



UNIVERSITY OF
NORTHERN COLORADO

Division of Student Affairs Annual Impact Report 2021-2022



DSA Impact Report

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Welcome to the Division of Student Affairs!

The 2021-22 academic year was unprecedented and required resilience and fortitude on the part of our entire UNC community. I remain both amazed by, and extremely proud of, our students' commitment to their education and to our Bear family.

In Fall 2021, our Student Affairs teams flexed to support students through both in-person and virtual formats, developing creative new approaches to welcome our students and foster their learning, connect them to the community and support them along their educational path.

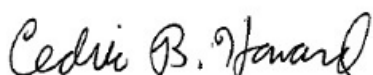
For Spring 2022, the availability of vaccines and emerging public health guidance allowed us to return to our in-person experience for all students, while maintaining some of the benefits of virtual offerings that we developed in the fall semester. While we were thrilled to be back in face-to-face environments, this return also created some anxiety and a need to “relearn” how to connect and engage with each other.

Throughout all of this, our Student Affairs staff demonstrated its own tenacity, agility, and dedication to our community. Challenging times create an opportunity for innovation, nimbleness, and smart adaptation.

Thanks to the innovation of our Student Affairs team and the use of new technologies, we developed creative ways to pursue our mission: to foster student learning and success, and to cultivate belonging, engagement, and well-being. We learned a lot along the way, and we will continue to use some of our new virtual engagement and support options in response to positive student feedback.

This UNC Student Affairs Impact report offers a reflection on a year of change, resilience, and adaptation in our work to support student learning and success. We share it with satisfaction in all we accomplished, pride in what we learned and great enthusiasm for the future.

Enjoy reading the DSA Impact Report, and, most importantly, thank you to all the Student Affairs team members, past and present, who made this report possible. Without you, there would be no impact.



Dr. Cedric Howard
Vice President of Student Affairs
Pronouns: He | Him | His



“This year’s Student Affairs Annual Impact Report is a clear testament to the unwavering integrity with which Student Affairs’ staff members uphold our shared values of inclusion, compassion, dedication, and collaboration. We retooled every service that we provide in order to be accessible to our students attending classes on-campus and virtually.”

~Quote from Cedric B. Howard, Vice President

Student Affairs Guiding Principles

Mission

We believe that every student has a right to full and equal participation in the university community. We identify and collaboratively eliminate institutional barriers to success and cultivate a student-centered co-curricular experience. We intentionally educate our students on self-awareness, well-being, equity, career readiness, and interpersonal engagement. We seek to understand who our students are and who they want to become. We shape supportive environments for students to grow and belong as they navigate higher education and beyond.

Vision

We will be a division that is unwavering in our creation of meaningful opportunities for student learning and development. We will be responsive to emerging student needs, while continuing to invest in staff so they can create a safe, engaged, holistically well, and innovative campus community.

Student Affairs Learning Aims (Learning Objectives)

Self-Awareness ~ Well-Being ~ Equity ~ Career Readiness ~ Interpersonal Engagement

Motto

Fostering Transformative Experiences in a Community of Bears

Core Values

Community

Developing relationships, creating a sense of belonging, and contributing to an environment where Bears are welcomed and valued

Student-Centered

Making intentional decisions to meet the needs of students so they can be successful

Accountability

Taking ownership, holding ourselves and one another responsible for our communication and actions, following through on our commitments, and reflecting on our impact

Integrity

Engaging in honest and transparent communication and actions

Intentionality

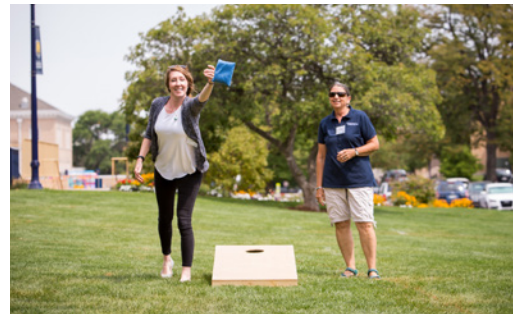
Being proactive and deliberate, aligning our practices with expectations and resources, regularly assessing our work

Social Equity

Engaging across differences by creating environments that ensure all Bears have access to the same opportunities and outcomes in achieving their goals

Our Why

We believe together we are uniquely situated to remove barriers, create belonging and support student success



Campus Recreation

Campus Recreation is a student fee funded department that provides an inclusive environment for students to develop healthy behaviors and personal skills. We provide various active experiential learning opportunities within the department programs of Competitive Sports, Fitness & Wellness, Aquatics, Outdoor Pursuits, and Informal Recreation. Through Campus Recreation programs and employment, students will experience personal growth through critical thought and ethical principles; teamwork and civil engagement; diverse cultural perspectives; development of transferable skills; and the cultivation of healthy practices. Our values of inclusivity, collaboration, equity, diversity, well-being, and personal growth are at the core of our programming and staff development. We proudly strive to build a community and culture that is centered on these values.

The Department of Campus Recreation strives to serve the recreational and fitness needs of students and employees at the University of Northern Colorado. The department seeks to provide facilities, activities, and services for persons of all ability levels with varied interest, as well as create a supportive environment to ensure every participant has a positive and successful experience. In addition to the Campus Recreation Center facility, the department encompasses Fitness and Wellness programs, Intramural Sports, Club Sports, Informal Recreation, Aquatic programming, and a comprehensive Outdoor Pursuits program.

Campus Recreation focuses on learning outcomes of both student patrons and student employees. We have developed Department Goals and Student Learning Outcomes that are conducive to the Institutional Learning Outcomes. The purpose of our goals and outcomes is to develop and support students in an effort to contribute to a well-rounded and comprehensive UNC experience that will prepare them to thrive in a global community.

Student Learning Outcomes

Students will...

- Improve their knowledge of leadership and team development skills.
- Increase their global perspective by engaging with people from diverse abilities, skills and/or backgrounds.
- Experience a sense of belonging within the campus community.
- Learn transferable skills that will be instrumental in their post-graduate success.
- Improve their understanding of personal wellbeing and develop healthy behaviors.

Highlights

Campus Recreation was given a charge last year to increase Recreation Spaces on campus using \$50,000 of UNC federal stimulus funds. Happening summer 2022, corn hole locations were approved with boards being deployed, and the old tennis courts will be converted to the new outdoor basketball court.



Center for Career Readiness

The Center for Career Readiness (CCR) builds bridges between students and the world of work to ensure that UNC students make informed and empowered decisions regarding continued education and career. The Center for Career coordinates campus-wide efforts to promote career readiness for students and alumni through a variety of innovative strategies using staff, peers, platforms, assessments, and strategic partnerships across campus to reach our goals.

We will accomplish this purpose by:

- Providing direct student service through appointments, presentations, workshops, outreach, and career events, supporting students and alumni as they explore careers, gain experience, and learn how to navigate complex career pathways and world of work systems
- Partnering with faculty and academic units to incorporate career readiness learning opportunities into their curriculum
- Managing relationships with employers seeking to hire UNC students and provide employers feedback on how to best connect with UNC students
- Managing Handshake—UNC’s all-campus, employer customer relations management software
- Planning and hosting all UNC’s career fairs
- Partnering with University Advancement to share alumni career information and connect students with UNC alumni
- Serving as the central place for career and world of work trends and knowledge
- Leading, advocating and removing barriers to implement campus-wide career readiness efforts for all students

In conducting these activities, we work with students, Division of Academic Affairs, Division of Student Affairs, Division of Diversity, Equity and Inclusion, University Advancement and employers aligned with the institutional mission. We contribute to the following Institutional Learning Outcomes: Mastering Foundational Skills, Connecting Ideas and Experiences, Developing Professional Competence, and Engaging in Healthy Behaviors.



Student Learning Outcomes

Students will...

- Identify three or more personal qualities related to choosing potential career goal(s)
- Use career information to inform their goals
- Draft meaningful career goal(s)
- Develop career readiness skills through experiential opportunities
- Apply career skills to pursue opportunities

Highlights

CCR continues to lead the university-wide Career Readiness Advisory Committee to align their efforts with UNC’s strategic plan. We created career competency definitions, language, and resources for the campus community to use in discussing and embedding career readiness into students’ experiences. These efforts produced a branded website with resources for students, faculty, and staff. CCR was focused on providing more opportunities for students to connect with our office by offering in-person and virtual options for all appointments and presentations. In addition to appointments and presentations, CCR offered in-person and virtual career fair and event opportunities throughout the year including participating in the Colorado Virtual Career Fair. CCR also implemented a traveling drop-in program and evening hour virtual drop-in options to meet students where they are and increase interaction.

Career Fairs



Mission

The Center for Career Readiness (CCR) builds bridges between students and the world of work to ensure that UNC students make informed and empowered decisions regarding continued education and career. We provide a student-driven approach to career education that challenges systematic inequities, invites exploration embedded in identity and values, and fosters collaboration with employers and the campus community.

Vision

All UNC students are career ready and empowered to pursue meaningful work.

Values / Operating Principles

- **Education:** We provide tools and learning opportunities to facilitate the process of students and alumni making empowered career decisions.
- **Integrity:** We foster, expect, and act with the highest level of ethics.
- **Equity and Inclusion:** Our continued commitment to equity and inclusion strives to foster an accessible, inclusive, and open environment in which we advocate for all students.
- **Relationships:** We foster relationships with students, employers, alumni, and the UNC community for the benefit of serving students and understanding one another.
- **Self-Exploration:** We support students' exploration of identity, values, skills, interests, personality, and strengths as it is an integral component of career development.

Counseling Center

It is the mission of the Counseling Center to provide a safe place for all students to overcome barriers to emotional, interpersonal, and academic success. The Counseling Center strives to promote healing, growth, and resiliency by decreasing stigma and through providing access to mental health services on campus and in the community. We accomplish this through direct services, training and education, collaboration with campus partners, and advocacy for all students, staff, faculty, and the community. All interactions between the Counseling Center staff and the UNC community are grounded in the values of culturally sensitive mental health support, authenticity, respect, empowerment, and services responsive to needs, trends, and political climate. We strive to provide safe spaces for those with marginalized identities.

The UNC Counseling Center Staff includes licensed professional counselors, licensed psychologists, advanced master's and doctoral level trainees, new professionals working toward licensure, and administrative staff. We are a team of passionate, caring and committed professionals with experience and expertise in addressing the concerns faced by college students.

The Counseling Center (CC) offers a variety of services including individual and group services to students, faculty, and staff. Reasons for visiting the Counseling Center may include, but are not limited to identity exploration, relationship issues, anxiety, depression, substance use, sexual assault, trauma-related concerns, grief or loss, and other wellness concerns. The Counseling Center also provides outreach to the UNC community. The CC is committed to supporting university programs designed to create an atmosphere conducive to the well-being, personal growth, and psychological health of students. We accomplish this by working collaboratively with other departments on campus to enhance the overall campus climate and increase awareness of mental health topics. This includes reaching out to our campus community through consultations, workshops, and psycho-educational presentations.w

ASAP

The Assault Survivors Advocacy Program (ASAP) provides 24/7 confidential services including crisis intervention and response, advocacy, resources and support to UNC students, faculty, staff, alumni and concerned others impacted by sexual violence, intimate partner violence and stalking. Through community awareness and education, we aim to foster a violence free campus and create a culture of care where survivors are believed, supported, and empowered.

Counseling Center Student Learning Outcomes

- Individuals utilizing Counseling Center services will be connected to the appropriate level of care for their mental health needs.
- Individuals utilizing Counseling Center will receive an Individualized Wellness Plan.
- Individuals utilizing Counseling Center services will report having their diverse identities respected and acknowledged.

Individuals Utilizing ASAP Services Learning Outcomes

- Individuals utilizing ASAP services will know their reporting options.
- Individuals utilizing ASAP services will leave with a practical and personalized plan to address their safety concerns regarding experiences with sexual assault, intimate partner violence, and stalking.
- Individuals utilizing ASAP services will feel they were supported and left with appreciate local and university resources.

ASAP is a survivor-centered resource that provides confidential 24-hour crisis response and has advocates available to speak to students, faculty, staff, friends, family members, alumni, or any concerned other that have been impacted by sexual violence, intimate partner violence, or stalking.

Dean of Students

The Dean of Students Office (DOS) envisions a campus where every student can access necessary supports to develop attitudes and skills to be accountable for the well-being of themselves and the well-being of their communities. We achieve this mission by:

- Upholding a consistent, fair, and equity-minded student conduct process
- Promoting accountability and integrity through educational opportunities for students to reflect on the impact of their behavior and repair harm
- Providing training and education that promotes prosocial behavior, like conflict resolution and bystander engagement
- Collaborating with multiple stakeholders to support sustainable behavioral change and maintain a safe learning environment

Our centralized support for student success includes the Bear Pantry, CARE Team, Community Standards and Conflict Resolution, and Student Outreach and Support.

Bear Pantry

UNC's Bear Pantry is a collaborative initiative on campus to assist students in our community who are faced with food insecurity. Bear Pantry supplements the food supply for any UNC students experiencing hunger and struggling to buy food.

CARE Team

The CARE (Concern and Respond Effectively) Team is designed to respond to University of Northern Colorado students of concern, to identify referral options for the student, and to make recommendations for actions to the Dean of Students office or other campus officials as appropriate. The Team's goal is to offer recommendations that promote student health, safety, success, and retention. The Team also serves as a coordinating entity in responding to critical incidents that affect students, staff, and the greater campus community.

Student Learning Outcomes

Through engagement with DOS...

- Students will articulate how their life and experiences outside of the classroom impact their academic success (ILO 5a)
- Students will develop strategies to support their health and well-being (ILO 5a)

Highlights

During FY21-22, the Dean of Students Office processed 7,428 incident reports, adjudicated 708 conduct cases involving 581 unique students, managed 901 student of concern cases for 718 unique students, supported UNC students with significant mental health concerns (35 mental health hospitalizations, 61 reported cases of suicidal ideation, and 19 reported suicide attempts, managed 117 cases that rose to the level of CARE Team for 101 unique individuals, hosted 2162 Bear Pantry visits for 566 unique students, and facilitated 9 cash drives, 21 item drives, and 4 meal swipe drives to support students experiencing food insecurity.

Community Standards and Conflict Resolution

Community Standards and Conflict Resolution (CSCR) helps students navigate conflict in healthy ways and engage in decision-making that supports their individual success and the wellbeing of our community.

Values / Operating Principles:

- **Equity:** We believe that students have the right to a consistent, fair, educational, and equity-minded conduct process.
- **Learning:** We believe that mistakes lead to opportunities for learning and development.
- **Transparency:** We believe in clear communication around our values and expectations that we have for members of our community.
- **Caring:** We believe in respecting each person's dignity and humanity, regardless of their behaviors.

Collaborating with multiple stakeholders to support sustainable behavioral change and maintain a safe learning environment. The Office of CSCR develops and enforces standards of student conduct to promote a safe and respectful living and learning environment. CSCR provides support to the UNC community in conflict resolution.

Student Outreach and Support

Student Outreach and Support (SOS) helps students navigate difficult situations, such as food and housing insecurities, mental health concerns, personal or family crisis, and illnesses or injuries that limit their ability to be successful. Case Managers assist with communication and referrals by connecting students with support services for their success.

Values / Operating Principles:

- **Wellbeing:** We believe that wellbeing is holistic and encompasses physical, emotional, and social aspects—all of which are important to students' overall success.
- **Balancing:** We believe that students' ability to manage multiple priorities and develop coping strategies supports their ongoing success.
- **Caring:** We believe that approaching difficulties with care and humanity makes seeking help more accessible and supports students' sense of belonging.
- **Transparency:** We believe that clear communication around university systems helps students develop a sense of agency, confidence, and enhances institutional support through an integrated network of care.
- **Student Outreach and Support (SOS)** provides case management services to foster student development, engagement, and success by assisting students during difficult circumstances, which may include medical, mental health, personal or family crisis, illness, or injury. SOS Case Managers coordinate with referral sources; make appropriate referrals and provide follow-up to address unique needs of each student.

Student Learning Outcomes

Through engagement with CSCR:

- Students will explore social identities, difference, and conflict.
- Students will reflect on the individual and community impact of their actions.
- Students will identify practices that promote health and well-being.

CSCR Care Team Student Outreach & Support

7428 Incident reports received in FY21

117 Cases managed by the care team (+60% increase from FY21)

708 Conduct cases adjudicated by hearing officers (+18.8% increase from FY21)

901 Student of concern cases processed by case managers (+31% increase from FY21)

Bear Pantry

2162 Visits in FY21

566 Unique Students

Dining Services

University leadership made the decision to move to a contract food supplier prior to Fall 2021. Sodexo personnel arrived in late July / early August to begin integrating with the existing dining staff, meeting with executives, and producing a plan to move Dining Services at UNC forward.

Fiscal year 2021-2022 was exciting, unpredictable, and full of change. We spent most of the year working on combining teams, learning new processes for both Sodexo and UNC, meshing cultures, and asking what our students value so we can move forward in the right direction. If that was not enough for staff to tackle, we were still navigating Covid, fighting supply chain disruptions and product shortages, and dealing with a serious lack of full time and student staffing.

Spring 2022 brought about better communication, a stronger dining team working together, and significantly more staff to run our operations.

There is no doubt that this was a year full of challenges. We failed, we learned, and we got back up and tried again when we stumbled. Even though this past year was a challenge, it was still extremely rewarding. It proved that Dining Services can rise to the occasion, learn new ways, and overcome almost any challenge. We are immensely proud of what we were able to accomplish this year and cannot wait to see what we can do in the future.

Institutional Learning Outcomes

- **Strengthening Interactions with Others:** by offering opportunities for students to interact with others during meals and by offering student employment.
- **Connecting Ideas and Experiences:** by offering culturally diverse foods.
- **Developing Professional Competence:** by partnering with the Food, Nutrition & Dietetics department for student projects and hands-on activities.
- **Engaging in Healthy Behaviors:** by offering nutritious food and counseling students with special dietary needs.

Highlights

Dining Services saw student wages increase 13.6%, as well as 10.6% for UNC classified staff.

With the move to Sodexo, Fall 2022 will bring new dining options to UNC such as Starbucks® in Holmes Hall, and Bowlful, Empire State Pizza, and Crisol Latin Kitchen, and in later Fall 2022 a burger bar and sports lounge, to the University Center.

Renderings of the new and upcoming Restaurants in the University Center



Disability Resource Center

The Disability Resource Center (DRC) collaborates across the University of Northern Colorado's (UNC) diverse community to ensure that aspects of campus life –learning, working, and living – are universally accessible. The DRC promotes universally designed environments and facilitates accommodations, training, collaboration, and innovative programming. The center provides the institution with resources, education, and direct services to ensure that people with disabilities have increased opportunity for equity and socially just access to university experiences. Essential to the mission of the institution and the Division of Student Affairs, the DRC aims to remove barriers, create a sense of belonging and support success for the university community.

DRC collaborated with CETL and Deaf services provider LinguiBee to create, plan, and execute a Deaf Culture Series. This series hosted here at UNC consisted of 4 educational sessions and was open to faculty, staff, students, and the larger community with attendance of 85-115 per event.

Vision

The Disability Resource Center leads the campus community in its commitments to recognize disability as a valued aspect of diversity, to embrace access as a matter of social justice, and to design universally welcoming and inclusive environments through innovative resources and programs, leadership, and collaboration.

Values / Operating Principles:

- **Mutual Respect:** Offer a welcoming environment that treats all people as individuals in a courteous, fair, helpful, and respectful manner.
- **Opportunity:** Provide opportunities to allow students with disabilities the right to pursue their educational goals and achieve their full potential.
- **Student Advocacy:** Empower students to become full participants in their own university experience.
- **Visions:** Assist the University of Northern Colorado staff in designing an educational environment to be as usable as possible by a broad range of diverse interests.
- **Educational Standards:** Provide equal access to students with disabilities while maintaining the integrity of the University's academic standards.

Student Learning Outcomes

- Students will know their rights and responsibilities as disabled members of the campus community.
- Students will know how to properly access and utilize resources through the DRC.
- Students will know how to effectively advocate for themselves and their disability related needs.

Highlights

In FY21, the DRC supported 924 active students. Half of those students (466) have psychological disabilities, and 236 have medical disabilities. ADHD was the third largest category at 227 students. It is important to note that many students have co-occurring disabilities, and therefore can be accounted for in more than one category. To meet the needs of students, the DRC embraced a new note taking software that works effectively with both in-person and online courses. Glean allowed us to move our notetaking accommodation into the future and meet our accessibility concerns where they were needed the most. Additionally, we piloted programming based off the student suggestions and programming requests from our office, launched a DRC Instagram account, and provided programming and resources for D(d)eaf accessibility to the campus community.

Housing & Residential Education

Our central mission in Housing & Residential Education is to equip students with the tools to engage in the transformative power of personal relationships and communities. We work with students, families, and our campus community to create a sense of home through intentional programming, one on one interactions, and serving as a connection point for students to campus resources. Through a social justice lens and experiential learning, we empower students to grow, learn, lead, and achieve.

We believe that strong communities and relationships are transformative. (Why Statement)

Our Values:

Inclusivity

- We recognize that the diverse communities and unique personal experiences of our students enhance our campus community.
- With this understanding we work to create environments where all students feel at home and welcome.

Integrity

- Truth, authenticity, and transparency are the foundation of the relationships we foster and the decisions we make.

Service

- Well-appointed, clean, and responsive facilities are critical to providing a home. With this in mind and through referrals, we provide thoughtful individualized assistance empowering our students to advocate for themselves and contribute to our campus communities.

Growth

- We celebrate development, innovation, courageous creativity, and active participation in the experience of our students and the contributions of our team.

Highlights

Housing and Residential Education had a busy yet impactful year. HRE developed a Community of Engagement Centers as well as an online room inventory, creating a positive impact on the student experience. Resident Assistants continue to have individual check-ins with residents and this year completed 3,602 individual conversations. There were 101 programs sponsored in the community engagement centers with an average attendance of 54 students each program. Faculty in Residence sponsored 53 programs with an average attendance of 20 students each program. RHA had multiple campus-wide events including Northern @ Night, the Bonfire & Fireworks, Trunk or Treat, and Bearlagio. Average attendance at these events was approximately 600 students.

UNC prides itself on developing strong, supportive communities for students. The Department of Housing & Residential Education (HRE) is central to creating a sense of belonging for students. HRE is home on campus to 3,500 students (at full capacity) in traditional residence halls, suites, houses, and apartments. They offer residential living-learning communities that are partnerships with academic departments. They also have a Faculty-In-Residence program that allows students to develop informal relationships with faculty outside of the classroom. Despite the adversity from the pandemic and staffing challenges, the department had a successful year and HRE had a successful return sign-up campaign. There were 634 net applications as of June, an increase of 58 over the prior year. Arlington Park also saw an increase of applications, a total of 470, and capacity is 396. Beyond the positive outcomes in revenue and programming the office successfully moved forward several projects. They were able to restructure its housing occupancy use and pricing to respond to student needs for FY 23. Additionally, HRE improved several facilities through updated carpet, paint, fabric, and door projects.

2022 UNC Housing Residence Hall Contract Renewal Review

How we conducted the renewal process, data and interpretations, and recommendations for future improvements.

CONTRACT RENEWALS - BUSINESS PURPOSE

- Retaining a customer is 10x cheaper than acquiring a new customer
- College Student Housing is no different and our residents have a significant amount of time to experience our operations and community.
- The focus of this review is for the Residence Hall housing contract renewal process.

RESIDENCE HALLS VS ARLINGTON PARK APARTMENTS

- Separation of processes with Arlington Park which conducted renewal program in December while Residence Halls process in late January/early February.

Our process 2022

OVERALL GOAL

Past Performance is the basis for predicting market growth

RENEWAL CONTRACTS	2020	2021	2022	% +/-
MALE	263	181	210	+11.03%
FEMALE	608	381	438	+9.38%
LESS CANCELLATIONS	-59	-23	-28	+8.47%
TOTAL RENEWAL CONTRACTS	812	539	620	+9.98%

- Based on Past Performance we identified a TARGET Goal of 650 (actual)/850 (desired).
- As of April 27, 2022 - 81 increase equals \$505,764 (estimate).
- Cancellations - What this tells us is that it's highly likely that once a student commits to a UNC housing contract they will follow through. Solid customer base.

TACTICS

- January 26 Kick-Off Dinner, Incentives, on-site sign-ups
- Email campaign - parents/students - triggered before and on the day of new option (claim same room/claim different room)
- Social Media campaign – this was an innovative strategy; however, it did not yield any sign-ups or increase the awareness of the positive benefits of living on campus.
- Resident Intentions – February – April. We asked residents if they planned to return to UNC and then if they planned to return to housing. We followed up with personalized emails.

KEY DEADLINES

- January 26 - Kick-off Event/Sign Up
 - Claim your same room January 26 – 28
- January 31 - Sign Up for those who are unable to claim same room
- February 3 - Claim Any Room
- March 14 - Freshmen can claim rooms

2022 UNC Housing Residence Hall Contract Renewal Review

WHEN DO RESIDENTS RENEW THEIR HOUSING CONTRACT?

CHART 1
2/3 of sign-ups happen within 9 days of opening housing contract renewal

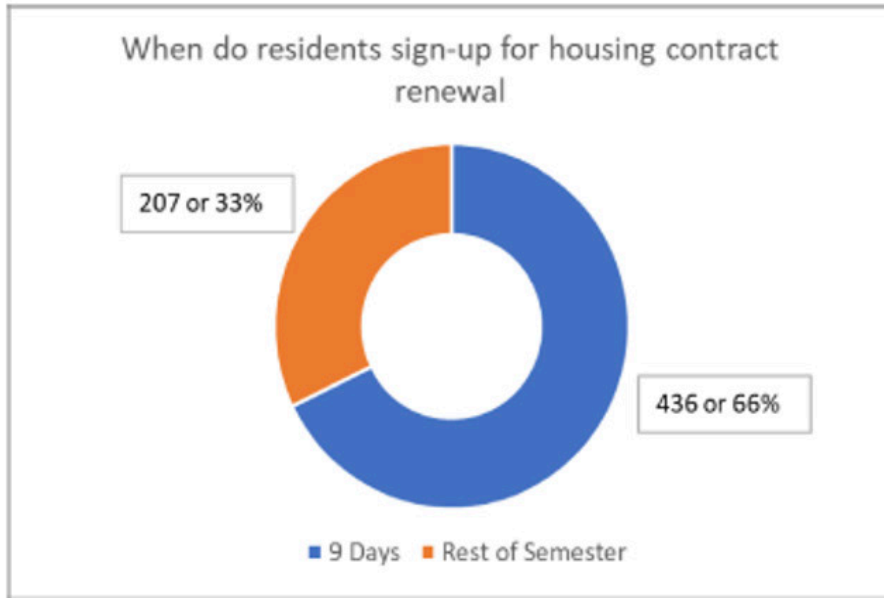
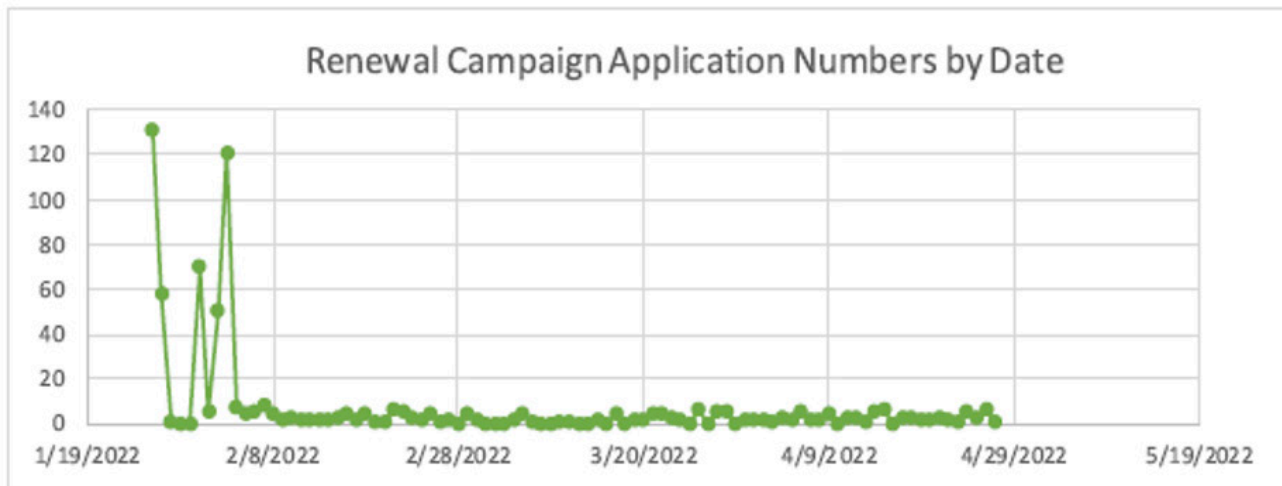


Chart 2
Renewal Campaign Application Numbers by Date



Student Life

The Office of Student Life provides programs and services that foster a sense of belonging, an inclusive campus, and opportunities for learning and growth.

Student Learning Outcomes

By synthesizing the Student Learning Outcomes from each individual OSL unit, the OSL team identified the following themes to serve as the overall OSL learning outcomes.

Campus Community

- Understanding of how to get involved and develop connections on campus and in the community
- Develop greater knowledge of personal/professional development opportunities on and off campus
- Articulate finding community and a sense of belonging at UNC

Healthy Behaviors

- Articulate factors that positively impact individual health and wellness
- Describe aspects of healthy communities and how individual responsibility to community
- Exhibit decisions that positively impact individual and community health and wellness

Interpersonal Growth

- Identify learning and growth opportunities outside of academics
- Acknowledge areas of strength and areas for personal growth
- Exhibit autonomy through personal responsibility and accountability

Inclusivity and Equity

- Articulate multiple aspects of own cultural and social identities
- Exhibit behavior that is respectful of others with different cultural and social identities
- Build relationships with individuals across different cultural and social identities

Highlights

Overall, the OSL achieved many individual staff and organizational goals over FY21. One major item of pride is that the OSL accomplished many of its goals while three of five professional staff positions were vacant during the summer and for the first semester of the academic year.

Additionally, the success of New Student Days sits as a major point of pride for the year. The addition of knowledge and energy by adding the three, new professional staff was a “shot-in-the-arm” and reestablished some new morale in the office.”



Center for Peer Education

The primary purpose of The Center for Peer Education (CPE) is to provide our campus community with tools and resources necessary to successfully navigate the college environment while promoting a positive college experience for our students.

The Center for Peer Education has pinpointed four areas of focus to implement prevention risk reduction programming and interventions surrounding: (1) Impediments to academic success; (2) Unintended consequences associated with substance use among UNC students; (3) Mental health trends and access to support and resources for students on campus; (4) Sexual health destigmatization and increasing access to contraceptive resources across campus.

Student Learning Outcomes

The Health Belief Model helps to understand if students think certain behaviors pose a threat to their college experience and student success, and if that threat is strong enough to facilitate actions (ie: calculating blood alcohol content, wearing a condom) to mitigate that threat. It also looks at barriers and benefits students may be experiencing at this time. CPE has adopted the Health Belief Model as a framework for student learning outcomes.

Perceived Benefits

- Recognize the perceived benefits of preventative and harm reduction strategies
- Define actions associated with positive behaviors

Perceived Barriers

- Identify obstacles that limit healthy behaviors
- Edify common misperceptions about health behaviors

Perceived Threat (susceptibility and severity)

- Challenge personal risks associated with unhealthy behaviors
- Understand unintended consequences that can occur as a result of risky behaviors

Self-Efficacy

- Challenge personal risks associated with unhealthy behaviors
- Understand unintended consequences that can occur as a result of risky behaviors

Cues to Action

- Promote socially responsible, safe, and informed practices
- Promote the use and de-stigmatization of mental health resources

Highlights

The primary goal for CPE at the beginning of the FY21 academic year was to equip UNC students with relevant and effective health education and resources that empower students to engage in healthy behaviors and make healthy and success-oriented decisions. Implementing strategies that create a culture of wellness by providing collaborative, inclusive, and student-centered programs that promote self-care, responsibility, and accountability, we hope to support a holistic approach to student wellness that ultimately results in the reduction of unintended consequences.

We proudly secured the Morgan Stanley Scholarship fund to implement the 4-year JED campus program as well as additional programmatic funding from the Colorado Health Foundation. We successfully recruited a diverse JED Campus steering committee, hosted the JED Campus Advisor and Content Specialist Expert, and distribution of the Healthy Minds Study.

THE CENTER FOR PEER EDUCATION

2020-2021 Summary of Programs



The Center for Peer Education practices harm reduction. Harm reduction is a set of practical strategies that aim at reducing negative consequences associated with risky behaviors.

Abstinence is a friend of harm reduction, but not a requirement.

ALCOHOL EDUCATION



Alcohol Education Trainings and Presentations

- Party with a Plan Workshop
- Harm Reduction Presentations

→ Reach: 133 students

INTENDED OUTCOMES



Calculate Blood Alcohol Content



Identify Signs & Symptoms of Alcohol Poisoning



This Bear is Aware: Be an Engaged Bystander

SUBSTANCE EDUCATION



Substance Education Trainings and Programs

- Motivational Interviewing
- Harm Reduction Presentation

→ Reach: 30 students

INTENDED OUTCOMES



Understand Components of Harm Reduction



Learn Colorado Laws & Campus Regulations

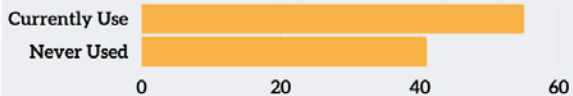


Understand Health Impacts of Consumption

ALCOHOL USE



MARIJUANA USE



1 OUT OF 3 UNC STUDENTS REPORTED USING A PROTECTIVE BARRIER THE LAST TIME THEY HAD SEX

SAFER SEX EDUCATION

Sexual Health Programming

- Bedside Box
- Sexual Health Panel

→ Reach: 350+ students

INTENDED OUTCOMES



Provide Accurate, Evidence-Based Sex Ed



Normalize Sexual Health Conversations



Understand Components of Consent

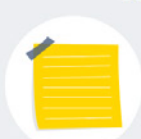
MENTAL HEALTH EDUCATION

Mental Health Programs

- Stress Less
- Mindfulness Workshops
- Mental Health 101 Presentation

→ Reach: 500+ students

INTENDED OUTCOMES



Provide Referrals and Resources to Students



Destigmatize Accessing Mental Health Services



Increase Efficacy to Practice Self-Care

Fraternity and Sorority Life

Fraternity and Sorority Life (FSL) at the University of Northern Colorado exists to foster growth and development among students while forming lifelong bonds through academic, personal, social, and service-based programming.

Fraternities and sororities have existed at the University of Northern Colorado continuously for more than 100 years. While their primary purpose is to provide community and friendship, there are many other purposes for these organizations. At UNC, students often express their gratitude for finding a well-rounded community that offers many ways to help students become more engaged. Currently, UNC Fraternity and Sorority Life (FSL) is home to 23 fraternities and sororities and four governing councils. Fraternities and sororities provide a sense of belonging on campus, involvement, a home away from home, and encourage students to make campus feel smaller and more familiar. Joining a fraternity or sorority as an undergraduate member emphasizes high academic achievement and an extensive network of collegiate members and alumni to help with a successful transition into college life. Additional opportunities are presented to members of the FSL community, such as social events, educational opportunities, community service and philanthropy, and networking to enhance development. National and international organizations exist on campuses to provide a truly one-of-a-kind collegiate experience.

Fraternity and Sorority Life can be a vital part of student experiences, and students within our community continue to flourish in a variety of areas within higher education. There are two types of fraternities and sororities served by the FSL staff: traditional groups (Interfraternity Council (IFC) and Panhellenic Council (NPC) chapters) and multicultural groups (Multicultural Greek Council (MGC) and the National PanHellenic Council (NPHC) chapters).

For many students of color, these organizations are the way they are finding their sense of belonging at UNC. The Fraternity and Sorority Life Office is a community link and advocate between Greek organizations, the University, the community, and others interested in FSL at UNC. The Fraternity and Sorority Life Office also assists in implementing and managing self-governance, leadership development, educational programming, and risk management.

Highlights

- Fall 2021 Recruitment: All events and marketing efforts for Panhellenic and IFC recruitment were successful and both recruitments ended with new member classes.
- 2021 Panhellenic Fall Recruitment: Fall 2021 was the first time the University welcomed students back on campus full time due to COVID-19. Panhellenic recruitment was entirely in-person versus virtual as it was in Fall 2020. While registration numbers for recruitment were low, retention was still good. Women going through the process were engaged and truly wanted to join a sorority.
- Advisor Communication: Communication with chapter advisors is crucial to the success of Fraternity and Sorority Life. While during the 2022-year communication with advisors was as needed and as requested, for the 22-23 year we will be hosting quarterly FSL Advisor meetings inviting all advisors to host open and honest conversations.
- Forms/Website: As of Fall 2021 many of the FSL forms, documents, and policies/procedures were outdated or non-existent, the Assistant Director has updated and created several processes and forms that are now in alignment and accessible via the FSL website. In summer 2022, the FSL antihazing/grade release form was updated to be digitized and have a FERPA release section.

Fraternity and Sorority Life

Student Learning Outcomes

Integrity: students will demonstrate personal responsibility:

- Students will make informed decisions
- Students will reduce high-risk behavior

Leadership: students will strengthen their leadership skills:

- Students will participate in executive roles
- Students will contribute to the accountability of their organization
- Students will contribute to self-governance of the community

Service: students will give back to society through philanthropic endeavors and service to the community.

- Students will actively engage in civic engagement to hold leadership positions on the governing council(s)

Personal growth: students will articulate their involvement in FSL

- Students will have the opportunity to attend programs to advance their personal and professional goals
- Students will find individuals and organizations that match their values
- Students will be able to articulate the connection between (FSL) campus involvement and curricular studies on a resume or portfolio

Scholarship: students will demonstrate the importance of scholarly success

- Students will achieve higher academic performance in comparison to their non-affiliated peers.

Unity: students will build life-long friendships and relationships

- Students will be able to contribute to the 'Culture of Care' at UNC
- Students will know how to actively engage with alumni
- Students will attend (inter)national organization conferences and leadership development opportunities

Social Justice, Equity, & Inclusion: students will promote social justice, equity, and inclusion for all through intentional co-curricular engagement with FSL and Division of Student Affairs.

As a reward for academics, IFC and Panhellenic chapters who receive the highest-ranking (best GPA average) for the semester are able to choose their philanthropy dates first for the following semester.

Additionally, chapters are expected to maintain an average semester GPA at or above a 2.6 GPA. Chapters are encouraged to be at or above the University average (men's average for fraternities; women's average for sororities) to be in good standing for their inter/national organizations.



Fraternity and Sorority Life

University of Northern Colorado Interfraternity Council

Spring 2022 Academic Report Cumulative Grade Point Average (all)

All Undergraduate Average	3.22
Delta Sigma Phi	3.13
All FSL Average	3.12
Pi Kappa Phi	3.09
All Undergraduate Men's Average	3.07
All IFC Average	2.86
Lambda Chi Alpha	2.72
Pi Kappa Alpha	2.69
Delta Chi	2.66

University of Northern Colorado Multicultural Greek Council

Spring 2022 Academic Report Cumulative Grade Point Average (all)

Kappa Delta Chi Sorority, Inc.	3.45
Lambda Theta Alpha Latin Sorority, Inc.	3.44
All Undergraduate Women's Average	3.29
Sigma Lambda Gamma Sorority, Inc.	3.28
Pi Lambda Chi Latina Sorority, Inc.	3.24
All MGC Average	3.23
Lambda Sigma Upsilon Latino Fraternity, Inc.	3.23
All Undergraduate Average	3.22
Lambda Theta Nu Sorority, Inc.	3.16
Sigma Lambda Beta International Fraternity, Inc.	3.14
All FSL Average	3.12
All Undergraduate Men's Average	3.07
Nu Alpha Kappa Fraternity, Inc.	2.79

Fraternity and Sorority Life

University of Northern Colorado Panhellenic Council

Spring 2022 Academic Report Cumulative Grade Point Average (all)

Delta Zeta	3.39
Sigma Kappa	3.37
Alpha Phi	3.29
All Undergraduate Women's Average	3.29
All Panhellenic Average	3.27
Alpha Sigma Alpha	3.22
All Undergraduate Average	3.22
All FSL Average	3.12
Alpha Omicron Pi	3.05

University of Northern Colorado National Pan-Hellenic Council

Spring 2022 Academic Report Cumulative Grade Point Average (all)

Delta Sigma Theta Sorority, Inc.	3.39
All Undergraduate Women's Average	3.29
All Undergraduate Average	3.22
Zeta Phi Beta Sorority, Inc.	3.21
All FSL Average	3.12
All NPHC Average	3.09
All Undergraduate Men's Average	3.07
Kappa Alpha Psi Fraternity, Inc.	2.85
Phi Beta Sigma Fraternity, Inc.	2.75

Reisher Scholars Program

The Reisher Scholars Program strives to graduate scholars upon the completion of their funding timeline, with minimal educational debt. Reisher scholars will make contributions through developed engagement, resiliency, work ethic, and high academic achievement. This will be accomplished through monthly activities and programs which includes self-growth, self-awareness, professional improvement, and community service. The Reisher Scholars Program prepares students to develop communication, time management, and organizational skills, accountability, empathy, and acceptance of diverse perspectives and backgrounds. Aligned with the institutional mission and student learning outcomes, the Reisher Scholars Program provides opportunities for mastering foundational skills strengthening interactions with others, connecting ideas and experiences, and engaging in healthy behaviors. We approach our efforts with collaboration, care, inclusivity, and integrity.

The Reisher Scholars Program awards scholarships to Colorado students based upon demonstrated financial need and academic merit. The program seeks to help promising Colorado students earn their undergraduate degrees without incurring additional educational debt. The Reisher Scholars Program is unique in that it focuses on rising college sophomores and transfer students from community colleges who have already demonstrated academic and leadership potential as undergraduates. UNC joined the Reisher Scholars Program in 2001, the Program's inaugural year, and has provided scholarship support to 463 students.

The Reisher Scholars program continues to accomplish higher GPAs as well as higher retention and graduation rates than the general student population. This includes no achievement gaps for first generation and underrepresented minority students.



Student Learning Outcomes

Reisher scholars will...

- Contribute positively to cohort engagement (e. g. develop capacity to understand and interact effectively with other whose identities, beliefs, behaviors, and values differ from their own; demonstrate teamwork to collaborate, develop and sustain mutually beneficial and healthy relationships).
- Employ accountability skills that support self-growth (e. g. cohort and community participation, engagement in developmental workshops).
- Acquire career readiness skills (e. g. communication, time management, organizational skills, resiliency, work ethic and empathy).

Highlights

Reisher Scholars had a graduation rate of 100%, 64% above the general student population and are leaving the university with minimal education debt.



UNIVERSITY OF
NORTHERN COLORADO

Division of Student Affairs

Student Affairs Guiding Principles

Vision

We will be a division that is unwavering in our creation of meaningful opportunities for student learning and development. We will be responsive to emerging student needs, while continuing to invest in staff so they can create a safe, engaged, holistically well, and innovative campus community.

Mission

We believe that every student has a right to full and equal participation in the university community. We identify and collaboratively eliminate institutional barriers to success and cultivate a student-centered co-curricular experience. We intentionally educate our students on self-awareness, well-being, equity, career readiness, and interpersonal engagement. We seek to understand who our students are and who they want to become. We shape supportive environments for students to grow and belong as they navigate higher education and beyond.

Student Affairs Learning Aims (Learning Objectives)

Self-Awareness ~ Well-Being ~ Equity ~ Career Readiness ~ Interpersonal Engagement

Core Values

Community

Developing relationships, creating a sense of belonging, and contributing to an environment where Bears are welcomed and valued.

Student-Centered

Making intentional decisions to meet the needs of students so they can be successful.

Accountability

Taking ownership, holding ourselves and one another responsible for our communication and actions, following through on our commitments, and reflecting on our impact.

Integrity

Engaging in honest and transparent communication and actions.

Intentionality

Being proactive and deliberate, aligning our practices with expectations and resources, regularly assessing our work.

Social Equity

Engaging across differences by creating environments that ensure all Bears have access to the same opportunities and outcomes in achieving their goals.

"Fostering Transformative Experiences in a Community of Bears"