

## 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.

## THEME: STUDENT EMPOWERMENT AND TRANSFORMATION

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

### Strategy 1.1:

Increase student engagement that contributes to students' sense of belonging through the delivery of programming in traditional and emergent formats.

#### Metrics:

- Student Participation in engagement opportunities
- Student Participation in Fraternities and Sororities
- Student rating of their sense of community on NSSE, disaggregated by race and gender
- Graduate student use of student affairs programs and services
- Number and types of virtual engagement opportunities

### Strategy 1.2:

Improve student engagement in experiences that prepare them for life after UNT, including career development, student employment, and personal development opportunities.

#### Metrics:

- Student Participation in Internships
- Student Participation in Community Engagement Programs
- Students will report that co-curricular experiences have developed their skills in career management on Project CEO survey
- Assessment of student employees?
- Number and types of engagement with corporate partners and alumni

### Strategy 1.3:

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.

#### Metrics:

- Percentage of DSA departments with at least two outcomes that align with the framework that is embedded in marketable skills

- Percentage of DSA departments that assess identified outcomes and make improvements based on findings
- Students will report that co-curricular experiences have developed their marketable skills on Project CEO survey

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

*Strategy 2.1:*

Provide programs and services that contribute to the retention and completion goals of the University, including the establishment of the First-Generation Center.

*Metrics:*

- Retention rates of students using student affairs services
- Graduation rates of students using student affairs services
- Metrics related to the implementation of EAB Navigate (percentage of departments using, etc)
- Rating of DSA virtual programs and services
- Success measures for students served by the First-Generation Center
- Retention and success of students served through PUSH and Bridge program compared to foster care alumni that do not participate

*Strategy 2.2:*

Create and expand initiatives that support the recruitment and retention of diverse student populations.

*Metrics:*

- Number and types of programs dedicated to supporting the recruitment and retention of minority populations
- Number and types of programs that support racially diverse students, as part of our function as an Hispanic-serving and minority-serving institution
- Percentage (compared to overall enrollment) of minority populations using Student Affairs programs and services
- Retention rates of minority populations participating in student affairs programs and services.
- Comparison of department service ratings on Graduating Student Survey disaggregated by race, gender, and available demographic characteristics

*Strategy 2.3:*

Expand student support services to encourage students' sense of belonging, growth mindset, well-being, and mental health.

*Metrics:*

- Growth mindset score (via internal tool) for students who participate in First Year Seminar compared to those who are not in the course
- CTS CCAPS scores
- Expansion of services to diverse populations, specifically thought the establishment of the program for counseling diverse students in Counseling and Testing Services
- Student rating of support for overall well-being on NSSE

## THEME: PEOPLE AND PROCESSES

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### **GOAL 3: Cultivate an environment that embodies respect and awareness of diverse communities through the support of cultures, abilities, identities, and ideological thought.**

#### Strategy 3.1

- Provide opportunities for students to increase their knowledge of social justice, inclusion, and equity.

#### Metrics:

- Number and types of educational programs, student leader training, and student employee training that address social justice and inclusion, race, gender and sexuality, ability, nationality, and intersectionality
- Assessment of learning from opportunities provided
- Student reported perception of intercultural competence skills on Project CEO
- Pre and post test data from student diversity training during orientation

#### Strategy 3.2

- Provide ongoing training and development experiences that increase the intercultural competence of staff and employees.

#### Metrics:

- Numbers and types of opportunities, training, and development
- Percentage of staff in compliance with required trainings
- Percentage of staff with a completed diversity and inclusion professional development plan
- Assessment of opportunities provided
- Organizational and Reporting area IDI scores
- Number/percentage of staff that have completed Unlikely Allies in the Academy
- Number/percentage of staff that have completed Pride Alliance Training

#### Strategy 3.3

- 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.

#### Metrics:

- Completion of audit of processes and procedures to address equity and inclusion
- Follow up survey addressing similar questions as campus climate survey
- Engagement ratings on Gallup, disaggregate by race if possible

### **GOAL 4: Encourage professional growth and advancement by recruiting, developing, and retaining diverse and qualified staff at all levels.**

#### Strategy 4.1

- Identify and implement strategies to improve the recruitment of diverse candidates for open positions

Metrics:

- Percentage of search committees that complete Diversity Council Implicit Bias Training for Search Committees
- Percentage of searches with a candidate pool that meets criteria for inclusion of diverse candidates

Strategy 4.2

- Provide opportunities for the continued development and growth of employees

Metrics:

- Percentage of staff actively engaged in professional associations
- Increase Gallup Score *Growth – How can I grow?* from 54<sup>th</sup> to 75<sup>th</sup> percentile
- Number of staff that complete the Supervisory Building Blocks program
- Percentage of staff enrolled in at least one campus-based optional professional development program through the Bridge App
- 100% of departments will have an internally published organization chart to allow employees to understand progression opportunities

Strategy 4.3

- Improve retention of highly qualified and diverse staff members

Metrics:

- Percentage of voluntary staff turnover within the division, disaggregated by demographic categories
- 85% of new hires will complete the DSA orientation within 3 months of starting employment
- 75% of new hires that participate in the DSA Ambassador program will rate it as effective in

**GOAL 5: Demonstrate and communicate the impact of Student Affairs efforts on the UNT student experience within the division and to external stakeholders.**

Strategy 5.1

- 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

Metrics:

- Annual staff survey will demonstrate growth in effectiveness of communications with spring 2021 used as a base year
- Sentiment analysis will trend positive regarding division communications

Strategy 5.2

- Continue to improve communications and relationships with external constituents, including alumni, parents and corporate partners

Metrics:

- Social Media analytics for new featured alumni campaign
- Number of corporate/external partners
- Annual giving percentage of goal raised each year
- Alumni newsletter metrics
- Social media and website analytics
- Tracking featured content in UNT Today
- Completion of a feasibility study for a donor-driven Parent Council

# STUDENT EMPOWERMENT AND TRANSFORMATION

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

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

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.

Provide programs and services that contribute to the retention and completion goals of the University.

Create and expand initiatives that support the recruitment and retention of historically underrepresented student populations, including the establishment of a First-Generation Center.

Expand student support services to encourage students' sense of belonging, growth mindset, well-being, and mental health.

# PEOPLE AND PROCESSES

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

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

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

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 through 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.

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.

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 .