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</table>
LETTER FROM THE VICE PRESIDENT

As I reflect on the year, I feel hopeful and proud. Lessons learned from the pandemic strengthened the division’s resolve for future adversity. We met challenges with opportunity and continued to offer students an array of programs and services, on campus and virtually. I am proud of the work done through these extraordinary times.

The care our team demonstrates is one of the many reasons we enjoy success. Each year, the division lays out areas of focus. Throughout 2021-2022, we concentrated our efforts on career development, inclusive environments, staff empowerment and student feedback.

We began by addressing equity raises for many positions across our division. We focused on diversity efforts division wide and developed robust individual and department trainings. We also implemented ideas shared during EAB-hosted focus groups, reinstated comp time and hosted focus groups to better understand staff experiences and concerns.

Students were engaged as well. Needs assessments, surveys, interviews and focus groups helped the division gain a better understanding of student concerns and sense of belonging.

These steps are meaningful, but DSA must continue this work and strive to create the most supportive and positive environment for all of us, for years to come. I see, every day, how our work directly impacts our students’ lives. This report highlights the successes of our work and fortifies the foundation we will build on moving forward.

Elizabeth With, Ed.D.
Senior Vice President for Student Affairs
AREAS OF FOCUS 2021-2022

These statements are meant to serve as aspirational guideposts to direct the initiatives and focus of the division, in alignment with our 2020-2025 Strategic Plan. Visit studentaffairs.unt.edu/strategic-plan to learn more.

CAREER DEVELOPMENT

Every department in the Division of Student Affairs contributes to students’ career readiness through innovative and creative student employment, programs and services that create opportunities for students to develop marketable skills, like communication, personal responsibility, critical thinking and teamwork. In addition, we partner with academic programs and their faculty to bridge the curriculum and co-curricular experiences. We assess and share students’ development of marketable skills. As a result, students are supported through their academic program completion prepared for success post-graduation.

MISSION

The Division of Student Affairs creates an inclusive student experience that supports academic success, social engagement and personal and professional growth.

VISION

The Division of Student Affairs sees the potential within all UNT students and fosters a culture of excellence and opportunity. We build a foundation for all students to succeed as contributing members in an evolving global society.
STUDENT FEEDBACK

Learning from students is imperative to the Division of Student Affairs success. We consistently meet our diverse students where they are (physically and socially) to gather and exchange actionable feedback that is used to improve programs and services. Assessment of student goals and needs fosters personal responsibility, self-efficacy and achievement.

STAFF EMPOWERMENT TO TRANSFORM STUDENT ENGAGEMENT

Success in the Division of Student Affairs is dependent on the work of our staff. The Division supports the growth and development of staff while transitioning back to an in-person work environment. Staff are empowered to challenge the status quo with the purpose of re-engaging students in their learning, success and the UNT experience. Program and service delivery occurs through both traditional and emergent formats to serve the evolving needs and interests of our diverse student population.

CREATING INCLUSIVE ENvironments

The Division of Student Affairs creates an inclusive environment so that our staff and students can thrive in a diverse world. We welcome and support students from diverse backgrounds and create spaces where students live, learn, work and recreate that help students succeed. We remain current with the changing social landscape through training, learning, development and partnerships.
PROJECT CEO RESPONSES

Project CEO (Co-Curricular Experience Outcomes) is a national study that examines how co-curricular experiences prepare students for employment after graduation.

93% reported active participation in co-curricular opportunities, 14% higher than the national average.

63% said that co-curricular activities at UNT have helped them to develop intercultural skills.

41% of participants rated their ability to learn from, understand and communicate with people with differing experiences as expert.

Experiences that have most helped students to develop career management skills...

(Multiple selections permitted)

- 54% co-curricular activities
- 33% internships/practical experiences
- 30% on-campus jobs

CAREER DEVELOPMENT

MORE JOBS AVAILABLE TO STUDENTS THROUGH THE HANDSHAKE PLATFORM

JOBS AVAILABLE

<table>
<thead>
<tr>
<th>Period</th>
<th>Jobs Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUGUST 2020-MAY 2021</td>
<td>56,478</td>
</tr>
<tr>
<td>AUGUST 2021-MAY 2022</td>
<td>101,484</td>
</tr>
</tbody>
</table>

79.7% INCREASE

I’m grateful for the opportunity to be the first smile to welcome incoming freshmen, parents and every person imaginable in my position...It has given me the chance to learn the professionalism and the passion for inclusion that UNT shows to all those that walk through our doors.

Chi-chi Ughanze, Union Information Desk Assistant

UNT was recognized by Forage as one of the nation’s top institutions for experiential learning, ranking 19th overall and 2nd in Texas.

STORIES OF IMPACT
The Student Money Management Center’s **Explore Before You Soar Internship Project**, supported by Wells Fargo, offered seven first-generation students the opportunity to gain valuable work experience, career exploration insights and to develop and refine their project management skills.

Student Legal Services created a **Law Clerk Extern program** allowing current law students to work in their legal office and participate in outreach, research, drafting and client interviews.

The goal of **Frisco Engage** is to help students graduate feeling ready for their careers with life skills they may not receive in their major mandated classes.

**EXPANDING STUDENT INTERNSHIP ACCESS THROUGH HANDSHAKE**

**INTERNSHIPS AVAILABLE**

- **14,363**
  - AUGUST 2020-JULY 2021
  - 73.3% INCREASE
- **24,886**
  - AUGUST 2021-JULY 2022

**INTERNSHIPS REPORTED COMPLETE**

- **1,359**
  - AUGUST 2020-JULY 2021
  - 65.5% INCREASE
- **2,249**
  - AUGUST 2021-JULY 2022

**Over 100** students were enrolled in Frisco Engage when the program launched.
The presence of the First-Generation Success Center, alongside the programming and resources they provide, has aided in increasing visibility, recognition and representation of first-generation students here at UNT.

Jorge Garcia, First-Generation Student Organization President
Both of my providers were great to talk with and helped me feel much more comfortable, and welcomed talking about my specific health condition. They did not judge me either for my sexuality, which was very much appreciated. Being an LG BT+ friendly clinic is definitely important to me.

Counseling and Testing Services established the Program for Counseling Diverse Students, which provides specialized counseling and wellness programs for students in the BIPOC community.

We Mean Green Fund donated over 60 pounds of produce from the Community Garden to the UNT Food Pantry Presented by Kroger, supporting community members who are food insecure.

Student Veteran Services helped UNT achieve Military Friendly School designation for the 11th consecutive year.

DIVERSITY IN DINING

MENUS THAT CELEBRATE DIVERSITY

- A special menu offered for Black History Month traced the historical journey of sweet potatoes and rice from Africa to America.
- The Hispanic Heritage Month menu featured traditional Hispanic dishes like Lomo Saltado and Green Chile Beef Enchiladas.
- For National Indigenous Peoples Day, “Three Sisters Soup” was served next to a poster with the origin of the term “Three Sisters,” explaining the Iroquois creation story and why the ingredients were sacred to the Iroquois people.

INCLUSIVE DINING EXPERIENCES

- UNT is home to Texas’ first and only dining hall Certified Free from™ the Big 8 Allergens and gluten at Kitchen West.
- We boast the country’s first and only 100% plant-based dining hall at Mean Greens Café.
- All dining halls clearly identify allergens and plant-based choices.
Students seeking to withdraw are required to connect with a Dean of Students' staff member to discuss all options and potential implications. The withdrawal team's intervention services averaged a 16% save rate for Fall 2021 and an 18% save rate for Spring 2022.

GALLOP SURVEY RESULTS

74% of DSA staff believe colleagues are committed to quality.

70% of staff reported having had opportunities to learn and grow at work in the last year.

79% of staff report feeling personally cared for at work.

75% of staff report having the opportunity to do what they do best at work or being put in a position to succeed.

83% report knowing what is expected of them at work.

The IDEA team has led us with the professional development/diversity training throughout the past year and a half. I am super grateful to the creators of this group and the platform they provided. They arranged a safe space in sharing difficult subjects like identity (race, gender, disability, etc.)...Creating spaces such as this one has been advantageous for all CTS staff. I am grateful to work in an environment where different backgrounds and inclusivity are welcomed.

Lashawn Lenord-Smith, Counseling and Testing Services
The Career Center launched the Career Readiness First Year Seminar during Summer 2022. The program is a two-module online course featuring an introduction from President Smatresk. Students met in-person with their career coaches during orientation.

Student Activities transitioned all campus-wide events back to in-person formats. Several events had not been held "normally" since Spring of 2019.

Continuing their dedication to creating a welcoming, diverse and inclusive environment, Housing and Residence Life established three new housing cohorts—two for students of color, BEAUTIFUL Eagles and Latin Dreams, and Eagles TEACH for education students.

The University Union team implemented a full year of in-person events through UPC, Fine Arts Series, Union Art Gallery, Union Programs and Discovery Park programming.

The Center for Leadership and Service continued to offer a virtual option for the Alternative Breaks program, as well as adding local in-person opportunities to expand program access.

1,248 increase in students on the Fall 2021 Housing roster compared to Fall 2020.

5,000+ students participated in the course launch.

1,248 increase in students on the Fall 2021 Housing roster compared to Fall 2020.
Student feedback has been integral in the growth of the Center for Leadership and Service. Student-led impact boards were behind the development of several programs, including Alternative Breaks, Eaglethon and UNT serves.

The University Program Council is a student-run programming board devoted to creating events for students that are educational, social, cultural and entertaining. Their programs attracted 19,205 of their classmates throughout the school year.

Black/African American undergraduates were asked about programs or activities that would help increase their sense of belonging.

- **82.1%** of students shared that counseling improved the quality of their college experience.
- **78%** shared that services received at CTS helped them stay enrolled in college.
- **75.7%** of students reported counseling has helped them better function personally.
- **76%** reported that CTS helped to maintain or improve their academic performance.
- **75.7%** of students reported counseling has helped them better function personally.
- **76%** reported that CTS helped to maintain or improve their academic performance.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Program/Activity</th>
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</thead>
<tbody>
<tr>
<td>66.57%</td>
<td>Culturally-Based Programs</td>
</tr>
<tr>
<td>56.55%</td>
<td>Social Activities</td>
</tr>
<tr>
<td>35.65%</td>
<td>Performing Arts</td>
</tr>
<tr>
<td>28.41%</td>
<td>Recreational Activities</td>
</tr>
<tr>
<td>21.45%</td>
<td>Intercollegiate Athletics</td>
</tr>
<tr>
<td>16.99%</td>
<td>Student Government</td>
</tr>
<tr>
<td>15.32%</td>
<td>Political Activism</td>
</tr>
</tbody>
</table>
Due to student feedback, Dining Services now regularly offers Indian recipes at Discovery Park.

Students at Discovery Park were asked if there was a specific service or resource that would assist in their academic or personal success

- Better Professors 3%
- Career Center Related 19%
- Dining Facility/ Food Options 19%
- Gym 3%
- Mental Health Support 4%
- Other 14%
- Resources for Students 14%
- Student Organizations 3%
- Study/ Quiet Spaces 9%
- Tutoring/ Mentorship 9%

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Yasir Bakhtawar

Being involved in the Center for Leadership and Service has been one of the best decisions I have made in my college career. I wanted to be a part of something bigger than myself and give back to others. I have learned many things about leadership, service and lifelong lessons...I was able to grow as a leader in many new ways and connect with other leaders on campus.

“I think the rec center is one of the best places to get involved and experience diversity.”

Focus Group Participant

---

ON- CAMPUS OPPORTUNITIES

- UNT Encourages growth.
- Easy to find opportunities if one looks for it.
- A lot of leadership and involvement opportunities.
- Staff are helpful in guiding students to resources related to their interests.

VALUES STUDENTS SEE AT UNT

- Welcoming
- Unity
- Diversity
- Involvement
- Opportunity
- Support
- Access
- Growth
DAVID MUÑOZ-SARABIA
Digital Retail & Political Science Major

What attracted you to UNT?
The diversity was a main factor. I wanted to be surrounded by different types of people and cultures. It felt like home when I toured around campus.

What is an identity you’re proud to share with others at UNT?
I’m proud to be queer and Latino.

How has your UNT experience been so far?
Pretty good! Love the people I call my community, and they empower me to do more.

How have you gotten involved in campus?
My freshman year, I became the first Coordinator of Outreach for Joe Greene Hall. I was involved in my colleges as an Ambassador and Senator. Currently, I am Vice-President for the Student Government Association, Vice-President for the Latinx Hispanic Student Union, Facilitator for the Latinx Student Experience and a general member of the Union Program Council.

What advice would you give to a student who is looking to make the most of their time at UNT?
Surround yourself by people that will support you and be there for you when you need them. Put yourself first and live in the moment.

What are your plans after you finish at UNT?
I’m still deciding, but I am leaning toward a future in higher education.
BUTOYI GADI
Political Science Major

What attracted you to UNT?
The diverse community and its convenient location in the Dallas-Fort Worth area.

What is an identity you’re proud to share with others at UNT?
I’m proud to be a first-generation college student as well as being an American. Having immigrated to the United States at a really young age and coming from an immigrant family that has experienced many hardships. I cherish this opportunity to pursue higher education and the nation that has made it all possible!

How has your UNT experience been so far?
My UNT experience has been one of experiencing once in a lifetime opportunities one after the other, and meeting amazing people throughout all my interactions on campus!

How have you gotten involved in campus?
I became an Orientation Leader for the summer of 2022. This opportunity to serve as a helping guide to incoming eagles has allowed me to have experiences and be in spaces most college students don’t find themselves in!

What advice would you give to a student who is looking to make the most of their time at UNT?
Sign up for it! Whenever you are curious about an opportunity that presents itself on campus, never doubt that you can one day be in the roles you admire.

What are your plans after you finish at UNT?
I plan on going to law school or pursuing work in politics, philanthropy and student affairs.
Students with **15+ swipes per year** were retained at a **21% higher rate** than students with zero swipes.

**139,490**
Eagle Access Card Swipe system swipes for student participation and engagement.

The **21,270 Students** served by the Rec Center through gym memberships, intramural sports, club teams and the climbing wall.

**3,000+ Attendees** for Mean Green Blowout, a new campus-wide event planned by Student Activities to celebrate the end of the school year.

The Student Health and Wellness Center administered **839 COVID rapid tests**, **74 PCR tests in the Clinic** and **14,007 tests** through the Binax team as well as **3,344 COVID vaccines**.

**39,490** Eagle Access Card Swipe system swipes for student participation and engagement.

The Condom Club vending machine had **over 4,000 Student Touchpoints**.
BladeSmith Barber College partnered with the Dean of Students giving 309 students free haircuts.

Students from 9 different majors volunteered a total of 1,976 hours on environmentally focused efforts in the North Texas area.

44% Increase in students who received the We Mean Green Fund’s Environmental Volunteerism graduation cord.

Homecoming Teams packaged 16,000 meals for Rise Against Hunger and made 536 dog toys that were donated to the Denton Animal Shelter.

450 student organizations on campus through Student Activities.

6,097,665 TOTAL STUDENT TOUCHPOINTS

<table>
<thead>
<tr>
<th>Touchpoint</th>
<th>Count</th>
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<tbody>
<tr>
<td>Career Center</td>
<td>31,066</td>
</tr>
<tr>
<td>Center for Fraternity &amp; Sorority Life</td>
<td>3,061</td>
</tr>
<tr>
<td>Center for Leadership &amp; Service</td>
<td>1,662</td>
</tr>
<tr>
<td>Center for Student Affairs at Discovery Park</td>
<td>7,607</td>
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<tr>
<td>Counseling and Testing Services</td>
<td>23,694</td>
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<tr>
<td>Dean of Students</td>
<td>9,634</td>
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<tr>
<td>Dining Services</td>
<td>2,870,472</td>
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<tr>
<td>Emerald Eagle Scholars</td>
<td>1,253</td>
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<td>First-Generation Success Center</td>
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<td>Frisco Student Services</td>
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<td>Housing &amp; Residence Life</td>
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<td>Meadows Center for Health Resources</td>
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<td>Orientation &amp; Transition Programs</td>
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<td>Recreational Sports</td>
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<td>R.I.S.E.</td>
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<td>Student Activities</td>
<td>16,581</td>
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<td>Student Legal Services</td>
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<td>Student Money Management Center</td>
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<td>Student Veteran Services</td>
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<td>Trio</td>
<td>1,673</td>
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<td>Union Administration</td>
<td>11,249</td>
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<td>University Centers and Events</td>
<td>2,648,983</td>
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<td>University Program Council</td>
<td>19,205</td>
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</table>
In order to enhance the lives of our students, the Division of Student Affairs Development office seeks donors to help fund division-wide priorities, including the following areas:

- Student Success
- Fraternity and Sorority Life
- Parents
- Career Collaboration
- Sponsorship

The Career Center received a $250,000 THECB Career Readiness Grant to fund unpaid internship stipends for 116 students.

SUPPORT FOR THE FOOD PANTRY

The Zemmin Family Endowed Fund was established to support the UNT Food Pantry Presented by Kroger. With the growing national concern of food insecurities on college and university campuses, the Zemmin family recognizes that access to adequate nutrition plays a major role in a student’s success.

$481,856 U.S. Department of Education grant continued TRIO Talent Search funding for five years to serve 899 students across five North Texas schools.
**Support for PUSH Program**

Marvin, Kelli and Karys Karlow established the Karlow-Robinson Family Endowment to honor Kelli’s late mother, Pamela Ann Robinson. The proceeds of the endowment will support the PUSH program, which assists foster care alumni in achieving educational success. The Karlow family, who adopted their daughter Karys at birth, has a strong connection to the foster and adoption community. They understand the many obstacles that each student in the PUSH program has overcome to be enrolled at UNT.

The First-Generation Success Center received a $13,000 Capital One Impact Initiative grant to support professional development programming.

$5,000 TIAA grant to fund social and cultural programming for first-generation students.

"**DSA Gives Back**

$5,812 was contributed by DSA staff to the State Employees Charitable Campaign

$12,465 raised during the “We Care We Count” UNT Faculty and Staff Giving Campaign supported DSA initiatives

1,200+ Hours volunteered for The Big Event

EAGLETHON Raised $48,246.68 for COOK CHILDREN’S MEDICAL CENTER
UNT Dining Services had an impressive year of accolades and accomplishments.

**NORTH TEXAS CHEER WON 1ST PLACE**
in the Spirit Rally category of NCA Nationals for the second consecutive year.

**RANKED #40 IN THE U.S. AND #2 IN TEXAS**
Niche.com 2023 Best College Food in America List

**EAGLE LANDING GRAND OPENING**
Named FE&S 2022 Facility Design Project of the Year Honorable Mention

**GOLD WINNER**
ACF Team Competition

**GOLD WINNER**
Catering Online Menu

**SILVER WINNER**
Residential Dining Special Event

**Mean Green Cafe**
CELEBRATED 10 YEARS

**The First-Generation Student Success Center** partnered with the **Dean of Students** and **UBSC** to offer free graduation photos as part of the First-Generation Celebration.

**EAGLE LANDING GRAND OPENING**
Named FE&S 2022 Facility Design Project of the Year Honorable Mention
Ronni Little of the Student Health and Wellness Center represented UNT at the 2022 Winter Olympics in Beijing, China, by serving as a massage therapist for Team USA.

North Texas Dance won 2ND PLACE for their first time competing in the Pom category of NDA Nationals.

UNT’s TRIO Upward Bound program has a college enrollment rate of 95%—45% higher than that of schools in our target area.

71% of the TRIO Upward Bound cohort class of 2015 earned an associate’s or bachelor’s degree within six years after high school graduation.

Corinne French of Orientation and Transition Programs spoke about women in leadership roles in the professional world at TEDx UNT 2021.
OUR STAFF

3,515 Total Staff
559 Full-Time
2,956 Part-Time

GENDER
54.4% Female
45.6% Male

RACE/ETHNICITY
- American Indian/Alaska Native <1%
- Asian 47.77%
- Black 10.1%
- Hispanic 5.06%
- Multiracial 9.16%
- Native HI/PI <1%
- Not Disclosed 9.3%
- White 18.41%

GENERATION
- Baby Boomers 2.76%
- Gen X 5.01%
- Gen Y 10.53%
- Gen Z 81.68%
- Silent Gen <1%

JOB TYPE
- Admin Staff <1%
- Regular Staff 15.25%
- Student Workers 83.27%
- Temporary Staff 1.28%
AWARD WINNERS

Off-Campus Friend of Student Affairs Award
Danny Smith - Blademith Barber College

On-Campus Friend of Student Affairs Award
Kathleen Hobson - Pride Alliance

Ambassador of the Year
Jessica Hogue

Marge Jimmerson Safety Award
Coliseum and Gateway Center

New Administrative Professional of the Year
Nicole Caouette

New Staff Member of the Year
Stephen Lewis

Graduate Assistant of the Year
Genesis Guia

Service Provider of the Year
Brennan Turner

Excellence In Assessment Award
High School Career Connect

Outstanding Program Award
RISE Center

Rodney Mitchell Spirit Award
Desiree Padron

Outstanding Customer Service Award
Student Money Management Center Student Employees

Excellence in Equity and Inclusion
Marly Jordan

Administrative Professional of the Year
Meredith Buie

Staff Member of the Year
Iftin Mohammed
Rachel Grimes

New Service Provider of the Year
Antonio Lombardi

Outstanding Supervisor
Renee McNamara

Outstanding Collaboration Award
Explore Before You Soar Internship Project (SMCC-First Generation Success Center-UNT Marital Eagles-TRIO Upward Bound Program)

Outstanding Innovation Award
Student Health and Wellness Center

DSA COVID-19 Special Recognition Award Winner
Jennifer Lee

Department of the Year
Counseling and Testing Services
DSA Special Projects