



CASE STUDY: VALPARAISO



VALPARAISO UNIVERSITY

What We Did

What does committing to Showing Up On Campus look like?

Valparaiso University embedded Showing Up programming across campus over the course of three years, transforming campus into a culture of supportive care.

YEAR ONE

- Supportive Culture surveys and Awkward Zone Assessments
- Keynote & Awkward Zone Workshop to all first-year students
- Certified Peer Ministers as trainers
- Faculty & Staff 90 Minute Training
- Athletics Team Connection Workshop
- RA full day Core Training

YEAR TWO

- Supportive Culture surveys and Awkward Zone Assessments
- Keynote and Awkward Zone Workshop to all first-year students
- Certified another round of Peer Ministers as trainers
- Faculty & Staff Discovery Workshop
- Trained a resident campus Certified Organizational Trainer
- Trained Physician Assistants
- Launched monthly faculty & staff book study

YEAR THREE

- Supportive Culture surveys and Awkward Zone Assessments
- Keynote and Awkward Zone Workshop to all first-year students
- Certified another round of Peer Ministers as trainers
- Supportive Culture Scorecard provided to university admin
- Continuation of programs, activities, and workshops developed in years 1 and 2

What We Found

We presented Valparaiso with a **Supportive Culture Scorecard** — a comprehensive report and overview of the data from their incoming first-year students. Data revealed a strong Empathy-to-Action Gap, as well as students, faculty, and staff desiring to feel seen, valued, and cared for.

THE EMPATHY-TO-ACTION GAP

96%

Of first-year students can recognize when someone is struggling

70%

Don't feel seen when they struggle

79%

Don't let others know when they need support

What Resulted

Over the course of three years, Showing Up programming has and continues to make dramatic impacts across campus. Students, faculty, peer leaders, and leaders of the program agree that outcomes include:

CAMPUS OUTCOMES

- ✓ Created a common language on campus for empathy, compassion, connection, and expressing struggles
- ✓ Built a strong foundation for a long-term, consistent culture of care on campus
- ✓ Students, faculty, and staff have the skills of identifying what's stopping them from supporting others and breaking through the Awkward Zone

STUDENT OUTCOMES

- ✓ Empowered to help and support others and feel much more equipped to go out into a world in need of supportive care
- ✓ More confident in having conversations with others and reaching out to others who are alone/struggling
- ✓ Feeling less isolated and alone and more open about when they need support

PEER LEADER OUTCOMES

- ✓ Trained, certified, and solidified as an on-the-ground support team for any student who needs peer support and care
- ✓ Have become more confident year after year in their ability to offer care and support to students on campus
- ✓ Have received peer support in return from one another and from other students

FACULTY & STAFF OUTCOMES

- ✓ Strengthened connections and collaboration among faculty and staff across departments
- ✓ Breaking down silos and have more of a curiosity and desire to bridge the campus to a connected culture
- ✓ Heightened awareness of how to bridge the generational divide, the needs of today's students, and skills of how to support students in today's world