

**Division of Student Affairs
Division Meeting
July 15, 2020**

General Updates

- Focus on Safety
 - Governor's Mandates/Local Status
 - Return to Campus Guide <https://healthalerts.unt.edu/return>
 - Required Training
 - Workplace Expectations
 - Stage Staffing
 - Personal Safety Practices
 - Contact Tracing & Testing (will discuss more fully later in meeting)

General Updates

- Our Reopenings:
 - Office Openings last week
 - Rec Center, July 1
 - Housing/Dining – move-in plans
 - Fall Plans

General Updates

- Key Advisory Group Recommendations
 - Fall classes go remote after Thanksgiving
 - Required reopening plans
 - Multiple building entries; two-way traffic in hallways
 - Provide concierge retention services for those students who must isolate/quarantine and for those freshmen who are fully online.
 - Faculty should plan fall courses to include make-up exams, multiple exam times and/or alternative means of assessing knowledge to accommodate different needs.

General Updates

- Key Advisory Group Recommendations, continued
 - Seating charts and attendance for all on-campus classes
 - Class times extended until 10:00 p.m. on weekdays, and 8:00 a.m. – 6:00 p.m. Saturdays (no classes or exams on Sundays)
 - All 110/general classrooms will have the ability to stream
 - All events are currently on hold

General Updates

Testing and Contact Tracing – both critical in our ability to isolate and contain virus

- Testing
 - In house testing at SHWC
 - Testing plan to establish baseline being finalized
- Contact Tracing
 - Process and plan finalized (website)
 - Joint partnership with Administration (Risk Management)

General Updates

- Enrollment (as of July 14, 2020)
 - Summer 2020
 - SCH UP +16.56%
 - Headcount UP +13.65%
 - Fall 2020
 - SCH UP +.63%
 - Headcount UP +2.00%
- CARE Act Award Update
 - Over 16,500 applications; 10,207 awards (9,279 unique students); \$9,173,132.50 to students to date.

General Updates

- Budget Projections FY21
 - Have run numerous financial models/scenarios – most land at <\$40M>
 - Assume 5% state reductions
 - Assume reduction in international enrollment
 - Assume 5% auxiliary services reductions
 - Assume in-person classes
 - Range goes as high as <\$105M>
 - Fully remote

Division of Student Affairs Diversity & Inclusion Initiatives 2019-2020

The Division of Student Affairs is committed to seeking out, identifying, understanding, and removing barriers to full participation and belonging among students, faculty, and staff.

We recognize our responsibility to foster an open, welcoming environment where students, faculty and staff of all backgrounds can collaboratively learn, work, and serve.

We commit to engaging in an ongoing dialogue and to work together to address challenges in a way that removes barriers to success and promotes a culture of inclusivity, compassion, and mutual respect. The competencies gained through diverse experiences across our campus prepare all of our students, staff, and faculty to thrive personally and professionally in a global society.

Actions Taken

- Ninety-six percent of DSA completed three diversity trainings by the June 1 deadline. Supervisors are following up with staff who have not completed the trainings to ensure accountability.
- In January, we brought in a diversity trainer to work with directors on implicit bias and the Intercultural Competency Inventory (ICI). Overarching departmental areas (i.e. Wellness, Engagement, Auxiliaries, etc.) were given their ICI score. Follow-up training was scheduled to learn how to move their department further along the IDI continuum, but was canceled due to COVID-19. We will look to reschedule or conduct virtually.
- Orientation and Transition Programs has contracted with Everfi to offer Diversity and Inclusion to all new undergraduate students at UNT this fall. Students will complete this training throughout the summer, similar to UNT's alcohol and sexual assault trainings. Follow-up with students will occur during First Flight and within a pilot First-Year Seminar course this fall.
- All DSA positions are posted externally to increase diversity, a practice we began in 2014.

Actions Taken

- Through Student Service Fee and CARES Act funding, DSA has allocated or increased funding in the following areas: additional staff in the Multicultural Center; the creation of a first-generation center; the hiring of additional ACCESS Mentors to serve first-generation students; Parent Association and Parent Orientation scholarships for first-generation and low-socio-economic status parents and funds given to Institutional Equity and Diversity to allow for an additional trainer in their area.
- DSA incorporated time at Division-wide meetings for a student to share their story so staff could learn from their personal experiences.
- We contracted with a national consultant to review UNT's Counseling and Testing Center to assess its strengths and weaknesses, the staffing model, where efficiencies could be found, and what changes are needed to better understand the changing needs of our students. We are currently working through recommendations, including staffing recommendations.
- DSA has continued to incorporate diversity and inclusion initiatives into its 2020-2025 strategic plan.

Ongoing Actions

- Dr. With is meeting monthly with Division of Student Affairs Black Professional Network executive board members to keep a pulse on staff issues.
- Dr. With is meeting with the Black Student Union President one-on-one in addition to the Student Advisory Board each month.
- When the Event Safety Committee determines it necessary, DSA will provide funds to have a police presence at student organization events.
- We will seek opportunities to educate DSA staff on restorative practices and racial battle fatigue.

Ongoing Actions

- Dr. With has asked Division directors to sponsor/lead small group discussions related to topics like white fragility, white accountability, and other race-related issues.
- DSA will establish the Center for Counseling Diverse Populations in the Counseling Department.
- Planning for a stand-alone Multicultural Center will begin this fall.
- Dr. With is sending monthly diversity updates to the Division.
- The Diversity Council will also update all of you on their progress in their open meeting this afternoon. They also will be posting their Year 1 Review to <https://studentaffairs.unt.edu/diversity-and-inclusion>.

Resources

The Division of Student Affairs will purchase a book for each staff member to encourage and support a healthy dialogue that leads us to action regarding issues of systematic racial inequity. If the book you would like is currently sold out or on backorder, we will proceed with the order but delivery may be delayed. Every effort will be made to order your selection from Black-owned bookstores.

For more information about our Division's Diversity and Inclusion work and resources visit:

<https://studentaffairs.unt.edu/diversity-and-inclusion>

Q&A