

GOAL 1

Diversity, Inclusion & Belonging

Enhance student co-curricular experiences so it reflects and embraces a diverse and inclusive campus that supports each stage of the student experience, and cultivates a sense of belonging.

Objective	Strategies	Metrics	Status
<p>Enhance student success through efforts focused on the promotion of diversity, inclusion, belonging, and support.</p>	<ul style="list-style-type: none"> • Provide a wide spectrum of programs and services that appeal to, support, and celebrate diverse populations • Develop a marketing and outreach program to increase diversity awareness and education • Support full access for students with disabilities through appropriate and timely accommodations for housing, dining, academics, and co-curricular experiences • Expand UG and GR support to maintain engagement, competitiveness, and student success. • Achieve greater impact on student success through residence life • Identify, develop, and extend online resources to improve accessibility in programs and activities • Build a stronger support structure to retain transfer students • Invest in graduate student mentoring and support • Facilitate student engagement in high-impact learning experiences • Enhance support of military/veteran students 	<ul style="list-style-type: none"> • Number of affinity related student organizations • Percent of student body that utilize our services and programs (UG, GR, Professional) • Percent of affinity based student members • Number of diversity related programs and activities • Time to process accommodations in ODA • Resources allocated to ODA • Generate an inclusive underrepresented groups directory or brochure • Satisfaction survey data • Number of programs and activities for GR students • Needs assessment for online resources to improve accessibility in programs and activities • Use NSSE data to develop HIP's for student engagement • Residence Life Living Learning Communities; The number of programs aimed at diversity, inclusivity and belonging • Generate a Veteran resource directory • Provide 2 military cultural competency trainings each year 	<ul style="list-style-type: none"> • In progress • In progress • Planned; not started • Planned; not started • Planned; not started • Completed • Planned; not started • Planned; not started
<p>Promote a positive campus climate by collaborating with other university and community organizations to host programs and events which foster a positive, diverse atmosphere and sense of belonging.</p>	<ul style="list-style-type: none"> • Intentionally strategize with AA, DAIR, IED, and other support services to address the challenges facing minority male populations • Create opportunities for community partners to engage and support military/veteran students • Collaborate with other university and community organizations to develop and implement programs, services, and facilities which promote retention, graduation, and inclusivity 	<ul style="list-style-type: none"> • Increase the number of programs and activities to support minority male populations • Number of collaborations which develop and implement programs, services, and facilities which promote retention, graduation, and inclusivity • Number of programs focused on supporting veterans through community and non DSA partnerships 	<ul style="list-style-type: none"> • In progress • In progress • Planned; not started • Planned; not started • Planned; not started • In progress
<p>Promote UNT pride and traditions.</p>	<ul style="list-style-type: none"> • Expand the number of programs where UNT pride and traditions are showcased • Innovatively market UNT pride and traditions 	<ul style="list-style-type: none"> • Increase the number of programs and activities which instill UNT pride and tradition • Number of programs and activities which instill pride and tradition • Resources to bring awareness to UNT Pride and Traditions 	<ul style="list-style-type: none"> • Planned; not started • In progress
<p>Strengthen the engagement of Alumni.</p>	<ul style="list-style-type: none"> • Expand opportunities for community based agencies to participate in DSA programming 	<ul style="list-style-type: none"> • Expand online resources for Alumni • Host a minimum of 2 activities, programs, events geared towards Alumni engagement 	<ul style="list-style-type: none"> • In progress • In progress

GOAL 2

Integrity

Provide co-curricular experiences which prepare responsible, global leaders, and citizens of the world through engagement, outreach, and service.

Objective	Strategies	Metrics	Status
Enhance the number of community engagement, outreach, and service related initiatives.	<ul style="list-style-type: none"> • Expand opportunities for community agencies to participate in and support DSA programming • Promote acts of volunteerism and civic engagement • Educate students on ways to promote philanthropic engagement at any level of community • Secure infrastructure to expand international, domestic, and statewide, service experiences • Incorporate programmatic practices to promote global understanding, diversity, and respect for self and others, where applicable 	<ul style="list-style-type: none"> • Service hours, service courses, service learning projects • Total participation in service activities • Number of students participating in leadership development programs and activities • Number of staff participating in engagement, outreach and service programs and activities • Expenditures allocated to engagement, outreach, and service activities 	<ul style="list-style-type: none"> • In progress • In progress • In progress • In progress • In progress
Evaluate current strategies utilized for outreach to gauge and improve upon their effectiveness.	<ul style="list-style-type: none"> • Evaluate the community engagement, outreach, and service hours performed by Greek Life members/chapters • Evaluate the levels of community engagement, service, and outreach by residence hall association • Evaluate the community engagement, outreach, and service by student organization affiliation • Evaluate the community engagement, outreach and service by classification level and residence /commuter status 	<ul style="list-style-type: none"> • Number of students participating in leadership development programs and activities • Increase participation 	<ul style="list-style-type: none"> • In progress • In progress
Collaborate across the institution and in the community to expand current engagement, outreach, and service opportunities.	<ul style="list-style-type: none"> • Identify outcome tracking measures for engagement, outreach, and service participants • Engage UNT constituents • Engage K-12, CC, and other constituents • Develop system for data collection, entry and outcome synthesis 	<ul style="list-style-type: none"> • Identify software system to track engagement • Identify system to track outcomes • Build efforts to establish key stakeholders to serve as advocates for external partnerships and alliances for K-12 	<ul style="list-style-type: none"> • In progress • In progress • In progress

GOAL 3

Collaboration

Sustain and explore new relationships and collaborative efforts that advance the mission of UNT.

Objective	Strategies	Metrics	Status
Maintain and enhance collaborative efforts amongst existing partners.	<ul style="list-style-type: none">Expand opportunities for community agencies to participate in and support student success efforts	<ul style="list-style-type: none">Number of collaborative DSA programs across the divisionNumber of new partnerships and collaborations across UNT divisions and campusesNumber of units of programs with advisory boards that include alumni and other constituency representatives	<ul style="list-style-type: none">In progressIn progressIn progress
Collaborate across the institution and in the community to expand current engagement, outreach, and service opportunities.	<ul style="list-style-type: none">Identify outcome tracking measures for community partnershipsEngage UNT constituentsEngage K-12, CC, and other constituentsDevelop system for data collection, entry and outcome synthesisContinue to develop and actively participate in strategic coalitions at the local, state, and national levels	<ul style="list-style-type: none">Identify software system to track engagementIdentify system to track outcomesBuild efforts to establish key stakeholders to serve as advocates for external partnerships and alliances for K-12	<ul style="list-style-type: none">In progressIn progressIn progress
Career Connect	<ul style="list-style-type: none">Sustain and support programs and partnerships which aide in the success of Career Connect	<ul style="list-style-type: none">Identify system to track outcomes	<ul style="list-style-type: none">In progress

GOAL 4

Career Readiness

Provide opportunities for personal and professional development through activities which promote team building, communication, critical thinking, leadership development, and career readiness.

Objective	Strategies	Metrics	Status
Expand high impact practices (HIPS) to allow students to apply learning to real life, to make connections, reflect and integrate learning.	<ul style="list-style-type: none"> • Sustain and support programs and partnerships which aide in the success of Career Connect • Facilitate student engagement in high-impact learning experiences 	<ul style="list-style-type: none"> • Use NSSE data to develop HIP's for student engagement • Identify system to track outcomes 	<ul style="list-style-type: none"> • In progress • In progress
Increase job placement and internship opportunities.	<ul style="list-style-type: none"> • Expand career fairs and internship opportunities 	<ul style="list-style-type: none"> • Number of internship or practicum experiences • Alumni survey: percent of graduates employed within 1 year in a job relevant to their degree • Percent of student body that utilize Career Center resources • Percent of student body that attend career fairs hosted by the Career Center 	<ul style="list-style-type: none"> • Completed • Completed • In progress • In progress
Increase student leadership development efforts.	<ul style="list-style-type: none"> • Identify outcome tracking measures for leadership development • Enhance the leadership development curriculum, workshops, and programs • Develop learning outcomes for leadership development for DSA student employees and others • Develop system for data collection, entry and outcome synthesis 	<ul style="list-style-type: none"> • Identify and align with national benchmarking measures for data collection for student leadership • Identify software system to track outcomes • Number of leadership development activities and programs • Funding amount dedicated to leadership development 	<ul style="list-style-type: none"> • In progress • In progress • In progress • In progress

GOAL 5

Sustainability

Achieve UNT's strategic goals by being good stewards of human, technological, physical, financial, and other resources.

Objective	Strategies	Metrics	Status
<p>Recruit, retain, develop, and advance high quality staff to advance the University's mission and more effectively serve the needs of students.</p>	<ul style="list-style-type: none"> • Increase employee productivity and satisfaction • Invest in professional development activities aimed at increasing productivity, access, and student success • Maintain respectful, inclusive, equitable behavior in all DSA environments. • Ensure staff have access to information regarding student enrollment, achievement, persistence and graduation rates to more effectively decipher the needs of the student population we serve • Assure diversity and inclusion are visibly and consistently supported at the highest levels of leadership • Develop and implement social media tools to improve outreach to underrepresented groups • Recognize contributions to an inclusive and respectful work environment in employee performance evaluations and/or awards • Develop and implement division wide training • Develop and implement an employee engagement survey tool • Use data/information gathered from the employee engagement survey to improve work environment • Provide resources for professional leadership development 	<ul style="list-style-type: none"> • Employee satisfaction ratings • Total programs aimed at professional development • Total expenditures earmarked for staff engagement, development, and advancement • Number of staff from underrepresented groups • Staff retention rates • Number of National Professional Organization Officers/Members sponsored by the division • Number of memberships in national professional organizations • Number of staff that participate in national/international professional development and philanthropic activities 	<ul style="list-style-type: none"> • Planned; not started • In progress • In progress • Planned; not started • In progress • Planned; not started • In progress • In progress
<p>Strengthen administrative accountability, innovation, creativity, openness, transparency, and collaboration to advance the UNT mission.</p>	<ul style="list-style-type: none"> • Broaden student engagement with cultures, ideas, and artistic expression of people of our diverse nation and world • Ensure staff have access to information related to the fundamental competencies valued by employers so that they may intentionally incorporate the development of soft/hard skills into programs, activities, and resources that are available for students • Increase capacity to support effective program impact assessment • Increase engagement of staff with institutions, communities, governments, other educational partners, and for profit and nonprofit sectors • Remove administrative barriers that prevent entrepreneurial innovation and creativity • Engage key constituencies in decision making, governance, and strategic planning • Report annually on progress towards goals of strategic plan • Build an adaptive and sustainable organization that maximizes effectiveness and provides careful stewardship of resources 	<ul style="list-style-type: none"> • Number of units with advisory boards that include alumni and constituency representatives • Number of labs, classrooms, and conference rooms equipped for virtual collaboration • Square footage allocated to student learning (labs, classrooms, study spaces, conference rooms, etc.) 	<ul style="list-style-type: none"> • In progress • In progress • Planned; not started
<p>Steward and diversify resources invested by students, the public, and private stakeholders in a responsible way to ensure economic vitality of the division.</p>	<ul style="list-style-type: none"> • Expand, diversify, and effectively steward funding to advance the DSA mission • Continue to invest in infrastructure which supports student learning, innovation, access, and success • Invest in communication, marketing, and technological tools which advance collaboration, leadership development, and progressive innovation • Develop system for data collection, entry and outcome synthesis 	<ul style="list-style-type: none"> • Identify and align with CJD Reporting Measures for data collection • Investment in technological resources aimed at improved communications, collaboration, learning and engagement • Total capital expenditures on infrastructure which supports student learning • LEED Certified Buildings and Renovation Projects 	<ul style="list-style-type: none"> • In progress • In progress • In progress • In progress

GOAL 6

Assessment

Develop, implement, and monitor a comprehensive plan of assessment and continued quality improvement.

Objective	Strategies	Metrics	Status
Develop a comprehensive plan of assessment.	<ul style="list-style-type: none">Utilize strategic plans, valid and reliable data, and evaluation indicators to align investments of DSA resources with division and institutional prioritiesIdentify outcome tracking measures for division successDevelop a system for data collection, assessment, entry and outcome synthesisAssess and respond to emerging opportunities through strategic investment in new programs	<ul style="list-style-type: none">DSA Assessment Infrastructure (Learning Outcomes, Strategic Plan, Principles and Values, etc.)Annual reports, TracDat Data, and assessments	<ul style="list-style-type: none">In progressIn progressPlanned; not startedPlanned; not started

SAMPLE

GOAL 7

Wellness

Provide support and guidance for the personal resilience and wellness of UNT campus constituents.

Objective	Strategies	Metrics	Status
<p>Develop a flexible wellness model for the delivery of high quality programs and services that integrate advances in the health, safety, advocacy and counseling fields and effectively serve the needs of a multicultural, diverse campus community.</p>	<ul style="list-style-type: none"> • Expand programming that cultivates and supports healthy decision making, inter/intra-personal development, and • Across all health issues, create appropriate outreach efforts to address the changing developmental needs of students • Strive to create more responsible residentially-based education opportunities for on campus students • Ensure the development of policies and practices which promote and protect health • Conduct Needs Assessment • Expand student engagement opportunities in the design and delivery of services • Develop programs and services to reflect advances in information and social technologies • Improve timely access, quality, coordination of care, documentation, data management and communication with students 	<ul style="list-style-type: none"> • Number of outreach programs • Participation Levels 	<ul style="list-style-type: none"> • In progress • In progress
<p>Establish a campus culture that prioritizes health and wellbeing by using collaborative and community based strategies.</p>	<ul style="list-style-type: none"> • Create appropriate in-person and media based outreach efforts to reach off campus students in collaboration with URCM, DSA, and others • Enhance prevention education options for parents and families of incoming and continuing students that are delivered online or through OTP • Build and maintain campus and community partnerships which enhance safety, wellbeing and resilience • Work with partners to ensure compliance with federal, state and other mandates with regard to sexual violence prevention, alcohol and drug prevention, licensure, etc. • Institutionalize accessibility to healthy options • Integrate wellness perspectives into campus planning, including space, construction, human resources and other administrative priorities • Establish healthy campus norms and expectations through partnerships with University, city, county agencies, law enforcement, community organizations, campus departments, students and community members. • Employ comprehensive environmental risk management strategies and implement broad support, outreach and training. • Enhance campus capacity to prevent, mitigate, respond to, and recover from public health and behavioral threats • Enhance our coordinated approaches for prevention, response and recovery. • Expand collaborative prevention and case management strategies. • Expand mental health network into the campus community and create synergy across campus service and program areas • Develop a coordinated services network for mental health by embedding mental health experts throughout campus • Create targeted interventions to vulnerable and traditionally underserved students • Increase community outreach to demystify and destigmatize mental health services 	<ul style="list-style-type: none"> • Number of mental health focused programs, interventions, resources • Number of collaborations and partnerships • Number of staff • Student satisfaction • Space allocations • Service hours and locations • Measure timely access through time to appointment, time for accommodations, resolution of cases, etc. • Student satisfaction 	<ul style="list-style-type: none"> • In progress • In progress
<p>Expand primary prevention efforts through outreach programs and individual services in our current health areas and into new wellness areas.</p>	<ul style="list-style-type: none"> • Build inclusive treatment team for eating disorders • Expand online health assessment and education • Enhance tobacco cessation services • Enhance Substance Use services • Expand primary prevention outreach on sexual health, sexual violence, to include a focus on men's engagement in prevention and health sexuality • Continue to expand Bystander Intervention Training • Develop a Comprehensive Suicide Prevention Strategy • Expand capacity for survivor advocacy 	<ul style="list-style-type: none"> • Number of participants • Number of programs 	<ul style="list-style-type: none"> • In progress • In progress