Dr. Willie Munson, Associate Vice Chancellor/Vice President and Dean of Students

Our Newest Team Member

DuJuan Smith
Assistant Dean of Students
Dr. Willie Munson, Associate Vice Chancellor/Vice President and Dean of Students

Conduct Assessment and Response Team
- Develop and disseminate materials designed to inform the University community of the existence of the CART in order to facilitate the reporting of potentially threatening and/or concerning student behaviors.
- Develop and implement training programs which inform University community members of strategies designed to help them identify students in distress and successfully interact with students who exhibit threatening, concerning and disruptive behaviors.

Dean of Students Office
- Define departmental focus and evaluate staff assignments to accommodate workload changes due to changing campus demographics.
- Develop and offer student behavior training programs in partnership with institutional stakeholders.

UH Wellness
- In an effort to enhance community engagement, UH Wellness will host a meeting of the Houston Galveston Consortium on Wellness during the fall of 2011 focused on the dissemination of information regarding the IMAGE alcohol abuse prevention project to area institutions. A series of national webinars will follow the meeting of the Consortium.
- UH Wellness will collaborate with DSA partners and faculty researchers to redesign the Campus Wide Wellness Survey. The questions will provide data for our DSA partners as they determine student wellness needs. It will also include questions relevant to current and future faculty research protocols.
Our Newest Team Members

Eli Aaron  
LAN Administrator

Katherine Etchison  
Career Counselor

Lauren Moore  
Employer Relations Coordinator

Priyanka Raut  
Career Counselor
University Career Services

University Career Advisory Network (UCAN)
- Mentoring service linking UH undergraduates with volunteer alumni, corporate leaders, and friends of the university.
- Integrating with the online social networking site LinkedIn to improve accessibility, functionality, and timeliness of mentors’ contact information.

Distance Career Services
- Menu of services to assist UH alumni outside the greater Houston area with job search assistance, resume critiques, interview skill development, and counseling.
- Integrating the use of Skype to enhance services.

Student Publications
- Launching e-mail edition of The Daily Cougar to faculty, staff and students.

Forensics Society
- The Forensics Society will compete in local and national forensics and debate contests. It will host groups from K-12 schools in the Greater Houston Area for on-campus competitions. It will volunteer to coach and judge events in local schools.
Keith T. Kowalka, Assistant Vice President

Our Newest Team Members

Joy Brown
Associate Teacher

Kamyra Harrison
Lead Teacher

Selby Lo
Activities Advisor

Lindsay Martin
Assistant Teacher

Luz Santos
Assistant Teacher
University Centers
• Implement student learning outcomes throughout the University Centers.
• Complete planning for the UC Transformation Project and begin Phase 1 Construction/Renovation (May 2012).
  ➢ Coordinate the relocation of services during the UC Transformation Project
  ➢ Develop partnerships to provide alternative meeting locations for registered student organizations
  ➢ Develop and implement a proactive marketing and communications plan to engage the UH community
    with updates about the UC Transformation Project, as well as provide weekly updates related to
    service/office/support impacts.
Center for Leadership and Fraternity & Sorority Life
• Implement the first set of recommendations from the Leadership Development Task Force Report.
• Transition the Fraternity and Sorority townhouses at Bayou Oaks to a Housing Corporation Model.
• Successfully pilot run of the Fraternal Excellence Program awards and assessment program.
• Launch the first Alternative Break Program in 2012.
Center for Student Involvement
• With Campus Partners, review educational and social programmatic efforts in preparation for the
  Residential Campus Experience (Fall 2013).
  ➢ Develop a more comprehensive approach to Welcome Week/Cat’s Back activities for both the Fall and
    Spring Semesters
  ➢ Develop Non-alcoholic Friday programmatic activities
  ➢ Enhance evening and weekend programming where gaps exist
Children’s Learning Centers
• Continue to increase enrollment at the Children’s Learning Centers.
Don Yackley, Executive Director, Residential Life and Housing

Our Newest Team Members

Dean Kennedy
Associate Director of Residential Life

Kenneth Mauk
Associate Director of Housing

Don Yackley
Executive Director

Rosie Contreras
Executive Secretary

Jamica Johnson
Cougar Village Area Coordinator
Don Yackley, Executive Director, Residential Life and Housing

Cougar Place Replacement and Cougar Village 2
• Cougar Place is estimated to add over 800 beds for sophomores.
• Cougar Village 2 is estimated to add over 1,000 beds for first year students.
• Both are estimated to break ground at the end of May 2012 and be open for fall 2013.

Central RLH Housing offices will be moving to the Ground floor of Moody Tower this semester.

Residential Life and Housing is “The Future HOME of The 2011 SPIRIT BELL”
To be a good sport others should participate for practice.
Dr. Norma Ngo, Director, Counseling and Psychological Services (CAPS)

Our Newest Team Members

Ashley Cannon
Executive Secretary

Dr. Sarah Dross-Gonzalez
Psychologist 1

Dr. Clare Duffy
Clinical/Assessment Post-Doctoral Fellow

Nicole Gassman
Pre-Doctoral Psychology Intern

Ashley Hamm
Practicum Student
Dr. Norma Ngo, Director, Counseling and Psychological Services (CAPS)

Our Newest Team Members

Dr. Tamalia Hanchell
Multi-Cultural Post-Doctoral Fellow

Ruchi Kukreja
Pre-Doctoral Psychology Intern

Joseph Lankford
Pre-Doctoral Psychology Intern

Dr. Rune Mølbak
Psychologist 1

Max Nisenbaum
Practicum Student
Dr. Norma Ngo, Director, Counseling and Psychological Services (CAPS)

Our Newest Team Members

Lucy C. Phillips  
Practicum Student

Kevin Siffert  
Pre-Doctoral Psychology Intern

Dr. Jennifer Smith  
Psychologist 1

Mai P. Vu  
Practicum Student
“Let’s Talk” Pilot Program
• "Let's Talk" is a program that provides easy access to informal confidential consultations with therapists from CAPS.
• Therapists hold walk-in hours at sites around campus for two hours during the week.
• There is no appointment or fee necessary.
• Therapists listen to student/staff/faculty concerns and provide support, perspective, and suggestions for resources.

Website Enhancements
• The addition of specific resources for special populations on website
  ➢ Parents and Loved Ones
  ➢ International students
  ➢ English Language Learners
  ➢ GLBTQIA
  ➢ Students with DisAbilities
  ➢ Veterans returning to school
  ➢ Athletes
• New “Helping Students of Concern” section
• New Self-Help Videos on Stress management, Anger management, Depression and suicide, grief, international student concerns
Floyd Robinson, Director, Health Center and Interim Director, Campus Recreation

Our Newest Team Members

Brittany Blanton
Office Assistant 1

Veronica Simmons
Chief Pharmacist

Kenya Williams
Medical Assistant

Rachel O’Mara
Aquatic Coordinator
Floyd Robinson, Director, Health Center and Interim Director, Campus Recreation

Health Center
- Create a committee made up of students, staff and faculty to explore the construction of a new Health Center.
- Develop a marketing plan where we promote dental services as well as all other services of our Health Center.
- Stay on target with obtaining accreditation for Health Center.
- As our campus becomes more residential, the Health Center must accommodate for this change and be creative in delivery of services.
- Move to a more qualitative format of reporting data.

Campus Recreation
- Develop and expand programs within to incorporate more of a residential campus.
- Develop a strong marketing plan for Campus Recreation focusing on internal and external communities.
- Support the search for a full time Director of Campus Recreation Center.
- Work in concert with facilities management to develop a preventative maintenance program for the Center.
Purpose
The Student Affairs Marketing Communications Committee develops and implements strategies for internal and external communication initiatives using emerging media and for advancing programs and services by exploring innovative ways to use technology. In addition, the Marketing Communications Committee also works to maintain the DSA brand and is charged with presenting a comprehensive marketing plan for the Division on an annual basis.

Membership
Vyckie Avila, Campus Recreation
Dr. Kay Brumbaugh, Counseling and Psychological Services
Myra Conley, Dean of Students Office
Delores Crawford, Student Publications
Darryl Creeks, Health Center
Lawrence Daniel, Chair, University Centers
Ashriel Dunham, Residential Life & Housing
Daniel Gray, Center For Student Involvement/UC
Rachel Goodlad, Residential Life and Housing
Keith T. Kowalka, Student Development/UC
Carrie Miller, Center For Student Involvement/UC
Jennifer Skopal, Children’s Learning Centers/UC
Tiffany Spurlock, University Centers
Kyle Stehling, University Centers
Kamran Riaz, Dean of Students Office
Initiatives for 2011-2012

Develop Weekly/ Bi-weekly DSA Newsletter (January)
- Student-friendly email with campus updates

Update and Evolve DSA website (On-going)
- Mobile Friendly (iPads and Smartphone Users)
- DSA Staff, Department, and Resource Video Profiles/Spotlights

Launch DSA On-Campus Advertising Campaign (Fall & Spring)
- Campus Signage
- Videos and Commercials (orientation, website, social media, sports events)

DSA Sponsored Events/Contests (Fall & Spring)
- Traditional Events/Programs
- Homecoming and Frontier Fiesta
- New Events/Programs
- “Coog Tube” – Video Contest that challenges students to create videos that promote the many DSA services
Purpose
The Student Affairs Assessment Committee is charged with the systematic collection, review, and use information about the effectiveness of the services and programs provided by each unit comprising the Division of Student Affairs for the purpose of improving student learning and development. In addition, the Assessment Committee provides expertise to individual units for their specific assessment plans and methodologies to ensure that all programs and services will meet or exceed nationally accepted standards.

Membership
Jason Bergeron, Chair
Darryl Creeks
Dr. Clare Duffy
Adam Finney
Dr. Gail Gillan
Helen Godfrey
Daniel Gray
Selby Lo
Jennifer Skopal
Dr. Mark Vitek
Alison Von Bergen
Melanee Wood
Center for Leadership and Fraternity & Sorority Life/UC
Health Center
Counseling and Psychological Services
Campus Recreation
UH Wellness
Career Services
Center for Student Involvement/UC
Center for Student Involvement/UC
Children’s Learning Center/UC
Residential Life and Housing
Dean of Students
Campus Recreation
Strategic Goals

- Establish a division-wide framework for all undergraduate learning and involvement experiences within the Division
- Establishment of division-wide expectations for the quality and quantity of assessment work
- Establish a more firm relationship between assessment and strategic planning through providing division education on strategic planning
- Identify an introductory skillset for engaging in assessment projects and create an educational program (or series of educational programs) designed to help staff learn the necessary skills
- Use assessment projects and data to enhance collaborations across the Division, the University and guide strategic decision making

Current/Upcoming Initiatives

- Division-wide implementation of Campus Labs
- Establishment of assessment expectations for the division
- Coordinating departmental assessment “brown-bag” lunches
- Identifying and creating assessment skill-building educational programs
Purpose
The Student Affairs Professional Development Committee coordinates learning opportunities for all staff members within the Division on topics pertaining to trends in higher education, student development, professional growth and other topics tied to the Student Success mission. In addition, the Professional Development Committee also works to develop and coordinate the Student Affairs Awards and Recognition Program.

Membership
Rommel Abad, Center for Student Involvement/UC
Rachel Barron, Campus Recreation
Darryl Creeks, Health Center
Theresa Cyr, University Career Services
Adam Finney, Campus Recreation
Elyse Gambardella, Center for Leadership & Fraternity and Sorority Life/UC
Dr. Gail Gillan, UH Wellness
Cassandra Joseph, Center for Leadership & Fraternity and Sorority Life/UC
Keith T. Kowalka, Chair, Student Development/UC
Michelle Le, Counseling and Psychological Services
Steve Schade, Campus Recreation
Jackie Thomas, Residential Life & Housing
Alison Von Bergen, Dean of Students Office
### Initiatives for 2011-12

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Date</th>
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<tbody>
<tr>
<td>Fall All-Staff Meeting</td>
<td>Today</td>
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<tr>
<td>All Division Educational Program</td>
<td>February</td>
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<tr>
<td>Division Awards Program and Luncheon</td>
<td>April</td>
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<tr>
<td>Brown Bag Luncheon Series</td>
<td>Fall and Spring</td>
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<tr>
<td>Book Club Discussion Series</td>
<td>Fall and Spring</td>
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<tr>
<td>Division Orientation Program</td>
<td>January and August</td>
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<tr>
<td>Division Community Service Day</td>
<td>Spring</td>
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</tbody>
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Keith T. Kowalka, *Chair, Professional Development Committee*
Welcome

Dr. Richard Walker
Vice Chancellor/Vice President for Student Affairs
Dr. Richard Walker, Vice Chancellor/Vice President for Student Affairs
Division of Student Affairs Mission Statement

The Mission of the Division of Student Affairs is to provide a comprehensive array of services, programs, and activities that enhance the learning environment. Through collaborative relationships with others in the University community, the Division of Student Affairs strives to promote student success, create a community that embraces diversity and inclusion, and facilitate the development of the whole student.
STAFF EXPECTATIONS 2011-2012

“Our conduct is influenced not by our experience but by our expectations.”

George Bernard Shaw
STAFF EXPECTATIONS 2011-2012

- Understand, advocate, communicate and exhibit commitment to the University, division, and department mission, vision, values, goals, and effectively convey the broader context in which we operate and how we contribute to student success, student learning and the student experience.

- Anticipate, initiate, and respond to changes in the environment, and keep abreast of trends that impact higher education and the student affairs profession that assures that each department and the University achieve their goals.
“Walk the talk.” Demand honesty in self and others, and model the values of customer focus, continuous improvement and learning, promotion and support of diversity, integrity and flexibility. Always be open, honest, and timely with regards to communication and feedback.

Cultivate external relationships with senior administration, deans, associate deans, faculty, other divisions, individuals within our division, individuals on your staff team and donors to assess needs, leverage opportunities, and build future collaborations. Educate others and promote our division and your individual department as a campus-wide resource – we do make a difference toward enhancing the student experience.
Contribute to **efficient** and **effective decision-making** around policies and operational issues including budgetary matters. Utilize **assessment** data to develop plans and make decisions. **Communicate** the rationale behind decisions to inform and clarify our work.

Always conduct oneself in a **professional** manner through work attire, verbal conversations, and e-mail exchanges.
Dr. Richard Walker, Vice Chancellor/Vice President for Student Affairs

STAFF EXPECTATIONS 2011-2012

- Perform your work within clearly defined and measurable performance goals that are SMART – Specific, Measurable, Achievable, Results Orientated, and Time Bound. Think creatively and strategically – be innovative.

- Focus on results and productivity and not the time clock. Establish life balance while achieving maximum productivity.

- Enjoy what you do each and every day to better the institution and enhance the growth and experience of our students!
TEAM

• Tier One Division of Student Affairs
• High performance expectations and accountability
• Hire outstanding people to do exceptional work
• Passion – student focused
• Professional and staff development
• Examine current staffing structure and staff in the positions
• Foster an environment of excellence and unity
• Lead by example
• “You are the Pride” – be part of the pride
Marketing and Communication

• Improve the brand image of the division across the university

• Enhance programs and services

• Tell the SA story – Strengths

• Delivery of messages to all stakeholders
Assessment and Student Success

• Demonstrate and articulate how Student Affairs programs and services are impacting student retention and graduation rate
• How we impacting student learning
• Learning Outcomes
• Divisional and unit annual assessment plans
• Impact decision making
  • Support strategic initiatives
  • Alignment of resources (staff & funding)
• Improve programs and services
Strategic Plan

• Create a vision and direction for Student Affairs

• Alignment with UH strategic initiatives

• Encourage innovation and creativity

• Framework for allocation of resources
Collaborations and Partnerships

• Academic Affairs
  • Provost Office
  • Schools and Colleges
  • First Year Experience
  • Faculty in Residence
  • Career Services
• Administration and Finance
  • Business Services
  • Facilities Management
  • Facilities Planning & Construction
  • Dining Services
  • UH Police
• Athletics
Housing Expansion & Improvements

• Ultimately achieve Carnegie classification
• Residence Life component
  ➢ Living/Learning Communities
  ➢ First Year Experience
  ➢ Community Building – Space & Environment
• Faculty involvement and integration
• Improve student housing satisfaction
• Increase campus programming efforts
Enhancing Campus Infrastructure, Programs & Services

• UC Transformation Project
• CAPS – Counseling & Psychological Services
• Student Health Center
• Campus Recreation
• Career Services
• Spiritual & Religious Life
• Family Programs
• Student Conduct
• Children’s Learning Centers
• Commuter Students
• Transfer Students
• Non-Traditional Students
Advancement

• Fundraising

• Grant Development
“Big thinking precedes great achievement.”
Wilfred Peterson

“The future belongs to those who see possibilities before they become obvious.”
John Scully
Thank You for attending this program and for “Supporting Student Success”