



**DIVISION of CAMPUS CLIMATE & STUDENT AFFAIRS**  
**Task Force: Student Affairs Task Force**

**Committee Name:** Career Readiness

**Date:** November 27, 2018

**Action Plan (add lines as needed)**

<b>Recommendation 1:</b> Creating combined academic and career readiness timelines that enable undergraduate and graduate students to understand how to graduate in a timely fashion and how to gain career readiness competencies during the course of their UNC experience.		
<b>Performance Metric(s):</b>		
<b>Action</b>	<b>Responsibility</b>	<b>Short or Long Term</b>
Assemble a committee with members from across campus to design and implement the combined academic and career readiness timelines.	AVPs	Short Term
Brand and market the timelines to the campus community.	Career Readiness Committee and University Relations	Short Term
Provide online resources for the campus community and additional constituents (community, alumni, employers, parents and family, donors).	Career Readiness Committee and University Relations	Long Term
Assessment and Program Review	Career Readiness Committee and Institutional Research	Long Term
Report progress (yearly report)	Career Readiness Committee	Long Term
<b>Recommendation 2:</b> Acquiring an electronic badging system should be considered as the mechanism to engage and motivate students toward gaining career readiness competencies. When the UNC campus community comes together to implement a campus-wide electronic badging system, it has the capability for us to: attract new learners, motivate and incentivize current students toward desired learning outcomes, and track and assess student learning.		
<b>Performance Metric(s):</b>		
Student participation and level of engagement (number of Badges earned).		
Total number of Graduates with Career Readiness Badges who have obtained Employment during your designated window.		

Retention rates of students who participated in the Career Readiness Badge Program versus those who did not.		
Evidence of student learning as submitted to earn a digital badge.		
Action	Responsibility	Short or Long Term
Assemble a committee with members from across campus to design and implement the campus wide digital badging system.	AVPs	Short Term
Gather information and select a digital badging system.	Career Readiness Committee	Short Term
Design career readiness badges and badge levels with information and input from stakeholders on and off campus.	Career Readiness Committee	
Design and implement a process for creating, issuing, and promoting the Career Readiness Digital Badging System.	Career Readiness Committee	
Market the Career Readiness Badging System to the campus community. <ul style="list-style-type: none"> <li>Identify ways to educate students about the benefits of Digital Badging and how to obtain Career Readiness Badges.</li> </ul>	Career Readiness Committee and University Relations	
Assessment and Program Review		
We recommend applying a cycle of assessment to the badging process.		

**Committee Name:** Student Data Action Team

**Date:** November 27, 2018

Action Plan (add lines as needed)

Recommendation 1:		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
Using data informed approaches, solidify which initiatives will become the priority of the Division of CC & SA. Particular attention will focus on data about first-generation college students and students with marginalized identities	Division Leadership	Short-Term
Recommendation 2		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
Identify which priorities are implemented through a collaborative, institution-wide approach, and which are department-level programs or initiatives	Division Leadership, Provost, and Unit Directors	Short-Term
Recommendation 3		
Performance Metric(s):		

Action	Responsibility	Short or Long Term
Develop Division and Department-Level strategic plans with well-defined, measurable outcomes.	Division Leadership and Unit Directors	Short-term
<b>Recommendation 4:</b>		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
Develop an assessment plan with performance metrics that include	Division Leadership and Unit Directors	Short Term
Student learning outcomes, satisfaction data, and business performance indicators		
<b>Recommendation 5:</b>		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
Develop an organizational development plan that builds capacity in the staff	Division Leadership	Long Term
To reach outcomes.		

**Committee Name:** Mission, Vision, and Values Action Team  
**Date:** November 26, 2018

Action Plan (add lines as needed)

<b>Recommendation 1: Creation of the mission, vision, and values of the new division of student affairs.</b>		
Performance Metric(s): Adoption of Mission, Vision, and Values of new division of Student Affairs by all departments and programs within new division.		
Action	Responsibility	Short or Long Term
Student Affairs Task force creates and implements a mission, vision, and values directly reflecting their approach to student affairs work at UNC.	Student Affairs Task Force	Short Term
<b>Recommendation 2: Adoption of Mission, Vision, and Values of new division of Student Affairs by all departments and programs within new division.</b>		
Performance Metric(s): Solicit and incorporate feedback to proposed mission, vision, and values of new division of Student Affairs		
Action	Responsibility	Short or Long Term
Create opportunity for feedback from the general UNC community on January 8 <sup>th</sup> and use this information to create a finalized mission, vision and values list for the new division of Student Affairs.	Student Affairs Task Force Mission, Vision and Values Action Team Co-Chairs.	Short Term

**Committee Name:** Inventory and Organizational Structure

**Date:** November 27, 2018

Action Plan (add lines as needed)

Recommendation 1: After soliciting feedback from the Student Affairs Task Force, present three Student Affairs Organizational Chart models to the campus community for feedback.		
Performance Metric(s): Campus feedback for the 3 proposed organizational charts		
Action	Responsibility	Short or Long Term
The Student Affairs Task Force will propose three Student Affairs Organizational Charts for feedback to the campus community	Student Affairs Task Force	Short:
		1/8/18 Completion date
Recommendation 2: Collaborate with Finance and Administration identify specific expenditures that make up the Student Service functional expense category in the 2017 IPEDS report.		
Performance Metric(s): Review of UNC IPEDS Student Service functional expense category data		
Action	Responsibility	Short or Long Term
Collaborate with Finance and Administration to clarify the specific expenditures that account for the discrepancy between UNC and institutional peer Student Service expenses	Michelle Quinn	Short
	Evan Welch	12/7/18 Completion (estimated)
	Tobias Guzman	
	Katrina Rodriguez	
	Larry Loften	
Recommendation 3: Use IPEDS reporting data and campus community feedback to present final, recommended Organizational Chart		
Performance Metric(s): IPEDS data and community feedback		
Action	Responsibility	Short or Long Term
Utilizing Both financial reporting data and feedback from the campus Community, Student Affairs Task Force will identify and present a final, Recommended Student Affairs Organizational Chart	Student Affairs Task Force	Short:
		1/25/19 Completion date
Recommendation 4: Student Affairs Task Force submits recommended Student Affairs Organizational Chart for institutional approval		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
Student Affairs Task Force submits Student Affairs Org. Chart to the President's Leadership Council for review	Student Affairs Task Force	Short:
	President's Leadership Council	2/8/19 Completion (estimated)
	President	

Recommendation 5: Recommendation 5: Vice President of Student Affairs works with unit leaders to create a strategic plan for the new Division and individual units		
Performance Metric(s): Student Affairs Strategic Plan & Individual Student Affairs Unit Strategic Plans		
Action	Responsibility	Short or Long Term
Once the Organizational Chart is approved, Vice President of Student Affairs works with unit leaders to create individual unit and Student Affairs strategic plans to identify redundancies, duplication of services, connection to UNC learning outcomes, and areas for collaboration with other areas	Vice President of Student Affairs Individual Unit Leaders Unit Staff Members	short: 3/1/19 Completion (estimated)
Recommendation 6: Determine where the areas no longer included in "Student Affairs" should report		
Performance Metric(s): Areas not included in Student Affairs are identified in other UNC Organizational Charts		
Action	Responsibility	Short or Long Term
After the Student Affairs Organizational Chart is created, there may be areas that previously reported to "Student Affairs" areas at UNC. UNC should identify a process to determine the best way to eliminate or re-distribute these units to other areas of campus	TBD	Long
Recommendation 7: Determine which (if any) of the units that do not currently exist are created.		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
After the Student Affairs Organizational Chart is created, there may be new areas that have been recommended to create at UNC. UNC should create a process to determine if and how new areas should be created.	TBD	Long
Recommendation 8: Determine appropriate resources for programs/activities that currently exist without FTE or budget resources.		
Performance Metric(s):		
Action	Responsibility	Short or Long Term
UNC identifies process to determine appropriate resources (staffing, funding, physical space) or eliminate programs/activities that currently exist but do not have specific FTE or budget allocations (Alternative Spring Break, Bears Pay it Forward, Daniel's Scholarship Program	TBD	Long

**Committee Name:** Equity Minded Strategies

**Date:** November 26, 2018

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 8 <sup>th</sup> . 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