Dear University Partners:
As we reflect on the work of Orientation & Transition Experiences (OTE) in 2020, we have to acknowledge the significant impact COVID-19 had on our work in transitioning new students to the University and supporting first- and second-year students through our student transition experience programs.

In March, when it became clear that it would be some time before staff could return to campus, the decision was made to move the orientation programs to a remote format. In the summer, Welcome Week followed suit. The campus community came together very quickly to support this transition and within six weeks a new Remote Orientation was developed and rolled out to new students and families. The freshman and transfer orientation programs were one-day remote events that required students to complete an online orientation via Canvas before their registration date. More details about these programs and the attendance can be found on pages 14-17.

Our traditional six-day Welcome Week program was transformed to Weeks of Welcome. The content of Welcome Week was spread across the four weeks and included a weekly Monday small-group meeting for students with their Welcome Week Leaders. The Welcome Week Leaders stepped up and committed to supporting the program over the month of August and for that we are truly thankful! More details about the Weeks of Welcome program and the attendance can be found on pages 18-21.

During this time of programming flux, the city of Minneapolis was reeling from the unjust killing of George Floyd on May 25, 2020. The impact of this tragedy greatly affected our staff and colleagues, student leaders, and the new students. What emerged was a staff reinvigorated in our commitment to justice and equity. More details about our work in this area can be found on pages 5-6.

In addition to all these changes, we kept our strategic plan moving forward in 2020. We actualized the restructuring of our student leadership positions, created a diversity, inclusion, and equity checklist, began an audit of all our communications, and we completed an inventory of the programs offered by our campus partners that support the second year experience.

We invite you to review our work, offer feedback, and share in the accomplishments that many of you have been a part of this past year.

Sincerely,
Lisa Gruszka
Interim Director
Our vision is to be innovative and responsive to the shifting needs of our students while being leaders in the field of orientation, transition, and retention.

In an effort to support each student during their transition to the U of M and on their path to graduation, Orientation & Transition Experiences offers high-quality, dynamic experiences that cultivate community and empower students to champion their own development and leverage campus resources.

In connection with OTE’s mission and the University’s retention goals, OTE programs and experiences will support the student transition and sense of belonging by:
- Helping students understand and thrive in their transition
- Creating a welcoming environment
- Communicating academic expectations and pathways
- Sharing information about how to navigate resources
- Fostering community development
- Conveying the importance of student engagement
- Connecting new students with peer leaders

Belonging | Continually finding a sense of connection.
Collaboration | Creating synergy through intentional partnerships.
Inclusion | Advocating for equity in our programs and on our campus.
Personal Growth | Fostering ongoing self-improvement and skill development.
Student Success | Empowering students to thrive as they persist to graduation.
In late 2019, Orientation & Transition Experiences hired an external consultant to help us develop a new five-year strategic plan. This plan has been developed to help us achieve the following goals:

To accomplish these goals we have created internal sub-committees to help us bring this work to life which includes the following:

**Transition Initiatives Inventory (Goals A, B)**
The goal of this project is to create an inventory of services and programs that support students in their first and second year at the U of M to be used to identify gaps that exist in serving students, allowing OTE to optimize direct programming that ensures student success.

**Student Resource Access & Navigation (Goal B)**
The goal of this project is to create a process for improving the way in which students understand and access information critical to their success as a student in their first-year at the institution in order to clearly communicate the institutional navigation support they need to be successful.

**Campus Marketing Strategy (Goal C)**
This project will create a comprehensive communication plan highlighting OTE’s knowledge in supporting students in their first and second year at the institution. The result of this project will include the development of presentation materials to be used by OTE staff and shared with campus partners and nationally.

We have slowed down this process this year to account for the shift in our work and responsibilities due to the COVID-19 pandemic’s impact on our work. That said, two of these sub-committees have begun to meet and develop their working plans.

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**GOALS**

A. To optimize our direct programming to support student success
   - To ensure that all transfer, first- and second-year students have the institutional navigation support they need to be successful
   - To be a trusted, passionate advocate across campus for transfer, first- and second-year students
DEPARTMENTAL WORK GROUPS

In addition to the sub-groups we have developed to support our strategic plan, we also have several longer-standing working groups that continue to meet and connect our work.
Student Leadership Committee

The Student Leadership Committee’s intention is to improve our leadership development practices in OTE in an effort to create equities with our student leadership positions.

2020 Highlights

- Developed a training program for all office student staff based on the OTE core values
- Instituted a student leadership competency assessment for all office student staff
- Restructured the Student Program Coordinator positions as Internship opportunities
- Continued to enhance the onboarding process for all office student staff.

Diversity, Equity, & Inclusion

The objective of this working group is to assess OTE programs to ensure inclusivity and equity for the students and student leaders navigating our programs in an effort to promote a sense of belonging.

2020 Highlights

- Created a project management plan to assist in reviewing the diversity, equity, and inclusion (DEI) work being done across all OTE programs and training.
- Developed a Diversity, Equity, and Inclusion Checklist to be utilized by all OTE staff and students to assess individual programs and experiences offered by our office. The DEI Checklist is to be implemented in 2021.

Assessment Committee

The Assessment Committee has rebranded and worked to expand our scope to better capture the efforts of the Second Year Experience.

2020 Highlights

- Revised all assessments to capture programmatic changes due to COVID-19
- Developed a process for analyzing qualitative data
- Identified the driving question for each assessment
- Established an OTE-centric question to be added to the Tell Us About Yourself survey as an opportunity to streamline our student transition experience programming efforts.
With the unjust murder of George Floyd, the staff of Orientation & Transition Experiences shared a strong commitment to bringing to life our Inclusion value. As an office, we define Inclusion as “Advocating for equity in our programs and on our campus.” We have dedicated time for us to meet weekly and prioritize the work we need to do to infuse inclusion and equity into our programs and into our professional development.

One of the first priorities was for us to make a statement of solidarity to our values and to share that we stand with our students of color, particularly our Black students.

We developed an OTE Feedback Form that you can find in our email signatures and linked on our website. It is important for us to have a space where audience members can provide critical feedback about our work.

We have spent time creating and prioritizing a working list of strategies for us to implement. Some of these strategies include evaluating our hiring practices, developing proactive social media posts that highlight our DEI work, and supporting BIPOC-owned businesses.
SALESFORCE

In April 2020, OTE launched Salesforce as our primary case and data management tool. Salesforce has allowed us to capture records and metrics for calls, emails, and chats that come into our office. This tool will become our replacement for the NGOT system that we have used for more than a decade. We continue to work with the Salesforce team to ensure our business requirement needs are being met. Throughout this process, we have been able to add new features and enhancements that have allowed us to become more operationally efficient in many ways.

With the Salesforce Event Management features, we have been able to see individual student records for their individual event registrations, create and map out sessions for larger events, and streamline our efforts with schedule printing and communications.

LET’S CHAT ABOUT IT

Let’s Chat About It is a new conversation series hosted by Orientation & Transition Experiences, with the pilot running in Fall 2020. This program aims to provide a space for new students to engage in critical conversation about meaningful topics and ideas. The Fall 2020 series was cohort based, and included four live sessions. Each session was curated with a campus partner presentation and thorough discussion, and focused on the following themes: Critical Dialogue, Political Ideologies, Race and Minnesota, and Mental Health.

For the Fall 2020 series, 20 students showed interest in participating, and 10 students participated in at least one of the four sessions. OTE plans to continue to host this program, implementing changes informed by student assessment.
OTE Financial Data

Program/Account
- Welcome Week
- Freshman Orientation
- Transfer Orientation/Transfer Experience Programs
- Parent Orientation
- First-Year Programming
- Central Office
- Gopher Guide

Funding Source
- O&M, Freshman Confirmation Fees, Sponsorships
- Freshman Confirmation Fees
- Transfer Confirmation Fees
- Program Fees Paid by Parents
- O&M, Freshman/Confirmation Fees
- O&M, Freshman/Confirmation Fees
- Advertising, Sales to Bookstore

OTE Sales
OTE offered the opportunity for campus departments and local businesses to advertise in print through the Gopher Guide.

Gopher Guide: This annual publication provides the opportunity to reach incoming and continuing students through print advertisements. In 2020, OTE was able to secure $40,850 in Gopher Guide advertisement sales. The ad sales plus the sale of guides in the University Bookstores covers most of the printing costs for 12,800 Gopher Guides.

O/M (State) 35% of Budget
Confirmation Fees: 55% of Budget

Freshman: New High School (NHS):
Confirmation Fee $280

$13 to Admissions for processing
$84 for Welcome Week
$183 for Orientation & Transition Experiences

Transfer: New Advanced Standing (NAS):
Confirmation Fee $95

$12 to Admissions for processing
$83 for Transfer Orientation and Transfer Initiatives

Parent Orientation/Evening Parent Program Fees: Typically 5% of Budget*
* In 2020, we were unable to host in-person Orientation programs and, therefore, did not see revenue from parent registrations.
OTE Sponsorships

To be a corporate sponsor, the organization must philosophically align with the goals of OTE. Sponsors meet with departmental representatives multiple times a year to create a beneficial experience for students. Current corporate sponsors are noted below in the external sponsorship list.

Sponsorship Partners Include

**External**
- Coca-Cola
- Courtyard Marriott
- DoubleTree
- Graduate Minneapolis
- Insomnia Cookies
- Metro Transit
- TCF Bank
- Quad on Delaware

**Internal**
- Housing and Residential Life
- Intercollegiate Athletics
- MN Daily
- Office for Fraternity & Sorority Life Office for Student Affairs
- Office of Sustainability
- One Stop Student Services
- Parent & Family Program
- Student Unions & Activities
- U Card Office
- University Dining Services
- University of Minnesota Alumni Association
- University of Minnesota Bookstores
- University Recreation and Wellness
OTE Front Desk Traffic

With the implementation of Salesforce in April 2020, we gained the ability to track the volume of emails, phone calls, and chats that went through our office. In May, we transitioned our phone system so Office Assistants could answer the main desk line remotely. This allowed us to be more responsive to immediate technical needs during virtual programming.

Another benefit of Salesforce is our ability to assign a topical area to each interaction. The top subject areas were:

Email is the most used form of communication (5,300 emails received by OTE)
The communication calendar for OTE includes print, email, social media, web, and more.
Following is an overview of our cycle for the Students in the Classes of 2022, 2023, and 2024, New Transfer Students, and Parents and Families.

**Communications Calendar**

### Class of 2022
- Monthly eNewsletters (February - May)

### Class of 2023
- Six-week Check In Survey sent by OMS (January)
- Monthly First Year Experience eNewsletters (February - May)
- Monthly Second Year Experience eNewsletters (September - December)

### Parents & Families
- Get Ready for January Transfer Parent Orientation email (sent one week before a new student’s on-campus orientation)
- Parents and Families of Confirmed Students email (May)
- Parent Get Ready for Orientation email (sent two days before Orientation)
- Parent and Families Calendar (August)
- Parents and Families of Deferred Freshmen Get Ready for Orientation email (December)

### Class of 2024
- Class of 2024 Facebook Group (Launched January)
- Congratulations on Your Admission to the University email (March)
- Select Your Orientation Date & Start Your New Student Checklist email (April)
- Prepare for Your Advising Appointment email (May)
- Online Orientation Launch email (May)
- Freshman Seminars Book (May)
- Get Ready for Orientation email (two days prior to student’s Orientation date)
- Gopher Transitions App (Launched June)
- Gold Book printed and mailed (June)
- Weeks of Welcome Introduction email (July)
- Weeks of Welcome Weekly emails (August)
- Weeks of Welcome mailings (August)
- Monthly First Year Experience eNewsletters (September - December)
- Select your New Student Orientation Date email for deferred students (November - December)
- Get Ready for Orientation email for deferred students (December)
Transfer Students
- Get Ready for January Transfer Orientation email (sent one week before student’s on-campus orientation)
- Monthly New Transfer Student eNewsletter (January - May, September - December)
- Six-week Check In Survey sent by OMS (January)
- Select Your Orientation Date & Start Your New Student Checklist email (April)
- Prepare for Your Advising Appointment email (May)
- Transfer Student Technology email (May)
- Get Ready for Orientation email (two days prior to student’s Orientation date)
- Gopher Transitions App (Launched June)
- Gold Book printed and mailed (June)
- Weeks of Welcome Introduction email (July)
- Weeks of Welcome Weekly emails (August)
- Weeks of Welcome mailings (August)
- Second-semester admit Congratulations email (October)
- Select your New Student Orientation Date email (November - December)
WEBSITE

We aim to provide the essential information needed by our audiences through an intuitive and logical website interaction. An addition of a live chat function on our website is an effort to improve user experience by answering questions quickly, solving problems faster, and being there whenever needed.

<table>
<thead>
<tr>
<th>Department Website</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Page Views</td>
<td>223,801</td>
<td>133,023</td>
<td>412,813</td>
</tr>
<tr>
<td>Average time on page (in minutes)</td>
<td>2.21</td>
<td>2.4</td>
<td>2.13</td>
</tr>
</tbody>
</table>

GOPHER TRANSITIONS

The Gopher Transitions App is a platform to help students connect with each other. The Class of 2024 has used the communities area of the app as a point of connection through Weeks of Welcome and beyond, with over 3,200 users. In coming years, we will be able to utilize the app’s event and scheduling features which are more conducive to in-person programming.
Our Orientation programming shifted in early April to provide a multi-modal, remote Orientation. Both first-year and transfer students engaged in a two-step Orientation:

- **Online Orientation via Canvas**: College-specific Canvas course containing a welcome from University President Joan Gabel and modules related to transitioning to the University, college advising, and next steps in their Orientation.

- **Scheduled Remote Orientation for Freshmen**: Student-centric day of activities and meetings including Transitioning to College with an Orientation Leader, college-specific meetings, academic advising session, registration, an evening OL-Apalooza community space. All elements of the day were held through Zoom.

- **Scheduled Remote Orientation for Transfers**: Student-centric day of activities and meetings including Transfer Student Welcome, hosted by the Assistant Director of Orientation, college meetings, academic advising sessions, and registration. Students were encouraged to attend TSL-Apalooza community building space hosted by the Transfer Student Leaders. All elements of the Orientation day were hosted in Zoom.

Orientation Hub

Student Orientation schedules were unique to each individual student and housed in a home-grown Orientation Hub. The Orientation Hub provided students with an overview of their day, links to their college meetings and registration appointments, and adapted to the student’s time zone.

Resource Pages

Student Resource webpages for freshmen and transfer students housed additional resources for incoming students. The Resource page included:

- more than ten pre-recorded sessions from campus partners

- a Virtual Resource Fair, created utilizing Geographic Information Systems in partnership with the USpatial team

- a schedule of Live sessions, hosted by campus partners and colleges

Confirmation Fees

All confirmed freshmen pay a $280 confirmation fee (see page 8).
All confirmed transfer students pay a $95 confirmation fee (see page 8).
Summer 2020 Orientation Attendance

Freshman Check-In

<table>
<thead>
<tr>
<th>College</th>
<th>Check-In List (College)</th>
<th>Actual Check-In (OTE)</th>
<th>% Show of Check-In List</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLA</td>
<td>2,676</td>
<td>2,538</td>
<td>95%</td>
</tr>
<tr>
<td>CSE</td>
<td>1,353</td>
<td>1,279</td>
<td>95%</td>
</tr>
<tr>
<td>CSOM</td>
<td>629</td>
<td>613</td>
<td>97%</td>
</tr>
<tr>
<td>CEHD</td>
<td>557</td>
<td>525</td>
<td>94%</td>
</tr>
<tr>
<td>CBS</td>
<td>654</td>
<td>612</td>
<td>94%</td>
</tr>
<tr>
<td>CFANS</td>
<td>388</td>
<td>359</td>
<td>93%</td>
</tr>
<tr>
<td>CDES</td>
<td>277</td>
<td>257</td>
<td>93%</td>
</tr>
<tr>
<td>NURSING</td>
<td>122</td>
<td>115</td>
<td>94%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6,656</td>
<td>6,298</td>
<td>95%</td>
</tr>
</tbody>
</table>

Freshmen Total Online Orientation Completion: Summer 2020
(*10th day reporting numbers)

- Total Attended Orientation: 5,951
- Total Completed Online Orientation: 5,894
- % Completed Online Orientation: 99%

Total Fall NHS Tenth Day Enrollment = 5,966

Quotes by Freshman:

- “Thank you to every single person that has put an enormous amount of effort to make this work. Thank you so much :-) It has been a great experience.”
- “Went smoother than I expected. Presentation flowed and time gaps in between sessions was perfect.”
- “Given the circumstances, it was great! All the leaders and advisors were amazing!”
- “Orientation experience was very helpful and allowed for my questions to be answered! It was a great experience despite the setbacks of COVID. Everybody that I interacted with from the U of M was very nice and helpful.”
Summer 2020 Orientation Attendance

Transfer Orientation

<table>
<thead>
<tr>
<th>College</th>
<th>Check-In List (College)</th>
<th>Actual Check-In (OTE)</th>
<th>% Show of Check-In List</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLA</td>
<td>1,351</td>
<td>1,235</td>
<td>91%</td>
</tr>
<tr>
<td>CSE</td>
<td>211</td>
<td>200</td>
<td>95%</td>
</tr>
<tr>
<td>CSOM</td>
<td>87</td>
<td>83</td>
<td>95%</td>
</tr>
<tr>
<td>CEHD</td>
<td>103</td>
<td>99</td>
<td>96%</td>
</tr>
<tr>
<td>CBS</td>
<td>65</td>
<td>60</td>
<td>92%</td>
</tr>
<tr>
<td>CFANS</td>
<td>101</td>
<td>93</td>
<td>92%</td>
</tr>
<tr>
<td>CDES</td>
<td>145</td>
<td>107</td>
<td>79%</td>
</tr>
<tr>
<td>CCAPS</td>
<td>62</td>
<td>47</td>
<td>75%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2,115</td>
<td>1,936</td>
<td>92%</td>
</tr>
</tbody>
</table>

Total Fall Transfer (NAS and IUT) 10th Day Enrollment = 1,922
Note: Check-In list counts include an unknown small number of duplicates due to students rescheduling Orientation dates.
Transfer Total Online Orientation Completion: Summer 2020 (*10th day reporting numbers)

**1,827**
Total Attended On Campus Orientation

**1,801**
Total Completed Online Orientation

**99%**
% Completed Online Orientation

**QUOTES BY TRANSFERS**

“At first things are confusing but now I understand more about the school and how to use the website. The orientation was a very good experience. I like the zoom meetings. I didn’t have to travel or look for parking space or waste time on the road or I didn’t have to worry about getting covid-19. By sharing the screen the advisor was able to help.”

“I had a great experience during my Zoom orientation! My advisor was very welcoming and I’m grateful to have her as my advisor! She gave me a lot of advice on my career choices, and I hope she will continue to guide me up until graduation. Thank you!”

“I was initially disheartened doing orientation online. However, today proved to be a very informational and supportive experience. Thanks for making the best of the circumstances.”
January 2020 Orientation

In January of 2020, new transfer students fulfilled their Orientation requirements by completing an Online Orientation and attending an in-person one-day Orientation program. Students engaged in campus exploration, college meetings, and advising and registration sessions.

Transfer On-Campus Orientation: January 2020

<table>
<thead>
<tr>
<th>College</th>
<th>Check-In List (College)</th>
<th>Actual Check-In (OTE)</th>
<th>% Show of Check-In List</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLA</td>
<td>545</td>
<td>532</td>
<td>98%</td>
</tr>
<tr>
<td>CEHD</td>
<td>41</td>
<td>36</td>
<td>88%</td>
</tr>
<tr>
<td>CFANS</td>
<td>38</td>
<td>36</td>
<td>95%</td>
</tr>
<tr>
<td>CDES</td>
<td>31</td>
<td>27</td>
<td>87%</td>
</tr>
<tr>
<td>CCAPS</td>
<td>17</td>
<td>17</td>
<td>100%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>672</td>
<td>648</td>
<td>96%</td>
</tr>
</tbody>
</table>

Transfer Total Online Orientation Completion: January 2020

<table>
<thead>
<tr>
<th>Total Attended Orientation</th>
<th>Total Completed Online Orientation</th>
<th>% Completed Online Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>648</td>
<td>634</td>
<td>98%</td>
</tr>
</tbody>
</table>

Parent and Family Orientation

Parent and Family programming shifted to meet the needs of the incoming parent and family members while keeping programs remote. In early April, OTE began New Gopher Chats, an informal, open-forum Zoom space to engage with the students and their families by answering questions about the Orientation format and COVID-19 shifts at the University.

Throughout First-Year Orientation in June and July, parents and family members were encouraged to attend live sessions hosted by campus partners and colleges throughout the week of their students’ orientation. Highlighted, “Brown Bag” sessions were held over the lunch hour and were hosted by Housing and Residential Life, Academic Success Resources, Office of Information Technology, One-Stop Student Services, Boynton Health, and the Parent and Family Program. All live sessions were hosted in Zoom.

In addition to the live session offerings, more than 25 static resources were made available to parents and family members on the Parent and Family Resource page, and were accompanied by welcome videos from the Interim Director of OTE and the Director of the Parent and Family Program.

Transfer Total Online Orientation Completion: January 2020

<table>
<thead>
<tr>
<th>Dates</th>
<th>Total Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 9-10</td>
<td>105</td>
</tr>
<tr>
<td>January 13-16</td>
<td>76</td>
</tr>
<tr>
<td>Total</td>
<td>181</td>
</tr>
</tbody>
</table>
Welcome Week

In 2020, Welcome Week was transformed into a four-week virtual experience, Weeks of Welcome, taking place August 10 - September 7. By sharing in the Weeks of Welcome experience, students:

- Learn to connect with other new students
- Practice life skills relevant to their daily experiences
- Develop an awareness of resources available to them at the U
- Engage in a variety of campus traditions
- Develop an awareness of personal needs within the collegiate environment
- Begin to develop a sense of belonging at the U
- Understand that their actions affect the campus community

Weeks of Welcome focused on preparing students to begin their college experience in the midst of a global pandemic. Programming was spread out over several weeks to avoid Zoom fatigue and to help students prioritize relationship development with Welcome Week Leaders and their peers.

Each week, students participated in a one-hour meeting with their Welcome Week Leader (WWL) and their small groups and were encouraged to engage with a menu of synchronous and asynchronous programming that was hosted through Canvas. Convocation was transformed into a virtual program and included incoming transfer students for the first time.
The Weeks of Welcome Canvas page was a one-stop resource for incoming students, with information compiled for many resources such as MCAE Kick-Off, Global Gopher Events for international students, and Learning Online 101, in addition to Weeks of Welcome content. The Canvas platform was chosen to help students get comfortable with the technology they would utilize in their coursework.

Homepage Features:
- Welcome video hosted by Alexis Murillo, recent CFANS graduate
- Video land acknowledgement created by student leaders from the Circle of Indigenous Lands.

Content was revealed each week revolving around the following themes:
  Week 1: “Stay Golden” - Wellness & Finances
  Week 2: “You at the U” - Sustainability & Involvement
  Week 3: “Study Like a Gopher” - Campus Resources & College Programming
  Week 4: “Ski-U-Mah to the Semester Ahead” - Social Connections & Life at the U

Most Visited Course Pages:
- Course Home: 234,137 views
- Off-Campus Students: 131,035 views
- Week 1 Overview: 24,427 views
- Week 3 Overview: 20,842 views

Badges
Students were encouraged to participate and engage with content through a series of virtual badges, utilizing Badgr, a Canvas integration. Students could earn up to 11 badges and those who earned 10 or 11 were entered into the Coca-Cola Sweepstakes where six winners were chosen as recipients of a JBL bluetooth wireless speaker. A total of 27,330 badges were earned by students throughout the Weeks of Welcome programming.
Weeks of Welcome Packages

With a fully virtual Weeks of Welcome, it was important for students to feel that they were a part of their class and the University of Minnesota community. We sent over a series of three welcome packages to over 7,800 domestic students:

- Package 1: stadium cinch bag, water bottle, rally towel
- Package 2: Gopher Guide
- Package 3: Class of 2024 or transfer shirt, college t-shirt (freshmen only), two face masks, and Convocation tassel.

A one-package version of these items was sent to international students.
This project was a major collaboration between Orientation & Transition Experience, Printing Services, and Addressing & Mailing Services.

Welcome Week Attendance

To record attendance in 2020, we relied on Welcome Week Leaders to take attendance at their weekly meetings. We also kept track of page views within Canvas and took whole-number counts of live events based on the Zoom attendee information.

<table>
<thead>
<tr>
<th>Event</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>WWL Meeting Week 1</td>
<td>3,065</td>
</tr>
<tr>
<td>WWL Meeting Week 2</td>
<td>3,167</td>
</tr>
<tr>
<td>WWL Meeting Week 3</td>
<td>2,941</td>
</tr>
<tr>
<td>WWL Meeting Week 4</td>
<td>2,998</td>
</tr>
<tr>
<td>WWL Meeting Wrap-Up</td>
<td>1,983</td>
</tr>
<tr>
<td>OL Evening Activities</td>
<td>135</td>
</tr>
<tr>
<td>Affinity Socials</td>
<td>85</td>
</tr>
<tr>
<td>Virtual Playfair</td>
<td>303</td>
</tr>
<tr>
<td>WWL Overall Total</td>
<td>4,563 Unique Student Attendees</td>
</tr>
</tbody>
</table>
**Weeks of Welcome Transfer Track**

Transfer students were invited to engage with all of the content that first-year students had access to, with a few additions and adaptations. The Transfer Student Leaders hosted “Transitioning to the U” sessions each Monday that were optional for transfer students. These sessions were focused on the transfer student experience. 377 students attended Transitioning to the U.

From our assessments, we notice that students’ participation in Weeks of Welcome appears to be a driving factor in transfer students’ sense of belonging, with more students who participated in WoW feeling connected than who did not participate.

![Percentage of transfer students who participated compared to those who did not participate]

<table>
<thead>
<tr>
<th>Event</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Transitioning to the U</td>
<td>377</td>
</tr>
<tr>
<td>Official Transfer Student Welcome</td>
<td>Approx. 200</td>
</tr>
<tr>
<td>Transfer College Day Meetings</td>
<td>Approx. 100</td>
</tr>
<tr>
<td>25+ Transfer Student Hangout</td>
<td>7</td>
</tr>
<tr>
<td>UTSB/Tau Sigma Hangout</td>
<td>18</td>
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</table>
Student Transition Experiences

A primary function of Orientation & Transition Experiences is to implement welcome and transition experiences for new and continuing students. Student Transition Experiences (STE) is the handoff from our welcome programs into the academic year. STE implements experiences, programs, and communications for first-year, transfer, and second-year students. These efforts include the At Home in MN program, eNewsletters, Living Learning Communities, and the Transfer Student Network, among others. Student Transition Experiences is supported by the Coordinator of STE and the three STE Interns.

First Year Experience

CLASS OF 2023/2024 NEWSLETTER
This eNewsletter is a monthly publication that is distributed via email to all freshman students at the U. The content focuses on providing succinct communications for events, information, and resources/services and how first-year students experience and utilize them.

CLASS OF 2023
Received FYE Newsletter February - May
Average Open Rate: 64.78%
Themes of most-clicked links: Employment/Volunteer Opportunities and Second Year Experience

CLASS OF 2024
Received FYE Newsletter September - December
Average Open Rate: 63.35%
Themes of most-clicked links: Getting Involved, Study Skills and Tips, University Updates
Catch your Breath was created as an event that would bring together first-year students through normalizing shared experiences. This event took place on Friday, October 16, and hosted first-year (freshman and transfer) students. The event was intended to connect students around the following shared experiences:

- Positive/negative experiences of their first semester at the U
- The need to de-stress during their first midterms at the U
- Connecting to other Class of 2024 or transfer students

Students were asked to share “sweet” and “not-so-hot” moments from their experience at the U thus far. A variety of stories were shared and many common themes emerged.

**Quotes from Event Attendees**

- “I have joined a very friendly study group”
- “I’ve met awesome new people in and out of class”
- “I’ve been getting good grades; A’s and B’s!”
- “I have a supportive study group”

**“NOT-SO-HOT” MOMENTS**

- “I’m doing school from home so I feel like I’m not meeting too many people”
- “I find it hard to meet new people online”
- “I’m having lots of work to do and my timezone difference isn’t exactly helping...”
- “My classes are overwhelming and it’s stressful”
At Home in MN is a program designed to provide additional support to students who are from out of state. This program provides these students with the opportunity to explore Minnesota events and culture while connecting with other out-of-state students. Attendees are welcome to bring an in-state guest, if they desire.

First-year, out-of-state students at the U have an opportunity to live in community with their peers through the At Home in MN LLC. Students live on the same floor in Territorial Hall and have the opportunity to engage in the At Home in MN program as a community.

Programming for the 2020 LLC Residents

- Bell Museum Trip
- Valentine’s Cookie Decorating
- Game Nights
- End-of-Year Celebration
- Winter WONDERland
- String Art & Self-Care

**AT HOME IN MN SOCIAL**

<table>
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<tr>
<th>Dates</th>
<th>Event</th>
<th>Total Attendance</th>
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<tbody>
<tr>
<td>August 25, 2020</td>
<td>At Home in MN Social</td>
<td>45**</td>
</tr>
<tr>
<td>August 27, 2020</td>
<td>BIPOC* At Home in MN Social</td>
<td>45**</td>
</tr>
<tr>
<td>October 21, 2020</td>
<td>Chat &amp; Chew</td>
<td>8</td>
</tr>
</tbody>
</table>

*BIPOC - Black, Indigenous, and People of Color
**Includes total of both socials

**AT HOME IN MN LIVING LEARNING COMMUNITY (LLC)**

First-year, out-of-state students at the U have an opportunity to live in community with their peers through the At Home in MN LLC. Students live on the same floor in Territorial Hall and have the opportunity to engage in the At Home in MN program as a community.

Programming for the 2020 LLC Residents

- Bell Museum Trip
- Valentine’s Cookie Decorating
- Game Nights
- End-of-Year Celebration
- Winter WONDERland
- String Art & Self-Care

**Academic Year** | **Number of Residents** | **Number of CAs**
------------------|-------------------------|------------------|
2020-2021         | 12                      | 1                |
2019-2020         | 34                      | 2                |
Transfer Student Experience

**STRATEGIC INITIATIVES**

**TRANSFER.UMN.EDU**
The Transfer Student Experience (TSE) is a campus-wide initiative coordinated by the Office of Undergraduate Education in partnership with the Office of Admissions and Orientation & Transition Experiences. The initiative is guided by the work of a Transfer Student Advisory Committee, composed of University staff and administrators from across the Twin Cities campus, as well as the student members of the University Transfer Student Board. Additionally, programmatic initiatives are coordinated through OTE and OUE to support transfer students in their transition to campus.

**TRANSFER STUDENT ADVISORY COMMITTEE**
Comprising University staff and administrators from across the Twin Cities campus, as well as the student members of the University Transfer Student Board. This committee meets to discuss current trends and issues related to U of M transfer students and guides the work of the Transfer Student Experience initiative.

**TRANSFER STUDENT ADVOCATE TRAINING**
This initiative provides training to staff and faculty to help them better serve transfer students and also provides a visible marker of transfer student support in offices across campus. 111 staff and faculty participated in transfer advocate training in fall and spring of 2020.

**PROGRAMMATIC INITIATIVES**

**AT HOME IN MN**
*See At Home in MN (page 24) for 2020 programming and metrics.

**TRANSFER STUDENT NETWORK**
The Transfer Student Network (TSN) is a program designed to help first-semster transfer students feel comfortable at the U. Through one-on-one Coffee Chats and large-group events, new transfer students are able to connect with other transfer students and find community at the U. These events are supported by our Transfer Insiders—transfer students who have made a successful transition to the University of Minnesota and are dedicated to enhancing the transfer student experience.
Transfer Student Experience

PROGRAMMATIC INITIATIVES

Programming for 2020 Academic Year:

National Transfer Student Week, October 19-23, 2020

- Virtual TSN Hangout

- Coffee Chats: Coffee Chats connect first-semester transfer students with a Transfer Insider (transfer students who have successfully transitioned at the U). These sessions provide an opportunity to ask questions, receive advice, expose transfer students to campus resources, and normalize the transfer student experience. Coffee Chats continued virtually after March 2020.

LEADERS IN TRANSITION LIVING LEARNING COMMUNITY (LLC)

First-year transfer students at the U have an opportunity to live in community with their peers through the Leaders in Transition LLC. Students live on the same floor in Yudof Hall and have the opportunity to engage in LLC programming as a community. During the Spring and Fall 2020 semesters, we began inviting all transfer students living in Yudof to our LLC programming.

Programming for the Spring 2020 LLC Residents:

- LLC Dinners
- Yudof Transfer Social
- Transfer Game Night
- End-of-Year Celebration
- Trivia
- De-Stress and Mindfulness Event

<table>
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<th>Academic Year</th>
<th>Number of Residents</th>
<th>Number of CAs</th>
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<td>2020-2021</td>
<td>6*</td>
<td>1</td>
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<tr>
<td>2019-2020</td>
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*6 represents the number of students who indicated interest in the LLC in their housing application. Total number of Yudof Transfer Students was 32.
Transfer Student Experience

PROGRAMMATIC INITIATIVES

TRANSFER STUDENT WORKSHOP SERIES
A series of workshops designed exclusively for first-semester transfer students to get them connected to University resources early in their transition and offered in conjunction with campus partners. Students gave positive reviews of the workshops and the workshops met the stated outcomes of introducing students to U of M resources and building community.

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<thead>
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<td>February 7, 2020</td>
<td>Study Like a Gopher</td>
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<td>February 14, 2020</td>
<td>Preparing For Your Future Career</td>
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<td>February 21, 2020</td>
<td>Freaky Fast Finances</td>
<td>13</td>
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<td>February 28, 2020</td>
<td>Pause &amp; Plan: Putting it All Together</td>
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<tr>
<td>September 18, 2020</td>
<td>New to the U</td>
<td>10</td>
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<tr>
<td>September 25, 2020</td>
<td>Study Like a Gopher</td>
<td>0</td>
</tr>
<tr>
<td>October 2, 2020</td>
<td>Preparing For Your Future Career</td>
<td>6</td>
</tr>
<tr>
<td>October 9, 2020</td>
<td>Freaky Fast Finances</td>
<td>3</td>
</tr>
<tr>
<td>October 16, 2020</td>
<td>Pause &amp; Plan: Putting it All Together</td>
<td>13</td>
</tr>
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</table>

TAU SIGMA HONOR SOCIETY
A national honor society to acknowledge the academic achievements of our transfer students. Students are invited to join the U of M chapter if they achieve a GPA of 3.5 or higher during their first semester on campus. This year, we inducted 133 new members. The U of M chapter has inducted over 1,000 members since it was founded in 2013.

TSE NEWSLETTER
A monthly eNewsletter is sent to all transfer students during their first semester on campus. These newsletters ease the transition to campus by highlighting resources and opportunities for involvement.
Average Open Rate for Spring 2020 Admits: 65.27%
Average Open Rate for Fall 2020 Admits: 44.72%
Transfer Student Experience

PROGRAMMATIC INITIATIVES

FIRST SIX WEEKS INITIATIVE
This calendar of events is designed to help transfer students get off to a strong start at the U of M. Over 20 U of M offices contributed over 50 events and resources aimed at transfer students.

Second Year Experience
The Second Year Experience is a campus-wide effort coordinated by the Office of Undergraduate Education and Orientation & Transition Experiences. The Second Year Advisory Committee, composed of college and department representatives from across the Twin Cities campus, works collectively to improve the retention of and opportunities for second-year students. A number of different initiatives support second-year students in their transition and can be found online.

SYE THEME NEWSLETTER
The SYE eNewsletters are sent each month of the semester and are designed to provide second-year students at the U with continued support and guidance that direct them toward existing campus programming and tips for succeeding in their second year.

CLASS OF 2023
Received SYE Newsletters September - December
Average Open Rate: 63.56%
Themes of most-clicked links: Second Year Experience, Student Involvement, Learning Abroad, and Off-Campus Living

CLASS OF 2022
Received SYE Newsletters January - May
Average Open Rate: 64.52%
Themes of most-clicked links: Student Involvement, Job/Internship Opportunities, Second Year Experience
Second Year Experience

SYE LIVING LEARNING COMMUNITY (LLC)

Second-year students at the U have an opportunity to live in community with their peers through the Second Year Experience LLC. Students live on two floors in Yudof Hall and have the opportunity to engage in LLC programming as a community.

Programming for the Fall 2019 LLC Residents:
- 2020 Vision Boards
- End of Semester Celebration
- Second Year Success
- Game Nights
- Paint By Numbers
- De-Stress and Mindfulness

<table>
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<tr>
<th>Academic Year</th>
<th>Number of Residents</th>
<th>Number of CAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-2021</td>
<td>30</td>
<td>2</td>
</tr>
<tr>
<td>2019-2020</td>
<td>30</td>
<td>2</td>
</tr>
</tbody>
</table>

SECOND YEAR CELEBRATION WEEK

The Second Year Celebration Week was held April 13-17, 2020, in order to celebrate the milestone of students completing year two at the U. This week of events, hosted by various offices and departments, provided educational, social, and celebratory experiences to conclude the second year. OTE hosted the Second Year Celebration event to celebrate second-year students wherever they are on their path to graduation.

STE Collaborations

COMMUTER SUCCESS PROGRAM

The Commuter Success Program (CSP) began as a partnership with the Office of Undergraduate Education, President’s Emerging Scholars, Off Campus Living, and Orientation & Transition Experiences. CSP provides support and community for first-year commuter students through communications, 1:1 meetings, and events. In Fall 2020 the program served 59 first-year students with the support of the CSP committee, a CSP Intern, and 8 CSP Leads. CSP Leads oversaw a pod of 8-10 students and facilitated 1:1 meetings with students throughout the semester.

Connections with the CSP Leads and the program provided opportunities to facilitate conversations about the first-year commuter student experience, give advice and tips on how to be a successful student, and provide resources.
STE Collaborations

FIRST GEN COLLEGE STUDENT CELEBRATION WEEK

In alignment with the Center for First-Generation Student Success’ “First-Generation College Celebration,” Orientation & Transition Experiences participated in the University of Minnesota “First-Generation College Student Celebration Week.” During the week of November 9-13, 2020, we hosted:
- Panels in collaboration with the Multicultural Center for Academic Excellence
- How I Made It: First Generation Graduating Seniors Perspectives
- The Hidden Curriculum: What they don’t teach you!
- The Never Ending Story: First-Gen Alumni Perspectives
- Chat & Chew
- Game Night

NATIONAL TRANSFER STUDENT WEEK

In partnership with the Transfer Student Experience, Orientation & Transition Experiences participated in the National Institute for the Study of Transfer Students’ “National Transfer Student Week.” During the week of October 19-23, 2020, we hosted:
- Coffee Chat
- Chat & Chew for Out-of-State Transfer Students
- Six Week Check-In
- Intra-Campus Transfer Social for Transfer Students who have transferred to a different academic college during the Fall 2019-Fall 2020 semesters.
- A social media and email campaign celebrating our transfer students and the contributions they make to our campus.

STUDENT EMPLOYMENT

The extension of Student Transition Experiences in OTE’s office has provided the opportunity to continue Orientation and Welcome Week partnerships into the academic year. One continued collaboration has been with Student Employment, which has provided an opportunity for OTE to participate in the Job Fair for students looking for on-campus employment, and to promote Student Employment events and communications through our STE Newsletters.
Leadership Development Programs

Student leaders play a critical role in OTE’s programming. While leadership opportunities vary, they are all grounded in a commitment to promoting student development and advancing OTE’s vision and mission.

Orientation Leaders
Orientation Leaders (OLs) are responsible for administering a successful New Student Orientation and Welcome Week.

Recruitment & Hiring
- Applications were made available to first-year students for the first time in 2020.
- OTE received 109 applications, representing a 50% increase in the applicant pool.
- The students selected for the 2020 OL team represented nearly all of the freshmen-admitting colleges and had participated in numerous other leadership and involvement opportunities on campus.

Training & Development
Orientation Leaders training takes place in four parts:
- A three-day spring training retreat in January
- OUE 3310: a weekly one-credit class through Spring semester
- Two-week training in May, leading into Orientation
- Train-the-trainer in August to prepare for Weeks of Welcome

Training topics throughout the retreat and class cover diversity and social justice, student development theory, strengths, campus climate, and identity development.

Responsibilities
Orientation Leaders have many responsibilities throughout their positions. As our Orientation and Weeks of Welcome programs adapted in 2020, so did the OL role.

Orientation Responsibilities
- Hosted Transitioning to College sessions each day for groups of 15-20 students.
- Hosted OL-Apalooza, virtual community building spaces.

Welcome Week Responsibilities
Orientation Leaders are responsible for recruiting, training, and advising Welcome Week Leaders.
- Hosted a virtual conference for our Welcome Week Leaders in April which consisted of 26 separate training sessions for 365 total Welcome Week Leaders.
- Led a one-day virtual training for Welcome Week Leaders in August, with weekly training sessions continuing throughout the program.
- Provided program support including hosting virtual help rooms, hosting a game show, holding discussion spaces for different identities, and managing social media content.

Applications were made available to first-year students for the first time in 2020. OTE received 109 applications, representing a 50% increase in the applicant pool. The students selected for the 2020 OL team represented nearly all of the freshmen-admitting colleges and had participated in numerous other leadership and involvement opportunities on campus.
What Students Had to Say About Their OL

Strongly Agree & Agree Responses:

- 98% was knowledgeable about the University of Minnesota
- 96% was an effective presenter
- 97% created an inclusive experience

Quotes about OLs

“...was very personable and made the online version of orientation interesting and as inclusive as it could have been.”

“I really like how my orientation leader was cheerful and how they were willing to talk about their own struggles and story to us. They were great at explaining details on resources available to us and how we are able to get around campus.”

“...was very helpful in acknowledging what I need to do to become a successful college student and transition accordingly.”

Transfer Student Leaders

Transfer Student Leaders (TSLs) are responsible for administering a successful Orientation and Welcome Week Transfer Track program for our transfer student population.

Recruitment & Hiring

In 2020, OTE received 33 applications for the 12 available positions. The selected 2020 TSL team included student leaders from four of the undergraduate colleges, and ranged from second-semester first-year students to students in their third year.

Training & Development

TSLs participate in many trainings to prepare them for their role throughout Transfer Orientation and Weeks of Welcome:

- One-day Training Retreat in February focusing on understanding the current transfer student profile, their own transfer student experience, team building, and learning about the OTE mission, vision, and core values.
- Five Spring Training sessions to prepare for the responsibilities associated with their role, and engaged in topics including diversity, identity, strengths, storytelling, University resources, transfer-specific resources, and leadership.
- Four-day Summer Training, focused on the content and logistics of the program, an overview of campus resources, and facilitation of their sessions.
Transfer Student Leaders

Responsibilities
TSLs have many responsibilities through both Transfer Orientation and Welcome Week programming. In 2020, the TSL position adapted as programmatic changes were made to both events.

Transfer Orientation Responsibilities
- Hosted TSL-apalooza sessions to promote community building and engagement with incoming transfer students.

Weeks of Welcome Responsibilities
- Hosted Transitioning to the U sessions each Monday.

Welcome Week Leaders
Welcome Week Leaders (WWLs) are responsible for guiding new first-year students through the Welcome Week Programs.

Recruitment & Training
- There were 461 students who applied to be a WWL in 2020, which was a 40% increase from the previous year.
- Annual Welcome Week Leader Conference in the Spring, focusing on team building through storytelling, discovering personal strengths, and a three-module training on intercultural competence with keynote speaker Phyllis Braxton.
- Weekly Trainings in August to prepare for the following week of programming.
- A total of 295 Welcome Week Leaders completed the hiring and trainings, representing a 24% increase from the previous year.

Responsibilities
- The shift to the four-week Weeks of Welcome program expanded the time commitment of our volunteer Welcome Week Leaders from a ten-day, in-person commitment, to a four-week, virtual commitment. Leaders hosted weekly sessions for their small groups of incoming students. Each weekly meeting contained content that aligned with the program theme for the week and team-building activities.
What WWLs had to say about their experience

Strongly Agree & Agree Responses:

- **92%** serving as a WWL helped me improve my leadership skills
- **85%** developed more confidence in myself as a result of being a WWL
- **93%** I would recommend being a WWL to others

**What WWLs said...**

“For what was available to us as resources and what we were able to accomplish safely... I don’t think it could have been handled better. We were all forced to adapt day by day during Weeks of Welcome. I was able to organize virtual hangouts outside of the weekly meetings for students to help them get to know each other, and I frequently had over half of the group in those meetings. They definitely enjoyed and appreciated the opportunity to get to know each other. They were a lot more engaged during these hangouts.”

“I had such an amazing experience! I got to leave a positive impact on new students at the U, I got to meet incredible people that were both new freshmen and my fellow WWLs alike, and I had a great time every Monday and Friday!”

**What students said about their WWLs...**

“...made sure everyone was included, and encouraged us to ask questions that they took time to look into.”

“...encouraged us to step outside of our comfort zone and get to know each other while at the same time, respected our decisions and did not pressure anyone into an uncomfortable situation. They were informative, professional, and kind.”

“...gave us realistic advice and talked to us about difficult topics, like the W Curve in a way that was reassuring and important. They didn’t feel like a volunteer that was assigned to us for the month, but rather a resource that I would feel comfortable reaching out to with problems now or throughout this year.”

- **93%** of students felt supported by their WWLs
- **96%** said the environment of their Monday meetings was inclusive
OTE STAFF

**Awards**
Lisa Gruszka, Outstanding OTR Professional, NODA Region V, 2020
Michael Gonzalez, Outstanding New OTR Professional, NODAC 2020

**Presentations & Publications**
List presentations & publications from 2020


**Full-Time Staff**

**Orientation**
Lisa Gruszka, Director of Orientation Programs
Amy Lintner, Assistant Director, Orientation

**Welcome Week/Student Transition Experiences**
Jenny Porter, Director of Student Transition Experiences (Departed May 2020)
Sam Glazer Hewson, Assistant Director, Welcome Week
Michael Gonzalez, Coordinator of Student Transition Experiences

**Student Leadership Training & Development**
Evan Witt, Assistant Director

**Operations**
Chelsea Garcia, Associate Director for Operations
Bill O’Connor, Assistant Director, Communications (Departed January 2020)
Melissa Shugarman, Marketing & Communications Manager (Began May 2020)
Maddie Portnoy, Operations Specialist (Began April 2020)
Matt Maloney, Information Technology Professional
OTE STUDENT STAFF

Parent Coordinator
Brenna Betts

Orientation Intern
Allie Guidish

Operations Intern
Dila Theodora

Design Interns
Jensine Beyer
Naomi Liew

Marketing Intern
Kalie Sagan

Orientation Coordinator
John Patterson

Welcome Week Coordinator
Tucker Nowack

Welcome Week Intern
Katie Pepel

Office Assistants
Seun Abolade
Sydney Antonsen
Val Chrepta
Amanda Meder
Emma Newton
## Welcome Week Leaders

<table>
<thead>
<tr>
<th>Aaron Blanchard</th>
<th>Benjamin Glen Villnow</th>
<th>Dylan Flink</th>
<th>Hannah Rahn</th>
<th>Jonathan Haller</th>
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<td>Abby Elizabeth Olson</td>
<td>Benjamin Scott Elsner</td>
<td>Elias Freberg</td>
<td>Harry Menken</td>
<td>Jordan Peterson</td>
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<td>Abigail Hansen</td>
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<td>Gabriella Gutenkauf</td>
<td>Jeremy Whalen</td>
<td>Karlina McQueeney</td>
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<td>Anton Harrington</td>
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<td>Athatv Kulkarni</td>
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<td>Avni Tripathi</td>
<td>Connor Michael Kilkell</td>
<td>Gabrielle Ross</td>
<td>Jessica Schutz</td>
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<td>Ayushi Bhawnani</td>
<td>Corey Hughes</td>
<td>Grace Keller</td>
<td>Jiayue Chen</td>
<td>Katey Van Vooren</td>
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<td>Daniel Caballero</td>
<td>Grayson Wubben</td>
<td>Joanna Wu</td>
<td>Katherine Cloherty</td>
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<td>Benjamin Archambeau</td>
<td>Daniel Copping</td>
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<td>Jocelyn Jill Raeker</td>
<td>Katlynn Joyce</td>
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<td>Dasha Ignatova</td>
<td>Hallie Anton</td>
<td>John Pum</td>
<td>Kaylin Berghoefer</td>
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<td>Benjamin G Bartley</td>
<td>David Ma</td>
<td>Hamilton Thor Peterson</td>
<td>Johnathan Mark Schocker</td>
<td>Keegan Lorentson</td>
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<td>David Villarama</td>
<td>Hannah Houtakker</td>
<td>Jolie Alleen Wicktor</td>
<td>Kevin Buck</td>
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<td>Hannah Miles</td>
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</tbody>
</table>
Welcome Week Leaders

Kevin Luan Phan
Khoi Quang Le
Kirsten Gelle
Kothai Seelan
Kyle Richard Wong
Kylee Moberg
Kyleigh Jay
Lakhshanya Balasubramanian
Lauren Tschida
Leslie Alcantar Mejia
Leslie Denise Ritenour
Liam Arbeiter
Lillian Hemmelgarn
Lily-Anna Crocker
Lindsey Bartels
Linyi Zhang
Mackenzie Caitlin Griffin
Madeleine Stankiewicz
Madeleine Woodman
Madeline Clare Caldis
Madeline Miehle
Madelyn Dunksi
Madsyn DeFranco
Maira Andrabí
Mallika Chadaga
Mara Pollmann
Margaret Keller
Marie Delage
Marissa Koubah
Mark Timper
Mary Yocum
Maryam Abdullahi Salad
Mason Grimes
Matthew Doberstein
Matthew M Hagen
Matthew T McCollor
Matthew Weno
Matthew Zimring
Maxwell William Anderson
McKenzie Brophey
Michael Gregory Maleska
Mikaela Kadolph
Mira LaNasa
Miranda Hynnek
Miranda Johnson
Mahammad Alkhatib
Molly Bowen
Molly Garrity
Morgan Marie Kiesau
Morounmubo Fajemirokun
Nabila Syed
Namitha Binu
Natalie Carter
Natalie Rose Franklin
Nathan Edward Cozine
Nathan Twardock
Nhi Huynh
Nicholas Potthoff
Nicole Essner
Nicole Ugorets
Nina Dussias
Nisita Tasha O'Donnell
Noah Levin
Olivia Hansen
Parker Holum
Parker Jones
Patrick Carroll
Peiyue Zhuang
Rachel Aruldas
Rachel DeSmet
Rebecca Wickert
Reece Alexander Alstat
Reese Peck Cowles
Riley David Fletcher
Riley Elaine Ellingson
Robert Glisky
Robert Tyler Cinq-Mars
Roshnee Tafadar
Sadhika Prabhu
Sadie Selchow
Samantha Betterman
Samantha Kamats
Samuel Bents
Samuel David Beierle
Sara Moore
Sarah Nord
Sarah R Wood
Sean Farrell
Shannon Brault
Shannon McCoshen
Shivansh Pandey
Shreeya Kakumanu
Shreya Prabhu
Shriparna Patnayak
Sierra Edvall
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Sydney Burns
Sydney Parazo
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Taylor Webb
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Thi Bui
Tiange Gao
Tiffany Cardoza
Tiffany Johnson
Trevor Frane
Ty Kozic
Tyler Tran
Vanessa Loe
Wallace Gordon
Yajun Xiao
Yeni Gomez
Yi Yi Cao
Yizi Deng
Zachary Faith
Zackary Bohle
David Ren
Zoe Jeske

Orientation Leaders

Abby Gee
Anita Feng
Asiah Atiq
Bianca Orna
BJ Roberts
Brayden Rothe
Dyani Acosta
Evan Herschi
Grace Branchaw
Haeley Keilen
Hannah Sauer
Jacob Ring
Josie Berg
Juan Salazar

Transfer Student Leaders

Celine Tan
DC Lor
Delaney Palmer
Ethan Brenna
Jason Castillo Gutierrez
Koami Yang
Kyle Rickeman
Lex Grace
Matthew Martinson
Mykela Darwin
Sam Sipprell
Samantha Thomas

Kay Rusch
Kendra Anderson
Maddie Stumbaugh
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