

Division of Student Affairs

Staff Meeting

October 7, 2011

“Supporting Student Success”

Our Newest Team Member



DuJuan Smith
Assistant 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

Keith T. Kowalka, *Assistant Vice President*

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.
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Don Yackley, *Executive Director, Residential Life and Housing*

Our Newest Team Members



Dean Kennedy
Associate Director of
Residential Life



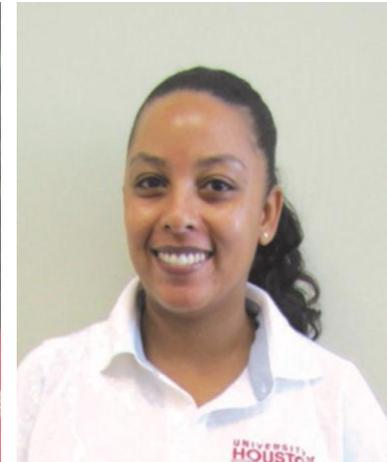
Kenneth Mauk
Associate Director
of Housing



Don Yackley
Executive Director



Rosie Contreras
Executive Secretary



Jamica Johnson
Cougar Village
Area Coordinator

Cougar Place Replacement and Cougar Village 2

- Cougar Place is estimated 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

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

Our Newest Team Members



Brittany Blanton
Office Assistant 1



Veronica Simmons
Chief Pharmacist



Kenya Williams
Medical Assistant



Rachel O'Mara
Aquatic Coordinator

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.

Lawrence Daniel, *Chair, Marketing Communications Committee*

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

Jason Bergeron, *Chair, Assessment Committee*

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

Jason Bergeron, *Chair, Assessment Committee*

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

Keith T. Kowalka, *Chair, Professional Development Committee*

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

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|---------------------------------------|--------------------|
| •Fall All-Staff Meeting | Today |
| •All Division Educational Program | February |
| •Division Awards Program and Luncheon | April |
| •Brown Bag Luncheon Series | Fall and Spring |
| •Book Club Discussion Series | Fall and Spring |
| •Division Orientation Program | January and August |
| •Division Community Service Day | Spring |

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.

STAFF EXPECTATIONS 2011-2012

- **“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.

STAFF EXPECTATIONS 2011-2012

- 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.

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
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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
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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”***