Task Force: Student Affairs Task Force
Committee Name: Equity Minded Strategies
Date: November 26, 2018

Committee Chair(s): Dr. Tobias J. Guzmán, Assistant Vice President of Campus Community & Climate & Stephen Loveless, Director Gender & Sexuality Resource Center

Committee Members and Titles:
- Dr. Tom Griggs, Associate Professor, Foundations of Education & Culturally and Linguistically Diverse Education
- Jasmine Houston, Graduate Assistant for Equity & Inclusion
- Yvette Lucero-Nguyen, Director Center for Women's and Gender Equity & Stryker Institute for Leadership Development
- Danielle Pacheco, Center for Honors, Scholars, and Leadership Coordinator for Communications, Planning, and Advising
- Dr. Aldo Romero, Director Cumbres Program & Faculty in Hispanic Studies
- Colleen Sonnentag, Assistant Dean of Students/Director of Community Standards & Conflict Resolution
- Dr. Alethea Stovall, Director Asian/Pacific American Student Services
- Sarah Vaughn, Library II Head of Access Services

Summary of Recommendations

1. Infusion of equity within the mission, vision, and values of the new division of student affairs.

2. Adoption of an equity statement to guide practice for the new division.

3. Creation of an equity and inclusion resource hub that will allow student affairs professionals direct resources to connecting equity and inclusion to institutional learning outcomes, programs, and research to ensure that our practices around equity remain dynamic and flexible while still staying centered by our equity statement.

Detailed Discussion of Recommendations

1. In what ways do these recommendations align with the guiding principles for all task force committees?

   The first guiding principle for all task force members is to "claim intentionally as our mission the education of first generation and other underrepresented groups. Initiatives should be structured and delivered to promote the academic progression and success of these students. Students who don't belong to these populations will also benefit." The recommendations of the equity minded strategies action committee directly align with this first principle.

   Specifically, we first recommend the need for the new division of student affairs to have equity within its mission, vision, and values. By aligning our foundational principles with equity, we are intentionally claiming that equity and access for all students is a top priority of the new division.

   Our second recommendation is the adoption of an equity statement to guide practice for the new division. The committee researched peer institutions as well as aspirational institutions to help provide the framework for our new equity statement. Utilizing this data, the entire Student Affairs Task Force was given the opportunity for feedback. After consultation with the Task Force the final equity statement was constructed.

   Proposed Equity Statement for new Student Affairs Division:

   > The Division of Student Affairs at UNC is active, intentional, and forward thinking in its approach to working with students while promoting social mobility. Diversity, equity, and inclusion are embedded in our work as a community. Social Justice Education is at the core of our collaborative practice.

   This equity statement points to our institutional learning outcomes as well as the first guiding principle of the task force.

   The third recommendation of the committee is the creation of an online equity and inclusion resource hub. This hub would assist student affairs professionals with framing their work with equity and inclusion in mind. This again points to the first guiding principle of our task force to promote the growth of all students.

2. What resources would be saved or required to implement and sustain these recommendations? Remember that resources include human, financial, technology, and facilities.

    Resources that would be required to implement and sustain these recommendations include the creation of a committee of existing staff, faculty and students to continue to update the equity and inclusion resource hub. This committee can also serve as a consultation group for student affairs departments when seeking support in equity and inclusion work.

    Technology that would be required would be the construction of a UNC website to host the equity and inclusion hub.

3. How would implementation of these recommendations improve existing programs and services?

    Until there is a finalized organizational structure the committee cannot answer this question in its entirety. However, once the new division of student affairs departments are identified the committee believes that the recommendations will improve existing programs and services in three ways. First, our recommendations will help by creating a common commitment and language for equity in the new division. Second, our recommendations will provide resources and consultation for best practices within the new division. Third, our recommendations will provide a framework to achieve university learning outcomes centered in equity and inclusion.

4. What services or programs could be phased out because they would no longer be needed or because implementation of the recommendations would represent a more effective and efficient use of university resources?

    Current data from the Integrated Postsecondary Education Data System (IPEDS) coordinated by the National Center for Education Statistics indicates that, in comparison with our peer institutions, UNC spends nearly three times as much per student FTE in the Student Support functional expense category. It is possible that UNC is not necessarily spending more, but is counting more services than our peer institutions. For example, some institutions, like UNC, report Athletics in Student Service expense while other institutions do not. Understanding which services, we institutionally report to IPEDS to identify our Student Support expense, may identify more effective and efficient usage of university resources. These institutional data are forthcoming in December 2018 and when available, task force members will conduct an analysis to better understand the issue.

    Specifically, the Committee believes identifying the Student Service expenses may shed light on specific areas where colleges, specific academic programs, and co-curricular areas are duplicating, at a minimum, the following services:

    Career-readiness activities
    Advising
    Business Manager Functions
    Student Support Staff

5. Who would be primarily responsible for implementing these recommendations and have those individuals/units been consulted?

Until there is a finalized organization structure it is not possible to place primary responsibility.

6. Action Plan – complete the table on the following page outlining the concrete actions required for implementing your committee's recommendations, performance metrics (how we would know UNC is making progress and/or achieving success), who would be responsible for implementation, and whether implementation would begin in the short or long term.

Action Plan (add lines as needed)

Recommendation 1: Infusion of equity within the mission, vision, and values of the new division of student affairs.		
Performance Metric(s): Adoption of Equity in Mission, Vision, and Values of new division of Student Affairs		
Action	Responsibility	Short or Long Term
Assurance that the Student Affairs Task Force creates a mission, vision and values that directly reflect an equity minded approach to student affairs work at UNC.	Student Affairs Task Force	Short Term

Recommendation 2: Adoption of an equity statement to guide practice for the new division.		
Performance Metric(s): Solicit and incorporate feedback to proposed equity statement.		
Action	Responsibility	Short or Long Term
Solicit feedback from the general UNC population on January 8th. Incorporate feedback and recommend a finalized statement.	Student Affairs Task Force Equity Minded Strategies Committee Co-Chairs	Short Term

Recommendation 3: Creation of an equity and inclusion online resource hub		
Performance Metric(s): Creation of the website		
Action	Responsibility	Short or Long Term
As soon as the organizational structure is established, the beginning of building this online resource can take place.	N/A until Organizational Structure is established	Long Term