

## **UNT Division of 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.*

### **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.

#### **Strategic Plan Alignment:**

- Strategy 1.2: Improve student engagement in experiences that prepare them for life after UNT, including career development, student employment, and personal development opportunities.
- 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.

### **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 hire staff to mirror our diverse student population. 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.

#### **Strategic Plan Alignment:**

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

### **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.

#### **Strategic Plan Alignment**

- Strategy 1.1: Increase student engagement that contributes to students' sense of belonging through the delivery of programming in traditional and emergent formats.
- Strategy 4.2: Provide opportunities for the continued development and growth of employees

### **Student Feedback**

Learning from students is imperative to the Division of Student Affairs success. We consistently meet our diverse students where they are (physically & 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.

#### **Strategic Plan Alignment:**

- Goal 5: Demonstrate and communicate the impact of Student Affairs efforts on the UNT student experience.