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 Empowerment & Transformation

Goal 1
Advance and nurture a caring and creative campus community where all community members feel connected and are able to thrive.

Strategies
• Increase student engagement that contributes to students’ sense of belonging through the delivery of programming in traditional and emergent formats.
• Improve student engagement in experiences that prepare them for life after UNT, including career development, student employment, and personal development opportunities.
• Implement a division-wide learning outcomes framework, including department-level student learning outcomes and assessment, in order to document learning and attainment of marketable skills.

Goal 2
Establish and enhance evidence-based programs and initiatives that improve access, retention, persistence, and completion.

Strategies
• Provide programs and services that contribute to the retention and completion goals of the University, including the establishment of the First-Generation Center.
• Create and expand initiatives that support the recruitment and retention of diverse student populations
• Expand student support services to encourage students’ sense of belonging, growth mindset, well-being, and mental health.
People and Processes

Goal 1
Cultivate an environment that embodies respect and awareness of diverse communities through the support of cultures, abilities, identities, and ideological thought.

Strategies
• Provide opportunities for students to increase their knowledge of social justice, inclusion, and equity.
• Provide ongoing training and development experiences that increase the intercultural competence of staff and employees.
• Improve engagement within the Division by addressing culture, processes, and procedures to ensure they are equitable and inclusive of diverse populations, specifically addressing the inclusion of Black and Latinx diverse staff.

Goal 2
Encourage professional growth and advancement by recruiting, developing, and retaining diverse and qualified staff at all levels.

Strategies
• Identify and implement strategies to improve the recruitment of diverse candidates for open positions.
• Provide opportunities for the continued development and growth of employees
• Improve retention of highly qualified and diverse staff members

Goal 3
Demonstrate and communicate the impact of Student Affairs efforts on the UNT student experience within the division and to external stakeholders.

Strategies
• Continue to improve communications with DSA employees through the implementation of an annual staff survey, continuation of VPSA listening tours on a bi-annual basis, and ensure messages are available in print and electronic format, such as distributing printed versions of In the Know for display in employee break rooms
• Continue to improve communications and relationships with external constituents, including alumni, parents and corporate partners

A complete version of the strategic plan with department activities and success metrics is available in the Campus Labs platform at unt.campuslabs.com. UNT credentials required to login.