# GOAL 1: Diversity, Inclusion & Belonging

Enhance student co-curricular experiences so it reflects and embraces a diverse and inclusive campus that supports each stage of the student experience, and cultivates a sense of belonging.

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| Enhance student success through efforts focused on the promotion of diversity, inclusion, belonging, and support. | - Provide a wide spectrum of programs and services that appeal to, support, and celebrate diverse populations  
- Develop a marketing and outreach program to increase diversity awareness and education  
- Support full access for students with disabilities through appropriate and timely accommodations for housing, dining, academics, and co-curricular experiences  
- Expand UG and GR support to maintain engagement, competitiveness, and student success  
- Achieve greater impact on student success through residence life  
- Identify, develop, and extend online resources to improve accessibility in programs and activities  
- Build a stronger support structure to retain transfer students  
- Invest in graduate student mentoring and support  
- Facilitate student engagement in high-impact learning experiences  
- Enhance support of military/veteran students | - Number of affinity related student organizations  
- Percent of student body that utilize our services and programs (UG, GR, Professional)  
- Percent of affinity based student members  
- Number of diversity related programs and activities  
- Time to process accommodations in ODA  
- Resources allocated to ODA  
- Generate an inclusive underrepresented groups directory or brochure  
- Satisfaction survey data  
- Number of programs and activities for GR students  
- Needs assessment for online resources to improve accessibility in programs and activities  
- Use NSSE data to develop UFPs for student engagement  
- Residence Life Living Learning Communities; The number of programs aimed at diversity, inclusivity and belonging  
- Generate a Veteran resource directory  
- Provide 3 military cultural competency trainings each year | - In progress  
- In progress  
- Planned; not started  
- Planned; not started  
- Planned; not started  
- Completed  
- Planned; not started  
- Planned; not started |
| Promote a positive campus climate by collaborating with other university and community organizations to host programs and events which foster a positive, diverse atmosphere and sense of belonging. | - Intentionally strategize with AA, DAR, IED, and other support services to address the challenges facing minority male populations  
- Create opportunities for community partners to engage and support military/veteran students  
- Collaborate with other university and community organizations to develop and implement programs, services, and facilities which promote retention, graduation, and inclusivity | - Increase the number of programs and activities to support minority male populations  
- Number of collaborations which develop and implement programs, services, and facilities which promote retention, graduation, and inclusivity  
- Number of programs focused on supporting veterans through community and non DSA partnerships | - In progress  
- In progress  
- Planned; not started  
- Planned; not started  
- Planned; not started  
- In progress |
| Promote UNT pride and traditions. | - Expand the number of programs where UNT pride and traditions are showcased  
- Innovatively market UNT pride and traditions | - Increase the number of programs and activities which instill UNT pride and tradition  
- Number of programs and activities which instill pride and tradition  
- Resources to bring awareness to UNT Pride and Traditions | - Planned; not started  
- In progress |
| Strengthen the engagement of Alumni. | - Expand opportunities for community based agencies to participate in DSA programming | - Expand online resources for Alumni  
- Host a minimum of 2 activities, programs, events geared towards Alumni engagement | - In progress  
- In progress |
## Goal 2

**Integrity**

Provide co-curricular experiences which prepare responsible, global leaders, and citizens of the world through engagement, outreach, and service.

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| Enhance the number of community engagement, outreach, and service related initiatives. | • Expand opportunities for community agencies to participate in and support DSA programming  
• Promote acts of volunteerism and civic engagement  
• Educate students on ways to promote philanthropic engagement at any level of community  
• Secure infrastructure to expand international, domestic, and statewide, service experiences  
• Incorporate programmatic practices to promote global understanding, diversity, and respect for self and others, where applicable | • Service hours, service courses, service learning projects  
• Total participation in service activities  
• Number of students participating in leadership development programs and activities  
• Number of staff participating in engagement, outreach and service programs and activities  
• Expenditures allocated to engagement, outreach, and service activities | • In progress  
• In progress  
• In progress  
• In progress |
| Evaluate current strategies utilized for outreach to gauge and improve upon their effectiveness. | • Evaluate the community engagement, outreach, and service hours performed by Greek Life members/chapters  
• Evaluate the levels of community engagement, service, and outreach by residence hall association  
• Evaluate the community engagement, outreach, and service by student organization affiliation  
• Evaluate the community engagement, outreach and service by classification level and residence/commuter status | • Number of students participating in leadership development programs and activities  
• Increase participation | • In progress  
• In progress |
| Collaborate across the institution and in the community to expand current engagement, outreach, and service opportunities. | • Identify outcome tracking measures for engagement, outreach, and service participants  
• Engage UNT constituents  
• Engage K-12, CC, and other constituents  
• Develop system for data collection, entry and outcome synthesis | • Identify software system to track engagement  
• Identify system to track outcomes  
• Build efforts to establish key stakeholders to serve as advocates for external partnerships and alliances for K-12 | • In progress  
• In progress  
• In progress |
## GOAL 3  
### Collaboration
Sustain and explore new relationships and collaborative efforts that advance the mission of UNT.

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<td>Maintain and enhance collaborative efforts amongst existing partners.</td>
<td>• Expand opportunities for community agencies to participate in and support student success efforts</td>
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| Collaborate across the institution and in the community to expand current engagement, outreach, and service opportunities. | • Identify outcome tracking measures for community partnerships  
• Engage UNT constituents  
• Engage K-12, CC, and other constituents  
• Develop system for data collection, entry and outcome synthesis  
• Continue to develop and actively participate in strategic coalitions at the local, state, and national levels |
| Career Connect | • Sustain and support programs and partnerships which aide in the success of Career Connect |

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| • Number of collaborative DSA programs across the division  
• Number of new partnerships and collaborations across UNT divisions and campuses  
• Number of units of programs with advisory boards that include alumni and other constituency representatives | • In progress  
• In progress |
| • Identify software system to track engagement  
• Identify system to track outcomes  
• Build efforts to establish key stakeholders to serve as advocates for external partnerships and alliances for K-12 | • In progress  
• In progress  
• In progress |
| • Identify system to track outcomes | • In progress |
## Goal 4: Career Readiness

Provide opportunities for personal and professional development through activities which promote team building, communication, critical thinking, leadership development, and career readiness.

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| **Expand high impact practices (HIPs) to allow students to apply learning to real life, to make connections, reflect and integrate learning.** | • Sustain and support programs and partnerships which aide in the success of Career Connect  
• Facilitate student engagement in high-impact learning experiences | • Use NSSE data to develop HIP's for student engagement  
• Identify system to track outcomes | • In progress  
• In progress |
| **Increase job placement and internship opportunities.** | • Expand career fairs and internship opportunities | • Number of internship or practicum experiences  
• Alumni survey: percent of graduates employed within 1 year in a job relevant to their degree  
• Percent of student body that utilize Career Center resources  
• Percent of student body that attend career fairs hosted by the Career Center | • Completed  
• Completed  
• In progress  
• In progress |
| **Increase student leadership development efforts.** | • Identify outcome tracking measures for leadership development  
• Enhance the leadership development curriculum, workshops, and programs  
• Develop learning outcomes for leadership development for DSA student employees and others  
• Develop system for data collection, entry, and outcome synthesis | • Identify and align with national benchmarking measures for data collection for student leadership  
• Identify software system to track outcomes  
• Number of leadership development activities and programs  
• Funding amount dedicated to leadership development | • In progress  
• In progress  
• In progress  
• In progress |
# Sustainability

Achieve UNT’s strategic goals by being good stewards of human, technological, physical, financial, and other resources.

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| Recruit, retain, develop, and advance high quality staff to advance the University’s mission and more effectively serve the needs of students. | • Increase employee productivity and satisfaction  
• Invest in professional development activities aimed at increasing productivity, access, and student success  
• Maintain respectful, inclusive, equitable behavior in all DSA environments  
• Ensure staff have access to information regarding student enrollment, achievement, persistence and graduation rates to more effectively decipher the needs of the student population we serve  
• Assurance diversity and inclusion are visibly and consistently supported at the highest levels of leadership  
• Develop and implement social media tools to improve outreach to underrepresented groups  
• Recognize contributions to an inclusive and respectful work environment in employee performance evaluations and/or awards  
• Develop and implement division wide training  
• Develop and implement an employee engagement survey tool  
• Use data/information gathered from the employee engagement survey to improve work environment  
• Provide resources for professional leadership development | • Employee satisfaction ratings  
• Total programs aimed at professional development  
• Total expenditures earmarked for staff engagement, development, and advancement  
• Number of staff from underrepresented groups  
• Staff retention rates  
• Number of National Professional Organization Officers/Members  
• Number of memberships in national professional organizations sponsored by the division  
• Number of staff that participate in national/international professional development and philanthropic activities | • Planned; not started  
• In progress  
• Planned; not started  
• In progress  
• Planned; not started  
• In progress |
| Strengthen administrative accountability, innovation, creativity, openness, transparency, and collaboration to advance the UNT mission. | • Broaden student engagement with cultures, ideas, and artistic expression of people of our diverse nation and world  
• Ensure staff have access to information related to the fundamental competencies valued by employers so that they may intentionally incorporate the development of soft/hard skills into programs, activities and resources that are available for students  
• Increase capacity to support effective program impact assessment  
• Increase engagement of staff with institutions, communities, governments, other educational partners, and for profit and nonprofit sectors  
• Remove administrative barriers that prevent entrepreneurial innovation and creativity  
• Engage key constituencies in decision making, governance, and strategic planning  
• Report annuually on progress towards goals of strategic plan  
• Build an adaptive and sustainable organization that maximizes effectiveness and provides careful stewardship of resources | • Number of units with advisory boards that include alumni and constituency representatives  
• Number of labs, classrooms, and conference rooms equipped for virtual collaboration  
• Square footage allocated to student learning (labs, classrooms, study spaces, conference rooms, etc.) | • In progress  
• In progress  
• Planned; not started |
| Steward and diversify resources invested by students, the public, and private stakeholders in a responsible way to ensure economic vitality of the division. | • Expand, diversify, and effectively steward funding to advance the DSA mission  
• Continue to invest in infrastructure which supports student learning, innovation, access, and success  
• Invest in communication, marketing, and technological tools which advance collaboration, leadership development, and progressive innovation  
• Develop system for data collection, entry and outcome synthesis | • Identify and align with C.D Reporting Measures for data collection  
• Investment in technological resources aimed at improved communications, collaboration, learning and engagement  
• Total capital expenditures on infrastructure which supports student learning  
• LEED Certified Buildings and Renovation Projects | • In progress  
• In progress  
• In progress  
• In progress |
## Goal 6: Assessment

Develop, implement, and monitor a comprehensive plan of assessment and continued quality improvement.

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| Develop a comprehensive plan of assessment | • Utilize strategic plans, valid and reliable data, and evaluation indicators to align investments of DSA resources with division and institutional priorities  
• Identify outcome tracking measures for division success  
• Develop a system for data collection, assessment, entry and outcome synthesis  
• Assess and respond to emerging opportunities through strategic investment in new programs | • DSA Assessment Infrastructure (Learning Outcomes, Strategic Plan, Principles and Values, etc.)  
• Annual reports, TracDat Data, and assessments | • In progress  
• In progress  
• Planned; not started  
• Planned; not started |
## GOAL 7: Wellness
Provide support and guidance for the personal resilience and wellness of UNT campus constituents.

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<td>Develop a flexible wellness model for the delivery of high quality programs and services that integrate advances in the health, safety, advocacy and counseling fields and effectively serve the needs of a multicultural, diverse campus community.</td>
<td>- Expand programming that cultivates and supports healthy decision making, inter/intra-personal development, and awareness of health issues; create appropriate outreach efforts to address the changing developmental needs of students of diverse identities and backgrounds. - Strive to create more responsible residency-based education opportunities for on campus students. - Ensure the development of policies and practices which promote and protect health. - Conduct Needs Assessment. - Expand student engagement opportunities in the design and delivery of services. - Develop programs and services to reflect advances in information and social technologies. - Improve timely access, quality, coordination of care, documentation, data management, and communication with students.</td>
<td>- Number of outreach programs - Participation Levels</td>
<td>- In progress</td>
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