared to take their next steps after Carleton.



Financial Literacy and Post-Carleton Preparation

162
students attended
financial literacy
workshops

TRIO significantly bolstered its financial literacy initiatives, hosting workshops on budgeting, credit, and financial wellness in collaboration with various campus partners. Students actively engaged with the iGrad Financial Literacy

platform, completing 1,084 courses or activities. Individualized FAFSA support was also provided, empowering students for informed financial decisions.

TRIO also placed a strong emphasis on post-Carleton planning. Workshops on graduate school applications, fellowship opportunities, and salary negotiation, often

in partnership with the Career Center, equipped students with vital skills. One-on-one advising sessions helped students explore internships and clarify career goals, ensuring they felt confident and prepared for their next steps after graduation. The overwhelmingly positive results from the end-of-year assessment survey, with

95%
of survey respondents feel a strong sense of community with TRIO

100% of respondents satisfied with their advisors and 95.32% reporting a strong sense of community, underscore TRIO's essential role in student support and belonging at Carleton.



Presentations, Publications, & Grants

External Presentations

- Cashin, Melanie, & Winton, Lin (2025 April). *Centering DEI in Peer Tutoring: A Cross-Departmental Approach* [Conference session]. AAC&U Conference on Learning and Student Success, San Juan, Puerto Rico.
- Gordon, Patrick (2025). *Mental Health First Aid* [Facilitator]. Healthy Communities Initiative & St Olaf College, Northfield, MN.
- Hartpence, Laura (2025 June). *Navigating External Threats* [Forum session]. LACN Leadership Forum, Swarthmore College.
- Hartwig, Tanya, & Johnson, Thomas (2025). *Creating Cohort-Based Professional Development* [Conference session]. Associated Twin Cities College Housing Administrators, Minneapolis, MN.
- Lattu, Kevin, & Montoya, Hunter (2024). *Integrating Mental Health Into Your TRIO Program* [Conference session]. Educational Opportunity Association Conference, Minneapolis, MN.
- Livingston, Carolyn (2025 June). *Small and Mighty: Student Affairs at Small Colleges & Universities* [Workshop session]. Copenhagen, Denmark.
- Riehl-Elness, Nathan (2025 November). *Connections, Collaborations, & Student Development: Student Leader Engagement Throughout Orientation* [Conference presentation]. NODA Region V Conference, Chicago, Illinois.
- Vogel, Kristen (2025 March). *Leveraging Experience: A Resume Workshop at Carleton College* [Conference session]. Student Success Roundtable, Saint Paul, MN.
- Vogel, Kristen (2025 March). *Multilingual Writers, Monolingual Writing Centers* [Conference session]. Midwest Writing Centers Association Conference, Brooklyn Park, MN.

Publications

- Fleming, Sindy (2024). Communications in the Workplace. In *Workplace Leadership*. Cognella.
- Vogel, Kristen (2024). "The Grammar of Text Messaging: Analyzing Non-Standard English to Develop Genre Awareness". *Writing Spaces*.

Grants Awarded

- Hildahl, Kim (2024). TRIO/Student Support Services 2025-2030 Grant, \$1,508,305
- Livingston, Carolyn (2025). Minnesota Office of Higher Education 2025-2027 Emergency Assistance for Postsecondary Students Grant, \$150,000

Professional Association Leadership

- Clark, Lee (2024-2025). Leadership Fellows Program Mentor, NACA.
- Hildahl, Kim (2024). Co-Chair, Annual Professional Conference, Educational Opportunity Association.
- Hildahl, Kim (2024-2025). Co-Chair, Annual Student Leadership Conference, Educational Opportunity Association.
- Johnson, Thomas (2024-2025) Conference Planning & Logistics, Upper Midwest Region, ACUHO-I.
- Livingston, Carolyn (2025-Current). Advising Services Board Member, NASPA.
- Pfarr-Baker, Rosie (2024-2025), Scholarship Committee Co-Chair, MN TRIO.
- Ramos, Fátima (2024-2025). Future Conferences Committee, MN TRIO.
- Riehl-Elness, Nathan (2024-Current). Small College Network Programming Chair, NODA.
- Robinson, Andrea (2024-2025). Board Member, Project Friendship.
- Robinson, Andrea (2025). Core Planning Team Member, Re-imagine Northfield High School Project.
- Robinson, Andrea (2025). External Reviewer, NASPA Program Review Collaborative.

Division of Student Life New Staff

- Aicha Katty, Psychiatric Consultant, Student Health & Counseling
- Amy Frick, Administrative Assistant, Residential Life
- Ann Koller, Assistant Director for Alumni and Parent Engagement, Career Center
- Connor MacFeely, Area Director, Residential Life
- Dayle Matheny, Area Director, Residential Life
- Diana Lunow, Senior Administrative Assistant, Dean of Students Office
- Holly Kelchner, Program Coordinator, Dacie Moses
- Jonathan Gonzales, Director, Gender and Sexuality Center
- Kalena Thwaites, Assistant Director, Gender and Sexuality Center
- Karen Eilers, Program Director for Career Development, Career Center
- Kevin Lattu, Clinical Case Manager, Student Health and Counseling
- Laura Hartpence, Director, Career Center
- Neil Winberg, Assistant Director, TRIO/Student Support Services
- Nicole Schroeder, Associate Director of Employer Relations and Operations, Career Center
- Temi Adeyemi, Program Director for Employer Relations, Career Center

Division of Student Life

Academic Advisers

- Carolyn H. Livingston, Vice President for Student Life and Dean of Students
- Fátima Ramos, TRIO Academic Advisor, TRIO/Student Support Services
- Judith Pannell, Senior Director, Student Life
- Kim Hildahl, Director of TRIO/Student Support Services
- Rosie Pfarr-Baker, TRIO Academic Advisor, TRIO/Student Support Services

Division of Student Life Committees

The Division of Student Life utilizes committees to better serve the campus community and one another as colleagues. Below are the division-wide committees:

- Assessment Team
- CARE Team
- Communications Committee
- Peer Leader Committee
- Professional Development Committee
- Volunteer & Events Committee

Division of Student Life Professional Development

The Student Life Professional Development Committee is dedicated to investing in the skills and connections of our division staff. Now in its eighth year, the committee offers dynamic programming designed to enhance work competencies and build meaningful relationships across Student Life. The staff members on the committee for 2024-2025 included: Melanie Cashin, Liz Cody, Leah Ernste, Jonathan Gonzales, Kenneth Hanna, Tom Johnson, and Amy Sillanpa (Chair).

The professional development cohort program brings staff members together to discuss a particular topic using a book, journal article, video, or common work experience. Anyone in the division can sign up to facilitate a cohort and the committee works to offer a variety of topics. Each term includes at least two cohort offerings. Student Life staff are provided the cohort schedule prior to each term and can sign up to participate in upcoming cohorts. This type of discussion setting enhances work skills and creates personal connections across the Division of Student Life.

In addition to the cohort program, the committee also provides professional development activities during Student Life All-Staff meetings, Deans & Directors meetings, and other one-time opportunities as requested.

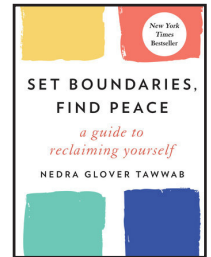


30
staff members
participated in at
least one cohort

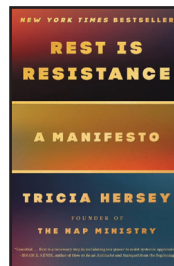
2024-2025 Cohort Offerings

The Fall 2024 cohorts focused on personal and professional balance. The Walk and Talk Tuesdays cohort discussed hot topics in higher education in an informal setting while walking the Arb. The second cohort featured *Set Boundaries, Find Peace* by Nedra Glover Tawwab. Staff learned

about setting healthy boundaries, building rewarding relationships, and maintaining or creating work/life balance. Fall also marked the start of the annual year-long Supervising Students cohort. Staff shared resources and discussed best practices for student supervision, such as creating expectations and facilitating difficult conversations.



The Winter 2025 term offered practical skill-building workshops and a focus on well-being. The book cohort featured Tricia Hersey's *Rest is Resistance* which encouraged staff to reclaim rest as a radical act of self-care and resistance. The Ins & Outs cohort provided two highly practical workshops: Event Planning & Contracting Vendors, to share the process for working with vendors and ensuring timely payment; and Communications at Carleton College, led by the Division of Communications, which offered tips on promoting office services, revamping websites, and adhering



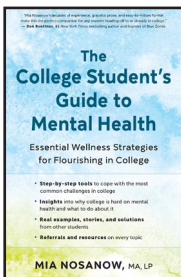
to Carleton branding recommendations.

The cohort program concluded in Spring 2025 with a focus on allyship and deep reflection. The book cohort featured *Dear Cisgender People: A Guide to Trans Allyship and Empathy* by Kenny Ethan Jones. This cohort aimed to improve understanding of trans experiences, the impact of the current political climate, and foster ongoing commitment to allyship. The second spring cohort, Using Rest to Cultivate the Dream Space, guided by Tricia Hersey's concept of rest as a generative space, focused on crafting a personal rest practice and imagining a well-rested Carleton.



***The College Student's Guide to Mental Health* by Mia Nosanow**

One of the most popular professional development opportunities was the shared reading of *The College Student's Guide to Mental Health* by Mia Nosanow during the Fall 2024 and Winter 2025 terms. All Student Life staff members received a



copy of the book, which served as an ongoing discussion topic at staff meetings. Additionally, staff from the Physical Education, Athletics, and Recreation Department also received a copy and joined Student Life for a day-long retreat focused on student mental health, based on themes in the text.

Professional Development Sessions

Beyond the cohorts, the professional development committee coordinated activities during larger gatherings, including the Student Life All-Staff meetings and the Deans & Directors meetings. The committee offered sessions on the following topics:

Fall 2024

- Time Management
- Leadership Styles
- How to Use AI

Winter 2025

- Campus Climate
- Digital Health & Boundaries
- TimelyCare Resources

Spring 2025

- Rest is Resistance
- How to Advocate Legislatively
- Gratitude



Division of Student Life

Assessments Completed

Department	Assessments Conducted on 2024-2025
Academic Support Center	24-25 Academic Skills Coach Survey
	Term-Long Program Shift from Multilingual Writers to All Writers
Career Center	Success-Ready Résumé pilot
	Interview Prep Lab
Dean of Students	Student Conduct Process Experience
	Community Concern Form Survey
	Conduct Officer Knowledge
	Core Student Survey
	Professional Development Cohort Participation
Gender and Sexuality Center	Senior Celebration Assessment Report
	Winter Tea Time Assessment
International Student Life	ISL and OIL: Let's Talk Series
	Supporting International Juniors at Carleton
Office of Health Promotion	SWA Student Learning Experience
	SMP PE Student Learning Experience
Office of Intercultural Life	ISL and OIL: Let's Talk Series
	Sense of Community Within the Cultural House Communities
Residential Life	Musser Community Survey
	Late Break Housing applications
Student Activities Office	Senior Week Focus Group
	Carleton Cupboard
Student Health and Counseling	2025 TimelyCare Services Student Evaluation
	Student Evaluation of SHAC services 24-25
TRIO/Student Support Services	TRIO Argument & Inquiry (A&I) Assessment
	TRIO End-Of-Year Survey



3,262
 attendees at SUMO movie showings in
 Weitz throughout the year

162
 students
 participated in
 financial literacy
 workshops



4,162
 hours of airtime accumulated on
 KRLX 88.1 FM



151
 groups at the
 annual Student
 Involvement Fair



Division of Student Life

Severance Hall, Suite 110

507.222.4075

dsoffice@carleton.edu

go.carleton.edu/dos



Carleton