



UNIVERSITY OF
NORTHERN
COLORADO

Department of Student Affairs

Annual Report 2022-23



Division of Student Affairs and Enrollment Services
University of Northern Colorado



Section 1 – Mission, Vision, Goals

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

The Department of Student Affairs is the primary custodian of the student experience at UNC, particularly as it relates to student engagement, student development, and wellness and support. As a result of the student experience, students will understand themselves and their responsibility to justice, equity and the community.

Goals

1. Increase food service options for students.
2. Re-evaluate the existing Student Affairs organizational structure to align with a unified, integrated, student-success approach to service.
3. Acquire and retain a high-quality, diverse staff including but not limited to recruiting, onboarding, training, professional development, coaching, mentoring, performance management and career development for all employees.
4. Inventory and calendar co-curricular programming.

Section 2 – Points of Pride

1. Reorganized Student Affairs to align with departmental priorities to better serve students: Student Engagement; Student Development; and Wellness and Support. Presented “What is Student Affairs” to 18 different leadership teams across the campus.
2. Added six new retail food concepts for students.
3. Proposed and designed the Center for Student Well-Being as a way to expand services that support students’ basic needs, including providing case management.



Section 3 – Assessment/Learning Outcomes, June 1, 2022 – May 31, 2023

The Learning Aims outlined below were drafted as part of the Division of Student Affairs in 2019-20. No formal assessment is currently being conducted on these at the department level. In 2023-24, we hope to integrate these Learning Aims throughout the Department of Student Affairs and add a sixth Learning Aim: “Leadership”

Outcome #1: Self-Awareness: Students will learn self-awareness and be able to define key elements of self, reflect critically upon their actions, understand self in relation to others and make decisions informed by understanding and mutual respect.

How is it connected to the SAES Strategic Plan Goals? Goal Two.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Outcome #2: Well-Being: Students will be able to foster well-being for themselves and others. Students will be able to describe multiple aspects of well-being; name physical, mental, emotional, spiritual and/or financial resources that support their well-being; integrate well-being practices into their regular routine; and foster equitable well-being for others.

How is it connected to the SAES Strategic Plan Goals? Goal Two.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Outcome #3: Equity: Students will be able to foster greater equity in their communities. Students will be able to define their social identities; differentiate between minoritized and privileged identities; examine systems of power, privilege and oppression; identify their role in disrupting systems of power, privilege and oppression; and advocate for social equity and justice.

How is it connected to the SAES Strategic Plan Goals? Goal Three.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Outcome #4: Career Readiness: Students will be prepared for career success. Students will be able to identify career pathways that align with sense of self; develop transferable competencies; apply career management skills; and pursue career opportunities.



How is it connected to the SAES Strategic Plan Goals? Goal Two.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Outcome #5: Interpersonal Engagement: Students will be able to engage with others in healthy ways. Students will be able to develop relationship skills; engage effectively across difference, actively engage in their communities; and foster a sense of belonging in communities for themselves and others.

How is it connected to the SAES Strategic Plan Goals? Goal Three.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Outcome #6 (draft): Leadership: Students will be able to explore their leadership identity; identify how to effectively collaborate with others; foster civic engagement; engage in principled dissent; and create sustainable and meaningful change.

How is it connected to the SAES Strategic Plan Goals? Goal Two.

What are you measuring? See unit-level reports.

What is the evidence? See unit-level reports.

What is the result? See unit-level reports.

Section 4 – Unit Metrics

Please see unit-level reports as evidence of achievement of outcomes.