

Student Affairs Task Force Interim Report 1  
October 22, 2018

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First-Year Experience Report – See the Interim Reports for the Student Success Task Force

**Vision, Mission, Values Interim Task Force Report**

Task Force:	Student Affairs Task Force
Committee:	Vision-Mission-Values Action Team
Committee Chair(s):	Gardiner Tucker & Becky Broghammer
Date:	10.21.18

Please provide a brief update on your committee’s progress by responding to the four questions below.

1. What are the issues/questions your committee worked on during the reporting period?

- What values define student affairs at UNC? What are the current values of the institution? What do students’ value?
- Who are our students? Descriptions that define them. Using a combination of UNC and national data/trends, identify the primary issues defining UNC students.
- What vision fits Student Affairs at UNC and our students?

2. What data or other information have you used (numbered or bulleted list is fine)?

- UNC published values
- Generation Z Goes to College (2016) by Seemiller & Grace
- Reviewed data submitted by Tobias
- Organization Change book that includes vision/mission creation

3. What action steps are planned for the next reporting period?

- Continue to collect values that might describe student affairs at UNC.
- Design mission statements and gain input from other constituents on campus.
- Further refine the values and define them.
- Further refine the sample vision statements and refine them.

4. What recommendations, if any, have been determined to date?

<u>We have narrowed the values down:</u>				
<b>Learning/Knowledge</b>	<b>Business</b>		<b>Health /</b>	
<b>Wellness</b>	<b>Organizational</b>	<b>Equity / Inclusion</b>	<b>Wellness</b>	<b>Relational</b>
Career Readiness	Competencies	Community	Balance	Belonging
Competencies	Educators- All/Developers	Equity	Empathy	Care
Creativity	Excellence	Identity	Health	Community
Excellence	Fiscal Responsibility	Inclusion	Holistic	Community
				Engaged

Individualized Innovation Integrity Intellectual Freedom Leadership Transformative Transparency	Individualized Integrity Leadership Outcome Oriented Social Mission Transparency	Individualized Integrity Justice Social Justice Social Mobility Transparency Understanding Self	Individualized Integrity Prevention Well Being	Connection Cooperation Empathy Harmony Individualized Integrity Recognition Transparency
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5. Please provide any additional information or comments.

At the Student Affairs Task Force on Monday, 10.22.18, the VMV Action Team will present to get more input to narrow the values and vision statements.

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## Inventory and Organizational Structure Interim Task Force Report

Task Force:	Student Affairs
Committee:	Inventory and Organizational Structure
Committee Chair(s):	Evan Welch and Larry Loften
Date:	10/19/2018

Please provide a brief update on your committee's progress by responding to the four questions below.

1. What are the issues/questions your committee worked on during the reporting period?

The committee focused on identifying existing functions and offices at UNC that could fit into a Division of Student Affairs. This included looking at Organizational Charts and the collective knowledge of the committee. We also reviewed articles, reports, and organizational charts from several sources to better understand potential Student Affairs areas and structures. The committee identified 71 potential areas that could be a part of Student Affairs and individually completed a spreadsheet with thoughts and opinions related to UNC. Based on the responses the list was further refined into several categories for further discussion;

1. Areas all agreed should be considered for SA at UNC
2. Areas that most agreed should be considered for SA at UNC
3. Areas that all agreed are not appropriate for SA at UNC
4. Areas the currently do not exist (formally) at UNC and should be considered
5. Areas that might fit in Student Affairs

2. What data or other information have you used (numbered or bulleted list is fine)?

1. UNC Organizational Charts
2. Structure and Design SA Orgs – Chapter
3. Org and Admin Models within SA – Chapter
4. Org Structures and Functions – Chapter
5. Framing SA Practice – Chapter
6. CSAO Executive Summary
7. Student Affairs Models and Critical Issues in Higher Education
8. Roles and Responsibilities
9. Kathleen, Kinzie, Schuh Inventory

3. What action steps are planned for the next reporting period?

1. Committee to Complete Inventory
2. Inventory shared with Task Force
3. Initial Conversation about SA Org/Structure and Creation of Models
4. Develop Exercise for Task Force Meeting
5. Discuss if Inventory should be completed by the other Task Forces

4. What recommendations, if any, have been determined to date?

TBD -

5. Please provide any additional information or comments.

The committee has been engaged and involved in the process. There is a sense of opportunity and excitement. There have been concerns expressed about how the work of the SATF will connect with the other groups – will there be a consistent approach/direction, etc. There have also been some concerns about the budget realities as we look to propose a new structure.

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## Student Data Interim Task Force Report

Task Force:	Student Affairs Task Force
Committee:	Student Data Action Team
Committee Chair(s):	Jenna Finley
Date:	10.22.18

Please provide a brief update on your committee's progress by responding to the four questions below.

1. What are the issues/questions your committee worked on during the reporting period?

An initial review of data related to student demographic information, reasons for departure, early adjustment to UNC, health and conduct data, and characteristics of Generation Z, the group met to discuss the following:

- What is emerging from the data each individual committee member reviewed?
- What are the intersections between the data sets reviewed to date?
- What additional data is needed?
- What are the theories, research, best practices that we need to investigate in the literature that address the gaps we are finding in the data to increase student success?  
\*Student success is defined as not only graduating, but graduating with competencies for career readiness.

2. What data or other information have you used (numbered or bulleted list is fine)?

Data Sets:

- CIRP New Freshman Survey
- Stayers & Leavers Report
- Fall 2016 Climate Survey
- Alumni Survey
- Student Conduct Data
- Student of Concern Report Data
- College Senior Survey
- Map Works Survey
- UNC Fact Book
- Transfer Intelligence Portfolio
- CDHE Remediation Report
- CDHE Transfer Summary
- Undergraduate Exit Form Data
- Health Survey

Books & Articles:

- Selingo, J. J. (2018). The new generation of students. *The Chronicle of Higher Education*.
- Selingo, J.J. (2018). Here's what today's students want from college. *The Chronicle of Higher Education*.
- *Generation Z Goes to College* (Corey Seemiller & Megan Grace)

- *New Approach to Mental Health* (Nance Roy)
- *Tailoring Admissions* (Matthew Krov)
- *Classroom* (Vickie Cook)
- *NACE Competencies*
- Cavanagh research around the pedagogy of relationships and care for the individual
- Rendón theory of validation
- Tito's revised theory which suggests that persistence is contingent on the student's incorporation into the university environment

3. What action steps are planned for the next reporting period?

- Determine what additional data is needed to make recommendations for strategies to improve student success
- Continue to review both UNC data and national research regarding best practices
- Refine data, theory, and research based upon themes that emerge from other task groups
- Find and discuss intersections in various data reports and the literature on best practices to improve student success
- Begin to write recommendations for strategies to serve UNC students as 21<sup>st</sup> century students and improve student success

4. What recommendations, if any, have been determined to date?

We know from data that our students have reported peer connections early in their first-year to be low. We know from the literature that Generation Z students have a desire for relationships and face-to-face interactions. We also know from theory and research that students who have deeper interpersonal connections with faculty, staff, and peers are more likely to persist.

5. Please provide any additional information or comments.

We see the intersections between the work our group is doing with the other sub-committees. Our work will be informed by the information that is emerging from the other groups.

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## Career Readiness Interim Task Force Report

Task Force:	Student Service
Committee:	Career Competencies
Committee Chair(s):	Chris Cobb and Crystal Smith
Date:	10/22/2018

Please provide a brief update on your committee's progress by responding to the four questions below.

1. What are the issues/questions your committee worked on during the reporting period?

What if students do not want to opt into the model? Should it be mandatory for all students to complete before graduating or just suggested?

How should students be informed?

What are other institutions doing? What are we already doing in these areas?

What vendor products do we already have that can assist with this initiative? Are there additional products we should review?

How do the Institutional Learning Outcomes align with Career Readiness?

2. What data or other information have you used (numbered or bulleted list is fine)?

- National Association of Colleges and Employers (NACE) Career Readiness Competencies
- Handshake data
- PowerPoint: A Framework to Unify Student Affairs at UNC: A Career Readiness Approach (created by Renee Welch, Director of Career Services)
- Institutions who are using NACE Career Competencies
- High Impact Practices Table
- NASPA Book Engagement and Employability

3. What action steps are planned for the next reporting period?

- Align Career Competencies with the UNC Institutional Learning Outcomes.
- Create recommendations on how to implement a Career Competencies model at UNC using the above resources. Design: a process for approving and categorizing experiences that meet each career competencies; the method to which students will obtain the competency (timelines, badging, co-curricular transcript) and how students will reflect upon the experience; and how the model will be assessed.
- Create a visual(s) that encompasses our recommendations/ideas.

4. What recommendations, if any, have been determined to date?

- Potentially have more UNIV 101 classes that could introduce the Career Readiness Model (could be career education focused).
- Creating a process that enables all students the opportunity to obtain each Career Readiness.

5. Please provide any additional information or comments.

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## Equity Minded Strategies Interim Task Force Report

Task Force:	Student Affairs Task Force
Committee:	Equity Minded Strategies Action Committee
Committee Chair(s):	Tobias Guzmán & Stephen Loveless
Date:	October 19, 2018

Please provide a brief update on your committee's progress by responding to the four questions below.

### 1. What are the issues/questions your committee worked on during the reporting period?

The committee has worked on answering the following questions during the reporting period:

What on campus data would be useful to understand how to infuse equity minded strategies into a new Division of Student Affairs?

What data from research and national organizations would be useful to understand how to infuse equity minded strategies into a new Division of Student Affairs?

What aspirational institutions could we identify and utilize data from to help inform how to infuse equity minded strategies into a new Division of Student Affairs?

### 2. What data or other information have you used (numbered or bulleted list is fine)?

- The University of Northern Colorado Campus Climate Survey
- NASPA Equity & Diversity publications
- ACPA Equity, Inclusion & Diversity publications
- Information from the following institutions Student Affairs equity statements or departments:
  - University of Oregon
  - University of Minnesota
  - University of Nebraska Lincoln
  - University South Dakota
  - University of Southern California
  - De Anza Community College
  - University of California Santa Cruz
  - University of California San Jose

### 3. What action steps are planned for the next reporting period?

The committee will finalize the data collection and synthesize the information to construct an equity statement for the new Division of Student Affairs. The committee will also look at the data collected to organize best practices for UNC so implementation can be infused into new and existing departmental structures.

4. What recommendations, if any, have been determined to date?

- 1.) Infusing equity within the mission, vision, and values of the new Division of Student Affairs in service to the overall university mission, vision and values.
- 2.) Creation of an equity statement specifically to guide practice for the new division.

5. Please provide any additional information or comments.

The committee hopes to provide feedback and work with the Mission, Vision, Values committee to ensure infusion of equity within all of these areas as well as provide consistency when constructing an equity statement.

Items for consideration:

1. To what extent do we develop a university culture that values E,S,J,I and D This is not just the work of student affairs or cultural and resources centers
2. A defined set of values and principles that lead to behaviors, attitudes, policies and structures within the university
3. The outcome of this action team will need to have the statement, mission, vision and values incorporated in all aspects of practice, service delivery, policy making, etc.

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