DSA Kickoff Celebration

BEST QUARANTEAM
Thank you to our frontline heroes!

**Housing**
- Gina Vanacore
- Peter Beaulieu
- James Fairchild
- Tomas Sanchez
- Craig Zemmin
- Kevin Bell Sr.
- Julia Flores
- Connie Scott
- Sandra Alfaro De Rosa
- Lorena Amador
- Spencer Arwood
- Karen Bass
- Rachel Kasper-McCalla
- Ludy Byars
- Ana Cadena
- Royce Clark
- Mayra Contreras
- Celia Torres
- Leticia DeVelazco
- David Frantz
- Maria Galvez
- Danny García
- Zachary Garcia
- Dora Hernandez
- Francisco Hernandez
- Veronica Iturbe
- Irma Jimenez
- Jason Mann
- Sara Gallardo
- Maria Martinez
- Jeremy Medcafe
- Eric Richardson
- Ana Rocha
- Latoya Russell
- Rosalinda Sanmiguel
- Megan Simmons
- Santa Salazar Portales
- Riley Stephens
- Mark Taylor
- Maria Valladares
- Chelsea Walker
- Vanessa Rabago
- Laura Acosta
- James Anderson
- Sanjuanita Castillo
- Margarita Chavez-Estrada
- Marina Cristales
- Tammy Dunn
- Zarife Facja
- America Jacinto
- Royce McKinney
- Irma Mireles
- Edwin Orozco
- Maria Torres
- Tony Walker
- Michael Webb
- Billy Harris
- Felicia Cobb
- Krystal Bruce
- Jeffery Bryant
- Nicholas Cornett
- Joseph Fragano
- Adarryl Gaston
- Haylee Hamilton
- Jon Jacobson
- Michael Keen
- Zachary Kusch
- Kristina Plaster
- Raynelyn Vaskova
- Aurelien Gayet
- Taylor Cole
- Amanda Fitch
- Valerie Govan
- Benjamin Gray
- Brenda Hoyt-Stenovitch
- Rachel Jackson
- Margaret Meyerson
- Vicki Morrison
- Lisa Gorietti
- Haley Myers
- Rodney Wilson
- Tanya St. Clair
- Chelby Thrasher
- Josette Francis
Thank you to our frontline heroes!

Housing
Russell Bouyer
Tiffany Bromfield
Lawain Brooks
Am Coffee
Meghan Fitzgerald
Kayla Kelly
Alexandria Bassett
Patrick Holt
Laurel Spurgeon
Elizabeth Webb
Daniel Moss
Quinton Lane
Julie Townley

Recreational

Sports
Richard Allen
Johnny McDaniel
Eric Belcher

Career Center-Student Employment
Patricia Chastain
Leandra DiNicola
Hannah Eben

Dining
Leslie Booker
Lorena Carrillo
Sterling Johnson

Mark Madlock
Steven Schmidt
Brennon Turner
Teresa Vinado
Rolando Yoc
Brenda Claros-Finau
Benita Honzura
Veronica Sanchez
Matthew Ward
Christopher Williams
Conner Briggs
Efigenia Bueno
Ilinca Capuchina
Sean Coxon
Anthony Durant
Alice Hay

Klaus Meier
Kenia Miguel
Buck Morris
Margarita Munoz
Teresa Olivarez
Maria Ortega
Ileana Maria Padilla
Desmond Williams
Augusta Rangel
Charlotte Spencer
Courtney Angel
Timothy Barclift
Taylor Battle
Kalli Brooks
Shabrezka Castillo-Jackson
Christopher Green

Jacqueline Paule
Noel Pena
Forrest Scott
Hayley Slocum
Keauna Smith
Rajeev Kumar Sood
Gillian Treta
Tomas Arenas
Steve Brice
Thank you to our frontline heroes!

Dining
Rahmil Bustamante
Benito Gavirio
Shelley McGinnis
Zachary Miller
Federico Yoc
Cipriano Arellano
Angela Britton
Josephine De los Santos
Sarah Kettelhut
William Phelan
Terumi Williams
Taylor Mears
Anna Adams
Earl Flowers Jr.
Brady Hollar
William Hunter
Pierre Thilliez
Lek Houeng Thomas
David Sedgwick
Jessica Thompson
Rodolfo Vasquez Jr.
Derrick Cripps
Sandeep Basu
Tara Dakin
Addie Jackson
Katrina Holtz
Dylan Janecka
Chrisandra Mizer
Jessica Stafford
Laura Fernandez
Graciela Medina
Andrea Giacomello Simmer
Lucy Lee
Mark Luenser
Kharon March
Maria Vazquez
Kylie Wheeler
Shanika Wilson
Sabrina Winston
Eustacia Arvizu
Kateryna Baginska
Mahmoud Elzonkoly
Maria Guzman
Misty Hernandez
Idalia Martinez Macedo
Esmeralda Martinez
Brandi Chank
Catherine Ganda
Amanda Shouse
Lorne Mays
Kala Murphy
Rebecca Reid
Ellion Rice
Lauren Eubanks
Ana Leon
Ladaniuski
Marlen Martinez
Sarah Woods
Kenneth Anderson
Casey Cook
Rebeca Flores
Rachel Ford
Ophelia Hamm
Nathaniel Hardrick
Timothy Kean
Maribel Reveles
Amelia Scott
Christian Harris
Sandra Martinez
Thank you to our frontline heroes!

Student Health and Wellness Center

Kaylin Crawford
Comedra Daniels
Pat Davis
Jennifer Divecchia
Paul Esquivel
Gina Farris
Donna Felton
Stephanie Fields-Hawkins
Rose Fleeks
Danielle Gemoets
Amanda Hare
Kimberly Head
Cynthia Hermann
Nicole Hilton
Jonathan Hons
Deanne Hyde
Christy Irwin
Stephanie Kelton
Karen Knotts
Angela Koiner
Kim Ledesma
Christine Martin
Sam McKee
Patty McQueen
Constance Menard
Jeanie Miller
Amanda Norvelle
Amanda Paul
Jansi Raj
Tricia Raper-Combs
Stephanie Wilson
Heather Rich
Gabriella Rios
Shari Ruhberg
Dana Sachs
Delia Sandoval
John Shelton
Nadia Sneed
Staci Sprabary
Greta Taylor
Nancy Warnell
Howard West
Nancy Whitaker

Union, Gateway and Coliseum

Wendy Denam
Pam McDonald
Mike Flores
Rick Rodriguez
Christian Wells
Randy Sikes
John Gallagher
Keith Boulton
Brian Henry
Warren Clark
Thank you to our frontline heroes!

Union, Gateway and Coliseum

Jannet Murrill
Alketa Sulollari
Blanca Fuentes
Michael Ruiz
Karen Hanselman
Leeann Boyd
Brenda Dean
Stephen Bockman
Luis Perez
Rufus Hudson

Allen Langlie
Nicholas Watts
Israel Morales
Les St. Clair
Martin Garibay
Phyllis Vaughn
Lisa Garcia
Icha Bhandari
Antonio Boykin-King
Molly Orr
Patricia Strader
Sergio Renovato
Richard Owens

William Branch
Kyle Wood
Brett Cox
Sean Verdin
Wally Trejo
Kathleen Marion
Callie Bolender
Donna Richie
Connie Verdin
Courtney Burke
Doug Renner
Kerry Herndon
Tyler Baker

Charles Justice
Michael Slater
Anthony Karkhoff
Thank you, Dr. Hermann!!
Fighting a Two-Prong War

• To support the health of our campus community - COVID-19
• To support our Black staff and our Black students in response to the many injustices seen across the country - Black Lives Matter
COVID-19 Response

• Safety/Security
  • SHWC Services
  • Parent/Family Hotline transitioned to COVID-19 Hotline
  • Testing Program
  • Case Investigation/Contact Tracing Program
  • Facilities/Cleaning, Sanitizing, and Signage

• Going virtual...fast!
  • Zoom, Teams
  • Telecommuting
  • Programs and Services
  • Long Hours

• Thank you to our IT support!
  ◦ We couldn’t have made such a seamless transition to working from home without our amazing IT team led by Abraham John.
COVID-19 Response

• Communications
  • Emails
  • Websites
  • Webinars for new students, parents

• Student Support
  • Undergraduate Student Calling Campaign
  • CARES Act Funding
    o As of 9/23, we have offered 14,183 awards, totaling $12,133,691.70 to students impacted by COVID through CARE Act funds.
  • Student Success Fund
    • As of 9/23, we have offered 898 awards, totaling $419,662.50 to students impacted by COVID through donations.
  • Prior Term Balance Awards
    • We awarded 399 students $427,662.50 to ensure their fall enrollment.

Every area/department/program contributed to the effort!
Black Lives Matter

• Ninety-six percent of our staff completed 3 diversity trainings by the June 1 deadline. Supervisors followed up with staff who had not completed the trainings to ensure accountability and we assessed its effectiveness.

• We added monthly diversity updates to the Division of Student Affairs.

• We created Diversity and Inclusion website.

• We are establishing the Center for Counseling Diverse Populations through the Counseling Department.

• Planning for a stand-alone Multicultural Center will begin this fall.

• To expand knowledge about the Black experience and solutions for racial equality, we offered to purchase a book for each staff member.
  • Created a DSA Diversity Library
Black Lives Matter

• In January, we brought in a diversity trainer to work with directors on implicit bias and the Intercultural Competency Inventory (ICI).

• Orientation and Transition Programs contracted with Everfi to offer a Diversity and Inclusion course to all new students, including graduate students.

• All DSA positions are posted externally to increase diversity, a practice we started in 2014.

• We continue with a diversity focus at each Division meeting.

• Efforts are being made within each unit to have diversity conversations, presentations, & trainings.

• You can read more about DSA diversity initiatives at https://studentaffairs.unt.edu/diversity-inclusion-initiatives.
Enrollment

• We also welcomed 5,261 new freshmen, the largest first-time-in-college class in the North Texas region.

• Enrollment in classes in Collin County increased 66%.

• Retention rate is 82% for new freshmen and 85% for transfer students.

• Great work, everyone!
2020-2021 Budget

- While enrollment increases are great, there are still issues remaining with our budgets.
- Overall University budget scenarios ranged from losses of $40.3M to $105.9M.
- State cuts: 5% taken last year, at least 3% this year.
- Initial anticipated cuts for Auxiliaries was 5%.
- With fewer students on campus, Auxiliaries is now projecting 20% cuts to budget.
- Auxiliaries contributes $16M to the University with almost $7M flowing back into our Division.
- We have students leaving Housing due to engagement and virus-related issues this month, which is not a good sign for spring revenue numbers.
- We are still in a “wait and see” posture for the remaining fiscal year. We need continue to be frugal.
Areas of Focus

2020-2021
Diversity and Inclusion

Increase support for our Black Students
- Utilize climate survey data.
- Continue feedback from BSU & BLM students to increase support.
- Finalize the creation of Center for Counseling Diverse Student Populations.

Increase support for our LatinX Students
- Utilize climate survey data.
- Create Center for Counseling Diverse Student Populations.

Seek opportunities to increase the retention of students that secured our HSI/MSI status
- Ensure staff understand criteria met to achieve these statuses.
- Establish and open the First-Generation Center.
Diversity and Inclusion

Increase Access for Students with Disabilities
- Work with faculty to improve services for students.
- Improve understanding of AIM.
- Support the increase of virtual textbook accessibility.
- Utilize Climate Survey Data.

Continue to offer training for staff on diverse, inclusive, and equitable practices
- Complete the diversity/inclusion training plan proposed by the Diversity Council (shared on 9/24).
- Continue diversity training at each Division meeting.
- Increase training opportunities and discussions within departments.
- Utilize Climate Survey Data.
Rethinking Traditional Engagement & Adapting to a Changing Environment

Assess Virtual Programs and Services

• Assess effectiveness of what we offer – from both staff and student perspectives.
  ○ Review current assessments.
  ○ Increase departmental assessment efforts of virtual programs/services.
  ○ Utilize student focus group/advisory group feedback.
  ○ Assess staff perceptions of effectiveness of virtual programs.

• Assess capability/staffing to offer virtual programs and services.
  ○ Identify key staff who can support this effort.
  ○ Identify gaps in training and in service.

• Provide training for current staff to be better equipped to offer virtual programs and services.
  ○ Utilize Digital Strategies & Innovation to support training efforts.
  ○ Utilize current faculty trainings to support training efforts.
Rethinking Traditional Engagement & Adapting to a Changing Environment

Assess Virtual Programs and Services Cont.
  • Increase accessibility of virtual resources for all students.
    - Ensure all virtual programs/services are accessible.
    - Utilize climate survey data.

Continue to adapt to COVID-19 requirements and safety needs of campus community
  • Utilize feedback and implement directives from campus advisory groups.
  • Utilize feedback from students and staff to support needs.

Provide engagement opportunities within the COVID-19 context
  • Continue to explore opportunities to have in-person experiences within the current state and CDC guidelines.
  • Continue to expand virtual offerings to fill the gaps where in-person experiences are not viable.
Focus on Staff

Increase support for our Black Staff

- Utilize climate survey data.
- Continue to provide opportunities for discussion, feedback at division, director and departmental meetings.
- Utilize BPN feedback and conversations to improve the experience of Black staff members within our Division.

Increase support for our LatinX Staff

- Utilize climate survey data.
- Provide opportunities for discussion, feedback at division, director and departmental meetings.

Work to ensure our staff are engaged

- Utilize fall Gallup results to determine the areas we need to target as a Division and develop strategies to improve.
- Utilize the mid-year staff evaluation process to gauge engagement and determine ways to better support.
- Ensure supervisors are equipped to engage with staff.
  - Continue to provide professional development opportunities.
  - Encourage departmental professional development opportunities.
Focus on Staff

Explore opportunities and challenges associated with Flexible Work Schedules

Seek opportunities to ensure the overall wellness of staff

• Encourage use of EAP and Fitness Leave Program.
• Encourage participation in professional development including World Mental Health Day.

Increase accessibility for staff

• Utilize expertise of Digital Strategies to help develop staff.
Preparing Students for Life after UNT

Implement ideals of resilience/growth mindset in programming
  • Make these a priority in orientation, first year seminar, housing, and other programming.
  • Have each area determine ways to implement within their units.

Offer opportunities for students to increase their marketable skills and other Career Readiness Competencies
  • Make these a priority in orientation, housing, and other programming.
  • Increase internship and experiential career opportunities for students.
  • Have each area determine ways to implement within their units.
Focus on Wellness of Students

Increase opportunities to educate and support the mental health needs of students

- Create Center for Counseling Diverse Student Populations.
- Encourage all units to focus on this effort – it will take all of us!

Provide support to academic units

- Partner with faculty on programming inside/outside the classroom that supports the course objectives.

Increase growth mindset learning opportunities for students

- Make these a priority in orientation, first year seminar, housing, and other programming.
Enrollment and Retention

• Seek to keep our first-time-in-college class size above 5,000
• Improve how we serve students virtually.
• Utilize data to best serve students.
• Monitor new student processes to make sure they are seamless for the student.
• Continue to ensure we eliminate any runaround.
• Seek ways to cut costs and balance the budget.
Thank you to our Staff Development Committee!

- Sara Ousby
- Will Branch
- Tammy Van der leest
- Joey Harmon
- Courtney Burke
- Melissa McKenna
- Alexa Bilich
- Randi Johnson
- Derek Cripps
- Taylor Thompson

- Arigayle Head
- Faith Espindola
- Craig Zemmin
- Stevie Ealey
- Carter Burks
- Andie Jackson
- Kent West
- Keisha Ware
- Justin Persick
Thank you to our Diversity Council!

- **Co-Chairs**
  - Bethany Evans – Counseling
  - Melissa McGuire – Engagement
  - Tomás Sanchez – Housing
- **Members**
  - Jessica Stone – ODA
  - Russell Bouyer – Housing
  - Jeanette Hickl – Career Center
  - Detra Craig – TRIO
  - Ryan Davis – Vice President for Student Affairs Office
  - Sara Ousby – Assessment
  - Patricia Rodriguez – Center for Leadership and Service
  - Enedelia Saucedo – Counseling and Testing
  - Sergio Renovato – Union/Discovery Park
  - Tony Boykin-King – University Union
  - Keisha Ware – Student Legal Services
Thank you to our door prize donors!

• Student Health and Wellness Center
• College Optical Express
• Campus Smiles
• Division of Student Affairs
• Recreational Sports
• Dining Services
• Dean of Students
QUESTIONS?
Thank you for being the Best Quaranteam!