

Stephen F. Austin State University
Division of Student Affairs

Impact Report 2023

Engage | Lead | Thrive | Succeed



Vision

We will be an innovative team that drives student success by enhancing the Lumberjack experience.

Mission

Holistically developing Lumberjacks who engage, lead, thrive and succeed.

Core Values

Accountability: Holding each other responsible for accomplishing shared goals

Collaboration: Working together toward common objectives while respecting each other's unique skills, diverse perspectives and valuable contributions

Inclusion: Ensuring all people are respected and supported, feel a sense of belonging, and have equal access to opportunities and resources

Innovation: Employing design-thinking to challenge assumptions, develop creative solutions, and improve efficiency and effectiveness

Integrity: Possessing sound moral character and honesty and consistently adhering to ethical principles and values

Respect: Regarding others' feelings, wishes, rights and traditions with acceptance and courtesy and acknowledging their value as professionals

Stewardship: Carefully and responsibly managing the resources entrusted to our care

Support: Assisting and advocating for each other in pursuit of joint goals and initiatives

Teamwork: Completing intentional and combined actions efficiently and effectively to achieve desired results

Trust: Possessing strong faith, reliance and confidence in each other

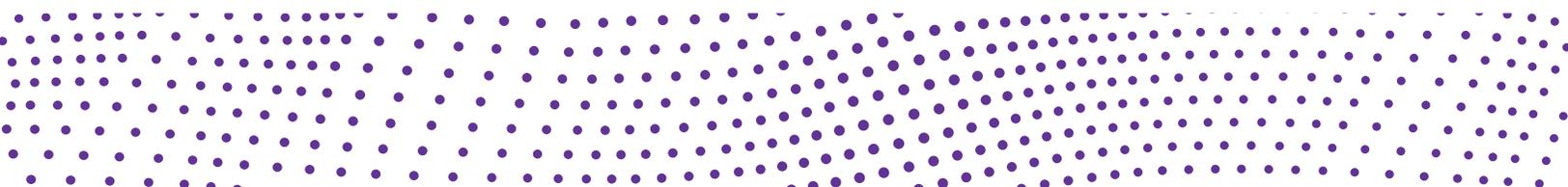
Goals

- Advance the holistic development of students and support their well-being
- Foster an engaged and connected Lumberjack experience
- Champion a welcoming, respectful and inclusive campus
- Enhance the career readiness of SFA students and empower them to function in a global economy
- Ensure Division of Student Affairs employees have the knowledge, competences, training and support to advance student success
- Effective stewardship and cultivation of resources



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Vice President's Message



Dear SFA staff, faculty, students, alumni and friends,

On behalf of Stephen F. Austin State University's **Division of Student Affairs**, I am pleased to present this summary of our June 2022 – May 2023 Annual Report. This document highlights some of the extraordinary work our team accomplished during the most recent review period. You may access the comprehensive Annual Report at gosfa.com/annual-report23. I

hope as you review this summary you will gain a better understanding of the positive and broad impact the Division of Student Affairs has on our campus and the Lumberjack experience.

Our division supports SFA's mission through student-centered programs, services, policies, facilities and environments that prepare our Lumberjacks for the challenges of living in a global community. We celebrated many successes during the review period, which occurred during a time of uncertainty at SFA. We experienced institutional and divisional leadership change while also engaging in a comprehensive evaluation process to consider affiliation with a university system, resulting in SFA becoming the 14th member of The University of Texas System. While we are actively searching for our next president of SFA and vice president of student affairs, I have the tremendous honor of serving as interim vice president during this period of transition. This has also been a time for reflection and celebration as we mark SFA's centennial. Some highlights you will read about in the following pages include:

- the Dean of Students pillar's tremendous fundraising efforts led to over \$250,000 in advances and enhancements toward student health and well-being;
- Campus Living, Dining and Auxiliary Enterprises took significant steps toward student-centered capital improvements on campus, including breaking ground on a state-of-the-art dining center to replace Eatery on East, as well as a full remodel of Steen Hall lobby and safety improvements of a new fire alarm system and elevators; and
- with over 30 assessment efforts, we continued to demonstrate our division's focus on the scholarly practitioner approach we take in our work. The Assessment Committee developed a unique certification program in which staff members receive extensive training on assessment and reporting best practices.

I am very proud of every single member of our team and want to express my appreciation for the talent, insight and care they bring to the special work they do. Additionally, I want to thank our colleagues across campus and our partners in the Nacogdoches community for helping us to holistically develop Lumberjacks who engage, lead, thrive and succeed.

I am proud of our accomplishments and look forward to continuing our work to enhance student access and success at SFA. Again, thanks to all who support the Division of Student Affairs and our SFA students.

Axe 'em, Jacks!

Carrie Charley,
Interim Vice President of Student Affairs

Division of Student Affairs

Dean of Students

- Campus Recreation
- Counseling Services
- Health Services
- Student Conduct Office
- Student Outreach and Support

Campus Living, Dining and Auxiliary Enterprises

Campus Partners

- > Bookstore
- > Dining
- > Vending

Graphic Shop

Post Office

Residence Life

Student Center

Testing Services

Student Life

Center for Career and Professional Development

Orientation and Transition Programs

Student Engagement

Student Publications

Impact Report 2023

Graphic Designer

Meagan Rice
*Coordinator Graphic Design
Division of University Marketing
Communications*

Editor

Amy Roquemore
*Director of Student Publications and
Divisional Media
Division of Student Affairs*

Photo by Marcus Jackson,
The Pine Log Newspaper



Student Affairs opens Health and Wellness Hub

In August 2022, the Dean of Students Office combined multiple key health and wellness resources into a centralized Health and Wellness Hub to serve students in a more holistic way in accordance with national best practices.

Housed in the Stephen B. Tucker Building, the Hub encompasses Health Services, Counseling Services, the Lumberjack Food Pantry, and Student Outreach and Support, as well as a satellite office for the Family Crisis Center of East Texas. A new Student Wellness area was added to the Hub in early 2023 and administers a comprehensive health education program for students.

"The Health and Wellness Hub offers comprehensive services that treat the whole person—mind, body and spirit," said Dr. Andrew Dies, assistant vice president of student affairs and dean of students. "We are here to support the health and well-being of every Lumberjack." Dies explained the myriad services were all previously available at SFA but were scattered across campus, creating unnecessary barriers to students who often require a combination of services when they are in crisis.

"Many students find it difficult or are unaware of how to make the first step in taking care of themselves," said Marcie Shoemaker, director of health services operations. "Having our services in one location allows us to take a look at the whole person and focus on what matters to them."

The Hub is a key component of a broader initiative recently launched by the Division of Student Affairs to prioritize students' overall health and well-being while strengthening and rebranding SFA's network of support personnel and resources. The new Lumberjack Wellness Network, also launched by the Dean of Students Office in 2022, is a comprehensive web of SFA services encompassing the seven dimensions of wellness.

In that spirit, Counseling Services has also been evolving to meet the unique needs of today's college students, according to Clare Fite, director. The unit recently has expanded its staff, leveraged on- and off-campus partnerships and offered tailored care for specific groups, including student-athletes and students with disabilities.

"A lot of work has been put into reorganizing Counseling Services' staffing model to better serve our students, which aligns with our overall goal of integrated wellness and a more individualized care approach," Fite said. "All the changes have received tremendous support from our dean and from the vice president's office, as well as our partners across campus, and that has really allowed us to reimagine how we can best serve our students and help them succeed."

» *Continues on page 4*



Students strongly agreeing Student Outreach and Support customer service was helpful



Students feeling respected when meeting with Student Outreach and Support staff

100+

Psychoeducational presentations by Counseling Services to the campus community

2,955

Free visits to Student Health Services



Hub adds online mental health resource for students

The Health and Wellness Hub recently partnered with Togetherall, a company providing peer-to-peer mental health and well-being support that is free to students and available 24/7 online.

Togetherall is a safe and anonymous online community where SFA students can go if they're feeling down, struggling to cope or just want to connect with others who understand what they are going through. Through the platform, students can also access free self-guided courses, self-assessments and other well-being resources.

"Staff in the Health and Wellness Hub understand that loneliness and isolation are serious issues for college students, and wait times to meet with on-campus counselors in person can be long at times," Clare Fite, director of SFA's Counseling Services, said. "Togetherall is just an additional layer of support we can provide our students, so they are able to access mental health services when it is convenient for them."

Licensed and registered mental health professionals moderate the online community, which is composed of college students from around the world. Togetherall can provide students with needed support when primary SFA services are closed, including evenings, weekends and holidays.

"On signing on to Togetherall for the first time, all of a sudden I had a community of people who understood me ... I wasn't alone anymore," according to an anonymous member quoted on the website. Another wrote, "The community is amazing. I've realized that I'm not alone and that helping others in my position makes me feel like I have something to give."

Since the university began the partnership in late 2022, 340 SFA students have registered on the platform. The most recent quarterly report provided by Togetherall shows 58% of those were not accessing more traditional counseling services. "I think that speaks to the fact that we are reaching more diverse populations in a creative way," Fite said.

SFA students registering for Togetherall reported experiencing more than 20 different mental health issues, but the most common were stress, feeling down or depressed, feeling nervous or anxious and worrying in social situations.

Continued from page 2

The Tucker Building itself has undergone renovations and remodeling, including extensive HVAC upgrades, to make the physical space more welcoming while ensuring the privacy of patients and clients. A grand opening celebration was held in February 2023 and included a ribbon-cutting ceremony, refreshments, facility tours and remarks from Dies and then-President-Elect Dr. Steve Westbrook.

"The Health and Wellness Hub is the place on campus for students to get their health and wellness needs taken care of," Dies said at the time. "As part of the Lumberjack Wellness Network, this project has been in the works for over a year, and we are so excited to be able to offer this integrated community health approach. We are confident in the positive contribution we are making to student success."

800

Individual, group, couples and crisis counseling sessions

100%

GenJacks Leaders and Resident Assistants trained in QPR

187K

Check-ins at the Student Recreation Center

DSO leads development of new code of conduct

The Dean of Students Office recently coordinated the development and implementation of a new Code of Student Conduct and Academic Integrity for the university, one of the key initiatives necessitated by SFA's transition to The University of Texas System.

Work on the new code began in November 2022, immediately after the SFA Board of Regents voted to affiliate with The UT System, according to Dr. Andrew Dies, assistant vice president of student affairs and dean of students.

"UT System Regents' Rule 50101 requires that we have a system of standards for student conduct and discipline, and, as an affiliated institution, SFA is required to use the model code that the system provides," Dies explained. "We already had a code of conduct, but we needed to make sure our language aligned with the system's. In addition, we had to integrate existing academic integrity and hazing policies that were previously separate from SFA's code into the new document."

As part of the system transition, all SFA policies had to be reviewed and re-tooled for inclusion in the university's new Handbook of Operating Procedures. Along with a new Title IX policy, the new 15-page code of conduct went into effect Aug. 1, 2023, a month earlier than the rest of the HOP. They were also among the very few that required approval at the system level before implementation.

"The process of creating the new code of conduct involved a lot of conversations over many months, primarily with

our colleagues in Academic Affairs who were previously responsible for implementing the academic integrity policy," Dies said. "We also worked closely with the Student Life pillar concerning the conduct standards and appeals process for student organizations, particularly in regards to hazing."

Once the code had been drafted, the focus turned to ensuring the faculty and staff were aware of the changes and understood their role and responsibility for adhering to the new document. Training workshops began in summer 2023 and continued through the fall.

Dies said the campus community has been very receptive to the new code, which he believes is more student-centered than the original document. For example, students previously had little recourse when they disagreed with a faculty member's decision regarding allegations of academic integrity. However, the new code of conduct has a multi-step appeals process designed to ensure fairness and consistency and promote student success equally across all academic programs.

Although there has been a significant increase in academic integrity cases since the new code was implemented, Dies said he feels that is more a reflection of improved documentation and tracking of incidents and outcomes than an actual increase in policy violations.

"We have had a lot of support for the new code from the provost's office, and the overall response from faculty, staff and students has been very positive," he said.



Vision for new dining hall coming to life

The new dining hall beginning to take shape at the intersection of East College Street and Wilson Drive is the result of two years of planning by the Campus Living, Dining and Auxiliary Enterprises pillar and its on- and off-campus partners.

The new all-you-care-to-eat facility will offer state-of-the-art action stations, a gluten- and allergy-free station, and sustainable practices like using reclaimed cooking oil, all in a relaxed, comfortable environment. Doors are expected to open in April 2025. The main area will be approximately 20,000 square feet with an adjacent 5,000-square-foot space for overflow seating and special events such as cooking classes and demonstrations.

“A lot of planning has been taking place to ensure this new facility provides a true dining experience—this is not just a school cafeteria,”

said Carrie Charley, interim vice president of student affairs. “The design is very open with an abundance of windows providing natural light and beautiful, cross-laminated timber elements that will make the building seem right at home in the Piney Woods.”

The dining hall is being constructed on the former site of Hall 16, which was razed in 2022 to make way for the addition.

Once the new dining hall opens, nearby Eatery on East (formerly known as East College Cafeteria) also will be razed, and greenspace will be cultivated for students, faculty and staff to enjoy.

Both Hall 16 and East College Cafeteria were built in 1966, and their demolition is part of the Campus Master Plan to replace and modernize facilities throughout campus. The cost to remove Hall 16 was \$1.6 million, utilizing bond funds allocated toward the dining hall project. Razing Eatery on East and the subsequent sitework also will be included in the overall budget.

“These older facilities have served our students well for many decades but were



Rendering created by OMNIPLAN

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Student Center revenue on the rise

Steps taken by the Baker Pattillo Student Center staff to increase financial efficiency and improve customer service have resulted in an increase in room-charge revenue of more than 326 percent, from \$18,604 in Fiscal Year 2022 to \$79,186 in Fiscal Year 2023.

Recent improvements to the online event management system and the creation of an assistant director position to both manage the conference and events process and supervise event set-up operations also have contributed to the revenue increase, according to Interim Vice President of Student Affairs Carrie Charley.

"With our new dining partner, Chartwells, we can now offer expanded catering options that our guests can review and reserve online," she said. "We also have a new website with updated photos and easy-to-find information about pricing and amenities, which is helping us do a better job of marketing what the student center has to offer."

The student center staff is working toward earning a "One-Stop Shop" certification from the Association of Collegiate Conference and Events Directors-International, a designation that ensures a seamless reservation and billing process for meeting and event planners. To achieve the certification, institutions must provide a single contact through which a planner may secure all university services; a single contract that covers all services the planner will receive from the university; and a single itemized bill for all services provided.

With that goal in mind, members of the BPSC staff and Student Affairs executive committee have toured student centers at many other universities in Texas to research best practices and find inspiration for future improvements to the facility and operations, according to Kim Lee, assistant director of conferences and events. A new fee schedule for both on- and off-campus clients became effective Sept. 1, 2023, and ensures the BPSC is able to recover operating costs in compliance with SFA's Handbook of Operating Procedures.

"As our revenue increases, we are looking forward to continuing to improve the appearance and functionality of the student center, which will not only hopefully lead to even more bookings but also better serve the students who are our most important clients," Lee said.

Nick Stallworth, director of the student center, said with its multiple resources for students, faculty and staff, and the community, the facility is considered "the living room" of the campus.

"We have a responsibility to maintain the facility and keep it clean and up to date," he added. "We welcome that responsibility and strive to do so as fiscally responsibly as possible."



Testers satisfied with Testing Center customer service

4,300+

Student center bookings

47,624

Guests served at catered events



Photo by Diego Barahona, Stone Fort Yearbook

Residence Life hoping to build on Fine Arts RLC success

Continued from page 5

well past their useful life, and the new dining hall is an opportunity to design a facility for today's SFA students with their lifestyle in mind," Charley said. "We are excited to be adding a new, modern building to the east side of campus, and we think it is going to drastically improve the overall level of service we provide our students."

Houston-based Kirksey Architecture is the architect of record on the project, while OMNIPLAN, a Dallas firm, is designing the building's interior spaces. The unique design features a wide, covered breezeway joining the two main spaces, designated outdoor eating areas, and a mix of table- and bar-height seating in the dining areas.

Chartwells is contributing more than \$6.3 million to the new facility, fulfilling a promise the company made when it was selected as SFA's dining services partner in 2021.

"Chartwells' donation will be applied to expenses that directly affect the dining program, including the furniture, kitchen equipment, dishes, the technology and graphics packages used to display daily menus, and much more," Charley said. "This project has been a labor of love for Chartwells, as well as SFA, and it is so rewarding to finally see progress being made over at the site."

The Residence Life Department is working to expand its Residential Learning Communities so more students have access to increased academic support, niche programming, and opportunities for deeper connections with SFA peers and faculty. And one particular RLC on campus is helping set the standard for how these unique living and learning environments can benefit residents.

In fall 2022, SFA hosted 14 RLCs across five residence halls with a total of more than 250 students participating. The largest and most successful of these was the Fine Arts RLC in Griffith Hall with 75 art, music, theatre and dance students registered with the community.

Carrie Charley, interim vice president of student affairs, said much of the recent growth and success of the Fine Arts RLC can be credited to the fine arts faculty who have championed the community, promoting it at recruitment events and auditions. "With Fine Arts, we feel we have found the secret sauce for RLC success, and we hope to mimic that type of academic collaboration and relationship building with other RLCs in the future," she said.

SFA students who select an RLC on their housing application receive priority hall and room selection so they may live among peers who share their passions and academic goals. Students also have increased opportunities for direct mentorship with faculty and staff, including an upper-class student mentor who provides additional support within the residence hall. There is no additional cost to students who choose to be part of an RLC. In addition to Fine Arts, current RLCs include Honors, GenJacks, Pre-Nursing, Aviation, Business and more.

"RLCs promote the kind of deep, meaningful connections we know are critical not only to academic success in college but also to student well-being in general," Charley said. "These communities can have a strong impact on engagement and retention in the long term, in addition to simply helping smooth students' transition from high school to college during those critical first few months on campus."

Area Coordinator Heather Yeargan, who supervises Griffith Hall, said one of the keys to the Fine Arts RLC's success is the social and networking opportunities it provides residents. Activities like movie trivia nights, "Music-Minded Mondays" and drawing workshops are open to everyone in the hall — not just RLC members.

"On a given day, you might hear someone practicing for an upcoming jazz concert or see students rehearsing lines for a show," she said. "No doubt, the larger Griffith Hall community has become even stronger just because the RLC happens to be here. It's just very special to get to live in a place where our students' talents are always on full display."



Student Life fundraising supplements budgets to broaden student experiences

Student Life hit a high mark during the review period in terms of external revenue, benefiting from a combination of increased sponsorships for Orientation and Transition Programs; a substantial grant for the Center for Career and Professional Development; fundraising for Jack Camp; and steady donations to the Student Leader Scholarship.

According to Dr. Hollie Smith, executive director of student life, these types of external support have become increasingly important in recent years as reductions in student service fee funding and other budget challenges have coincided with high inflation.

“Some of our budgets have also been impacted by enrollment post-Covid, so our staff has really worked hard to tap into alternative revenue sources to ensure we continue to provide the same exceptional Lumberjack experience our students are accustomed to,” Smith said.

The Orientation and Transition Programs team solicited more than \$19,000 in sponsorships from on-campus departments and organizations and local business during the review period. The partnerships help program organizers elevate major events such as Orientation, Weeks of Welcome and Family Weekend for improved student experiences, as well as help sponsors promote themselves to Lumberjack students and families.

“It is important to remember students are not only moving to our campus but also to the Nacogdoches community, so it’s

important they learn about local businesses and what they have to offer students in their new home away from home,” said Brittany Beck, director of orientation and transition programs. “We work hard to highlight and showcase these local businesses especially, and we accept in-kind as well as monetary donations.”

CCPD received a \$10,000 grant from Enterprise Holdings Foundation, the philanthropic arm of the Enterprise rental car company, which routinely hires SFA graduates. According to CCPD Director Brent McLemore, the grant was used to pay annual renewal fees for critical career software platforms relied on by SFA students, such as Handshake, Focus 2 and What Can I Do With This Major?

“Certainly, this type of additional funding allows us to serve our students more effectively and comprehensively than we would be able to otherwise,” McLemore said. “We are extremely grateful for our relationship with Enterprise Holdings and for their continued support of our students and the CCPD.”

Lacey Folsom, director of student engagement, said Jack Camp counselors raised a total of \$9,600 in an effort to reduce potential cost increases to participants in the voluntary extended orientation program.

» *Continues on page 10*

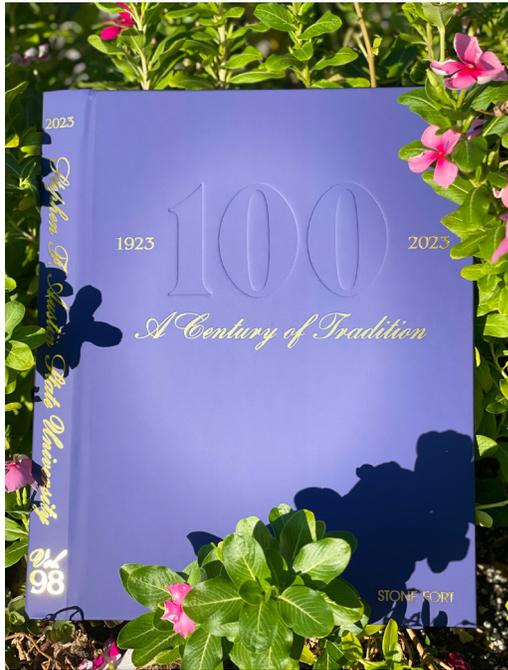
Centennial yearbook celebrates 'Century of Tradition'

The 2023 edition of SFA's award-winning, student-produced Stone Fort yearbook was printed in full color for the first time, an advancement made possible through a new publishing partnership that also resulted in significant university savings.

As a result of a competitive bid process completed in fall 2022, the Department of Student Publications selected Walsworth Publishing Company to print the centennial yearbook for approximately \$40,000 less than the budgeted amount.

The edition featured 312 pages of SFA images and stories pertaining to the past year and all 99 years that came before it. In another first, centennial volumes of the yearbook titled "A Century of Tradition" were made available for purchase by alumni, supporters and community members.

"The yearbook staff set a goal in summer 2022 to elevate the centennial edition in all aspects, from making it full color to delving deep into the institution's history for content and perspective to designing a high-quality cover that would look nice on any Lumberjack's coffee table for years to come," said Laney Wise, current Stone Fort editor-in-chief. The Associated College Press recognized the publication with a "Best of Show" award at the 2023 Fall National Media Convention in Atlanta, Georgia.



Students log nearly 120,000 in centennial service hours

Student Life hosted a friendly competition among students, faculty and staff, and alumni to see which group could complete the most service hours leading up to SFA's centennial.

Students contributed a total of nearly 112,000 service hours, many of which were completed during the MLK Day of Service on Jan. 16 and The Big Event on March 25.

"Student organizations really represented SFA well with their incredible service contributions," said Dr. Hollie Smith, executive director of student life. **"Fraternity and Sorority Life organizations alone contributed over 50,000 service hours beginning in January 2023, from picking up trash in the community to helping students move into their residence halls."**

As the centennial approached, individual students added to the total by tutoring, helping at the animal shelter, working as volunteer firefighters and much more. In all, the SFA community logged 119,700 service hours, far exceeding the goal of 100,000 in honor of SFA's first 100 years.

96%

Show rate at first-year orientation

89%

Show rate at transfer orientation

280+

Registered student organizations

Continued from page 8

"Jack Camp counselors each raised \$200 toward camp expenses," she said. "The offset allows our incoming students to attend the three-day camp for \$160, including food and lodging, so more of our students are able to be a part of that unique experience."

Held each summer at Camp Olympia in Trinity, Jack Camp is designed to welcome incoming first-time and transfer students to the university and help them find their place within the Lumberjack family.

Total donations to the Student Life Scholarship, which provides financial assistance to students who excel within their on-campus organizations, have now reached \$9,798. The department is striving to grow the fund, established a decade ago, to the endowment level of \$25,000.

"This scholarship is a beautiful way to recognize the extraordinary work of our student leaders who give back to the university in countless ways with the gifts of their time and energy," Smith said. "We are grateful to everyone who has donated to the fund so far in appreciation of the hard work of all of our student leaders here at SFA."

Student Life programs recognized with awards

Several Student Life units were honored with regional, state and national awards during the most recent review period, including Orientation and Transition Programs, Student Engagement, and Student Publications.

Orientation and Transition Programs earned the 2023 Region IV Innovation in Orientation Programs award from NODA – Association for Orientation, Transition and Retention in Higher Education for the Destination SFA: Sibling Orientation program. The Innovative Program Award highlights administrative practices that meet the changing needs of an institution and its students, according to NODA. These innovative programs help generate new knowledge and best practices within the field of orientation, transition and retention.

"Destination SFA: Sibling Orientation is a unique Orientation event for middle- and high-school-age siblings of incoming freshmen students," explained Brittany Beck, director of orientation and transition programs. "Through the program, we strive to answer any and all questions that our incoming students' younger siblings may have about college life in general while also highlighting everything SFA has to offer when it comes time for them to make their college decision."

Student Engagement and the Student Activities Association were recognized for their "SFA is Back! Block Party" held in August 2022, which was named Program of the Year by the National Association for Campus Activities Central Region. The event was part of SFA's Weeks of Welcome and featured free food and t-shirts, custom street signs, card games, mechanical bull riding, yard activities, caricatures, live music and more.

"This award is a great testament to the team of professional staff and student leaders who worked tirelessly to put on this event," said Michael Onuchovsky, coordinator of student engagement. "Most importantly, we give a huge thanks to all the students who came out to celebrate how great it is to be a Lumberjack!"

Student Publications received 17 awards for excellence in student journalism from the Texas Intercollegiate Press

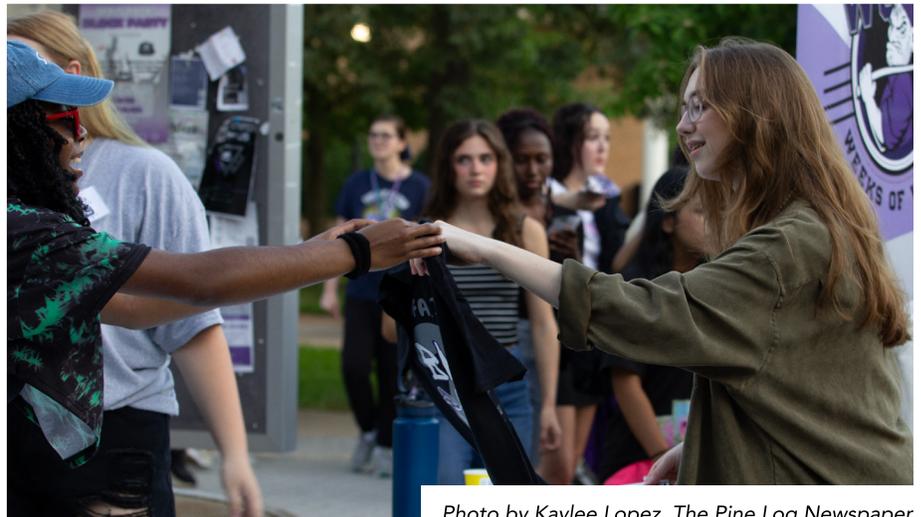


Photo by Kaylee Lopez, The Pine Log Newspaper

Association during its March 2023 convention. The Pine Log newspaper and Stone Fort yearbook earned five and nine awards, respectively, for student journalism conducted in 2022.

In addition, current yearbook editor-in-chief Laney Wise, a junior graphic design major from Keller, earned three awards in the on-site competition during the conference held in Fort Worth. They included first place in yearbook design, first place in advertising design and honorable mention in magazine design.

The 2022 Stone Fort yearbook also earned SFA's first-ever Pinnacle Award at the Fall 2022 National College Media Convention held in Washington, D.C. The event, hosted by the College Media Association, Associated College Press and Society of Professional Journalists, honored SFA student journalists with honorable mention awards in the national Yearbook of the Year and Best Yearbook Feature Page competitions.

"Our students work exceptionally hard throughout the year to produce high-quality content for their publications, and accolades from TIPA and CMA reinforce the value of that work and the important role student media plays on a college campus," said Amy Roquemore, SFA director of student publications and divisional media.



Pictured above (from left) are Carrie Charley, interim vice president of student affairs, and award winners Janie Poskey, Heather Howell and Michael Onuchovsky.

Staff members recognized for exemplary service

Three Division of Student Affairs staff members were recognized for exemplary service to the university and commitment to SFA students during the review period. The awards were presented by the staff development committee during a May 11 luncheon in the Twilight Ballroom.

Janie Poskey, business coordinator in Orientation and Transition Programs, received the Unsung Hero Award, celebrating the significant contributions of staff members who often work “behind the scenes.” The award recognizes exceptional work considered essential to the Division of Student Affairs but not necessarily involving direct contact with students.

Michael Onuchovsky, former student engagement coordinator, received the Rising Star New Professional Award. The award honors a relatively new student affairs professional who produces quality work, makes a significant impact on campus, exceeds employment expectations and demonstrates leadership through a willingness to help others.

Former Executive Assistant to the Vice President of Student Affairs Heather Howell earned the Steve Westbrook Award, which is named in honor of SFA’s 10th president and longtime vice president for university affairs. The award recognizes exceptional service and commitment to students and significant contributions to SFA’s mission and the Division of Student Affairs. Howell recently transitioned to a new role as director of advancement services in the SFA Office of Development.

About 60 Student Affairs staff members attended the annual awards luncheon. The event highlighted a week of staff-development activities that also included “Painting with a Lumberjack Twist,” a pickleball learn and play, and a staff social with friends and family at the Fredonia Hotel.

Student Affairs recognition

Division of Student Affairs units collected numerous accolades throughout the review period for innovation, excellence and service to the university. In addition, individual staff members were recognized for their personal commitment to SFA students and service within their professional fields. Student Affairs recognitions between June 2022 and May 2023 included the following:

- **Counseling Services;** SFA Athletics Golden Axe Unsung Hero Award
- **Orientation and Transition Programs, Destination SFA Sibling Orientation Program;** Regional Innovation in Orientation Programs Award from NODA - Association for Orientation, Transition and Retention in Higher Education
- **Grace Romero, Campus Recreation;** Sports Club Advisor of the Year
- **Amy Roquemore, Student Publications;** Organization for Women’s Leadership and Equity Advocate Award
- **Ron Smith, Counseling Services;** Piney Woods Counseling Association Counselor of the Year
- **Nick Stallworth, Baker Pattillo Student Center;** SFA Alumni Association Mystery Dipper
- **Student Engagement, Student Activities Association Block Party;** National Association for Campus Activities Central Region Program of the Year
- **Student Engagement;** Diversity Equity and Inclusion Partner of the Year
- **Student Publications;** two College Media Association Pinnacle Awards and 17 Texas Intercollegiate Press Association Awards
- **Testing Services;** highest rating of “excellent” on Federal Aviation Administration on-site inspection

Units awarded grants

The Division of Student Affairs secured significant grant revenue during the review period that enriched student experiences and positively impacted student access and success. Leading the charge was the Dean of Students Office, which received grant awards totaling more than \$250,000. Grants awarded to Student Affairs units between June 2022 and May 2023 included the following:

- **\$180,000** from The Higher Education Coordinating Board for Student Wellness
- **\$40,000** from the T.L.L. Temple Foundation for the Lumberjack Food Pantry
- **\$10,000** from Enterprise Holdings for the Center for Career and Professional Development
- **\$6,000** from the SFA Environmental Service Fee Committee for LED lighting upgrades to outdoor courts at the Student Recreation Center

Student Affairs Leadership Team

The Student Affairs Leadership Team comprises the executive team and department directors representing key functional areas across the division. Established in spring 2021, the team provides

advice, expertise, leadership, support and guidance to the vice president of student affairs on policies, procedures, practices, facilities, and resources impacting student access and success.



Brittany Beck
*Director of Orientation
and Transition Programs*



Carrie Charley
*Interim Vice President
of Student Affairs*



Daphne Curl
*Director
of Testing Services*



Dr. Andrew Dies
*Assistant Vice President
of Student Affairs
and Dean of Students*



Clare Fite
*Director
of Counseling Services*



Lacey Folsom
*Director
of Student Engagement*



Shannon Jolley
*Director of Residence Life
and Housing*



Brent McLemore
*Director of the Center
for Career and Professional
Development*



George Montgomery
*Assistant Dean
of Students*



Ken Morton
*Director
of Campus Recreation*



Amy Roquemore
*Director of Student Publications
and Divisional Media*



Marcie Shoemaker
*Director of Health Services
Operations*



Dr. Hollie Smith
*Executive Director
of Student Life*



Nick Stallworth
*Director of the Baker Pattillo
Student Center*



Laura Turner
Budget Analyst

Student Affairs Committees

Division of Student Affairs committees completed extensive work during the review period in critical areas including administrative practices, assessment and compliance, marketing and communications, and staff development. Each committee

is chaired by a member of the Student Affairs Leadership Team, and the groups meet regularly to collaborate on initiatives designed to help the division advance its mission and achieve its goals.

Administrative Practices

Co-Chairs: Heather Howell, executive assistant to the vice president of student affairs, and McKenzie Whittinghill, assistant to the assistant vice president of student affairs/ dean of students

Charge: Develop a customer service philosophy, create and encourage a practical way to train employees in multiple roles to promote shared services, remain informed on procedures, and communicate new practices throughout the division.

Accomplishments:

- Customer Service Training
- Notary Public Commissions

Assessment

Chair: Dr. Hollie Smith, executive director of student life

Charge: Develop a comprehensive divisional plan to assess student learning and evaluate programs and services.

Accomplishments:

- Assessment Training and Certification
- Assessment Manual

Marketing and Communications

Chair: Amy Roquemore, director of student publications and divisional media

Charge: Develop and implement effective marketing practices and strategies for the Division of Student Affairs that help “tell our story” and promote — both internally and externally — the critical roles we play in student recruitment, retention, access, personal development and success.

Accomplishments:

- Monthly Student Affairs Newsletter
- Website Upgrades

Staff Development

Chair: Ken Morton, director of campus recreation

Charge: Identify needs and cultivate programs for personal and professional development of division staff in order to aid in career development, increase job satisfaction and belonging, and promote the success of our students.

Accomplishments:

- Management Workshops
- Staff Appreciation Week and Awards Luncheon

100+

Staff publications and presentations

90+

Full-time employees

300

Paraprofessionals

13

Assessment-certified staff members

4

Division-wide committees

12

Newsletters created and distributed

Student Affairs in the News

"Assessment committee debuts manual"

– July 2022

"SFA launches Hub to offer students faster access to holistic health and wellness services"

– August 2022

"Lumberjack Wellness Network — Re-imagining how SFA promotes health and well-being among students"

– September 2022

"SFA expands on university traditions by implementing lyrics to fight song"

– November 2022

"SFA partners with mental health platform Togetherall"

– January 2023

"Grand opening set for SFA's Health and Wellness Hub"

– February 2023

"Sean Kingston to headline SFA Student Activities Association's SpringFest"

– March 2023

"SFA launches '100,000 service hours for 100 years' centennial competition"

– March 2023

"SFA Counseling Services reorganizes staff, offers targeted care"

– April 2023

"Four students named Best of SFA"

– April 2023

"Survey shows high career placement rate, positive trends for SFA graduates"

– May 2023

"Dance Marathon raises more than \$20K"

– May 2023

Student Affairs budget highlights included room-and-board increase, new SSF allocation process

Operating with \$39.8 million for Fiscal Year 2023, the Division of Student Affairs successfully managed multiple budget priorities during the review period, including implementing a mid-year salary increase for university employees; increasing room and board rates to cover rising debt service and food costs; and instituting a new Student Service Fee allocation process.

In January 2023, the SFA administration proposed, and the Board of Regents approved, a 6% cost of living base salary adjustment for most employees, and the raise for eligible staff members was reflected on March 2023 paychecks. The mid-year increase was initially paid for with SFA reserve funds with future support made possible through the university's affiliation with The University of Texas System.

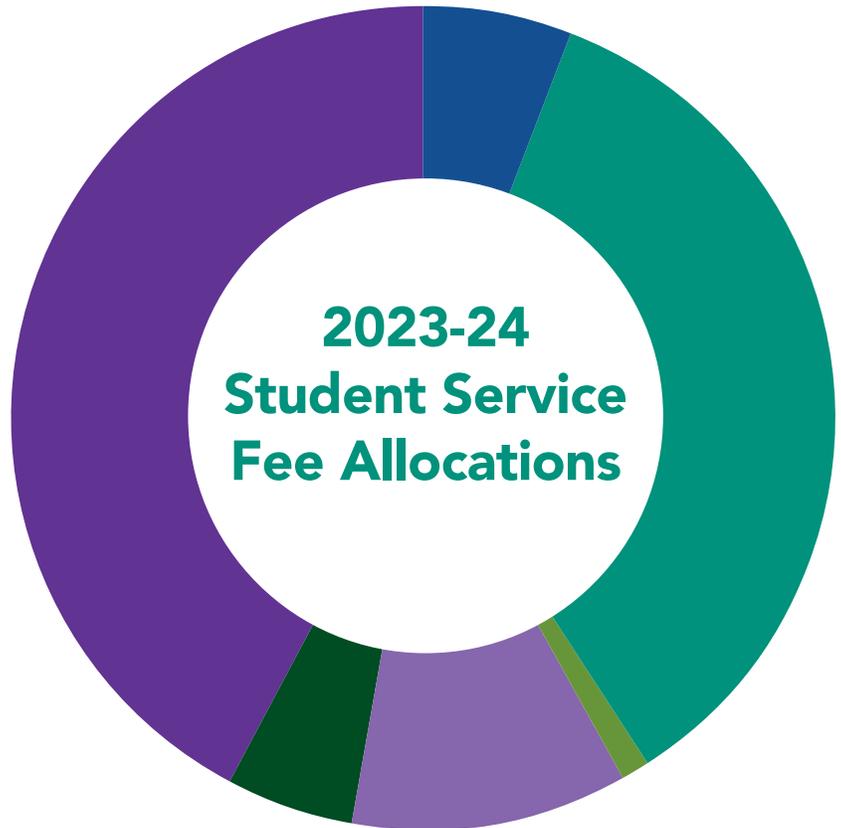
"There will be more work on [employee compensation] in the future," Dr. Steve Westbrook, then-interim SFA president, said at the time. "But the idea was to do something now, within this fiscal year, that will impact our employees as soon as possible."

During the same board meeting, the division proposed an 8% increase in both the room and board rates for Fiscal Year 2024, and the new fee schedule was approved as part of the institutional budget by The UT System Board of Regents in August 2023.

"The board rate increase was needed primarily because of substantial increases in both the Consumer Price Index and Employment Cost Index, and we were able to successfully negotiate that adjustment with Chartwells, SFA's food service partner," said Laura Turner, budget analyst. "Similarly, the revision to on-campus room rates was to adjust for the CPI increase, as well as to cover debt service."

In addition, the university has prioritized existing housing inventory by allocating bond funding to various housing improvement projects. The division has been able to fast-track multiple improvement projects, including new elevators, safety upgrades and a lobby remodel for Steen Hall; mechanical and plumbing projects in Griffith and Kerr halls; and the removal of Mays Hall and Hall 16.

In Spring 2023, the division restructured its process for Student Service Fee requests, hearings and allocations. The process now includes an orientation for committee members before the hearings begin and an electronic submission form, allowing committee members to review requests and prepare their questions prior to the hearings. In addition, the hearings



- **Academic Affairs**
6%
- **Athletics**
35%
- **Contingency**
1%
- **Other Student Programming**
11%
- **Finance and Administration**
5%
- **Student Affairs**
42%

were moved to a large classroom, increasing transparency of the process. According to Turner, although the process now takes several days to complete, feedback from students, faculty and staff has been positive.

"Another significant change to the SSF budget was the committee was able to hold back a 1% contingency," she said. "So should there be cuts in the future, our hope would be to reduce that contingency first rather than ask the departments to make those reductions."



Student Affairs Giving Opportunities



Student Emergency Aid Fund

The Student Emergency Aid Fund helps students who have financial needs that cannot be remedied by traditional forms of assistance. When donors contribute to this fund, they have the opportunity to provide just-in-time aid that can help students meet their higher education goals.

gosfa.com/emergency-aid



Lumberjack Food Pantry

The Lumberjack Food Pantry is leading the way in the reduction of food insecurity at SFA. Staff members and students collaborate with university departments and SFA organizations to meet campus-specific needs. The pantry accepts non-perishable food items, as well as one-time or recurring tax-deductible monetary donations.

gosfa.com/food-pantry



Student Leader Scholarship

SFA's Student Leader Scholarship will provide financial assistance to students who go above and beyond for their student organizations, which offer exceptional co-curricular learning and networking opportunities. Donations to the scholarship support the important work of student leaders on campus, helping them get the most out of their Lumberjack experience.

gosfa.com/sl-scholarship

Baker Pattillo Student Center

The 90,000-square-foot Baker Pattillo Student Center features a multitude of university departments, dining outlets and student services, including the Graphic Shop and Post Office. The Student Center Reservations Office offers spaces of all sizes for meetings, events, programs, conferences and special occasions.

gosfa.com/bpsc

Campus Living, Dining and Auxiliary Enterprises

The mission of Campus Living, Dining and Auxiliary Enterprises is to enrich the campus experience for all community members and guests by providing outstanding products, facilities, care, attention and customer service. The portfolio includes Residence Life, the student center, dining, bookstore and vending contracts, and campus services such as ID Cards, Post Office, Graphic Shop and Testing Services.

gosfa.com/auxservices

Campus Recreation

Campus Recreation is committed to developing a culture of Lumberjack wellness through excellent facilities and inclusive experiences in adventure, fitness, sport and play.

gosfa.com/campusrec

Center for Career and Professional Development

The Center for Career and Professional Development guides Lumberjacks through the rewarding process of career planning and development, offering services for current students and alumni, career fairs, a career closet, and resources for employers, faculty, and staff.

gosfa.com/ccpd

Dean of Students Office

The Dean of Students Office pillar comprises SFA programs and initiatives focused on student well-being, including the Lumberjack Wellness Network, Health and Wellness Hub, Campus Recreation, Counseling Services, Student Conduct Office, Student Outreach and Support, and Student Wellness.

gosfa.com/deanofstudents

Health and Wellness Hub

To support the health and well-being of every Lumberjack, the Health and Wellness Hub offers comprehensive services that treat the whole person—mind, body and spirit. Health Services, Counseling Services, Student Outreach and Support and the Lumberjack Food Pantry are among the units housed in the Hub.

gosfa.com/thehub

Orientation and Transition Programs

First-Year and Transfer Orientation sessions are offered throughout the year by the Orientation and Transition Programs office, along with spring and fall Weeks of Welcome activities and resources for Lumberjack families.

gosfa.com/orientation

Residence Life

Residence Life exists as an integral part of SFA's educational experience and academic support services, hosting approximately 3,400 Lumberjacks annually in its traditional, suite and apartment-style housing.

gosfa.com/res-life

Student Engagement

Student Engagement is the hub for what's happening across campus. The office is home to the Student Activities Association, Involvement Center, Fraternity and Sorority Life, Jack Camp, Leadership and Service Programs, and more than 280 student organizations.

gosfa.com/engagement

Student Life

Student Life provides targeted programs and services that promote student learning, engagement, belonging and career readiness. The pillar includes the Center for Career and Professional Development, Orientation and Transition Programs, Student Engagement, Student Government Association, and Student Publications.

gosfa.com/student-life

Student Publications

Student Publications is committed to producing professional-quality print publications, as well as timely and engaging content, which meet the SFA community's need for information and provide a forum for discussion of relevant issues.

gosfa.com/publications

Testing Services

Testing services offers local, state and national testing programs to help students and community members realistically identify, assess, understand, and pursue their competencies, course placement, and career opportunities.

gosfa.com/testing-services



STEPHEN F. AUSTIN STATE UNIVERSITY

THE UNIVERSITY OF TEXAS SYSTEM
NACOGDOCHES, TEXAS

Stephen F. Austin State University Office of the Vice President of Student Affairs



Physical Address

1936 North Street
Austin Building,
Room 314



Mailing Address

P.O. Box 6101, SFA Station
Nacogdoches, TX 75962



Phone

(936) 468-2701



Instagram

@sfa_studentaffairs

[SFASU.EDU/STUDENTAFFAIRS](https://sfasu.edu/studentaffairs)